

VVAO WOMEN ECONOMIC FORUM 2024



Sociëteit Vereeniging Haarlem
17 november 2024



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WOMEN ECONOMIC FORUM
17 november 2024



Unveiling gender equality dynamics

VVAO Women Economic Forum 2024
NOVEMBER 2024

OUR MISSION

Close the equality gap
in the workplace

OUR ADDED VALUE

The most comprehensive database on
corporate gender equality, diversity &
inclusion

We enable responsible investors
to make better decisions...

5,800+

COMPANIES RESEARCHED

45+

COUNTRIES
COVERED

21

EQUALITY INDICATORS
WITH 48 METRICS

10 years

HISTORICAL DATA
AVAILABLE



Investors use our data for

- _ ESG integration
- _ Portfolio analysis
- _ Index construction
- _ Shareholder engagement
- _ Controversy screening

Equileap Gender Equality Scorecard™

CATEGORY A

Gender balance in leadership and workforce

- Gender of CEO, CFO, Chair *
- Board of Directors
- Executives
- Senior Management
- Management
- Workforce
- Promotion & Career Development

CATEGORY C

Policies promoting gender equality

- Equal Opportunities in Training & Career Development
- Non-discrimination in Recruitment
- Freedom from Violence & Sexual Harassment
- Safety at Work
- Human Rights
- Reduce Social Risks in Supply Chain
- Supplier Diversity
- Employee Protection

CATEGORY B

Equal compensation & work-life balance

- Living Wage
- Gender Pay Gap
- Parental Leave
- Flexible Work Options

CATEGORY D

Commitment, transparency & accountability

- Commitment to Women's Empowerment
- Gender Audit

48 metrics

We also monitor gender equality controversies: class actions, individual cases and official rulings dealing with gender-based violence and discrimination

Gender Equality Report & Ranking

Assessing 4,000 companies
in developed markets

2024 EDITION

We evaluated 3,795 companies in 2023

The companies we evaluate

- Have a **market capitalisation of USD 2 billion or higher**
- Are **listed on major indices**
- Span across **27 developed markets**
 - 1035 in Europe
 - **44 listed in the Netherlands**

3-step approach for our methodology

1. We gather **publicly available information** provided by the companies themselves
2. There is a strict internal peer review and **quality assurance process**
3. We **engage with companies** to allow them to validate the data and send us the latest publicly available data they have

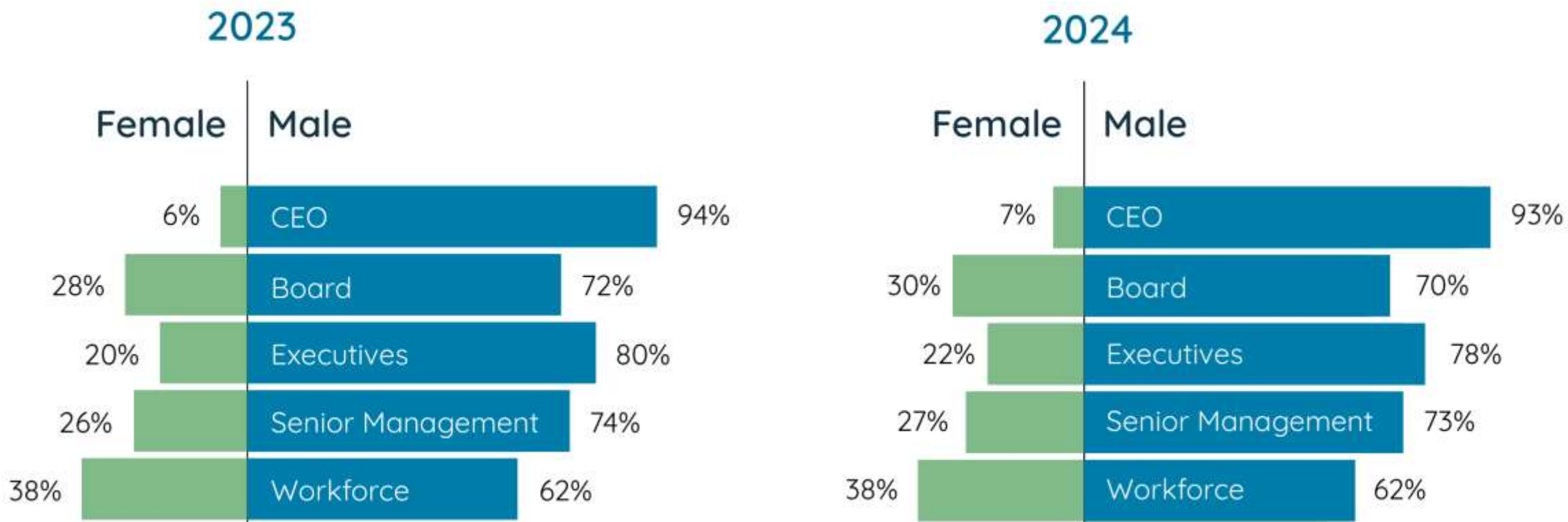
Key takeaways

- The journey towards gender balance is both slow and unfinished
- Legislation plays a pivotal role in bringing change
- Corporate management and leadership are still predominantly male

1. Gender balance



Representation at all company levels (global)



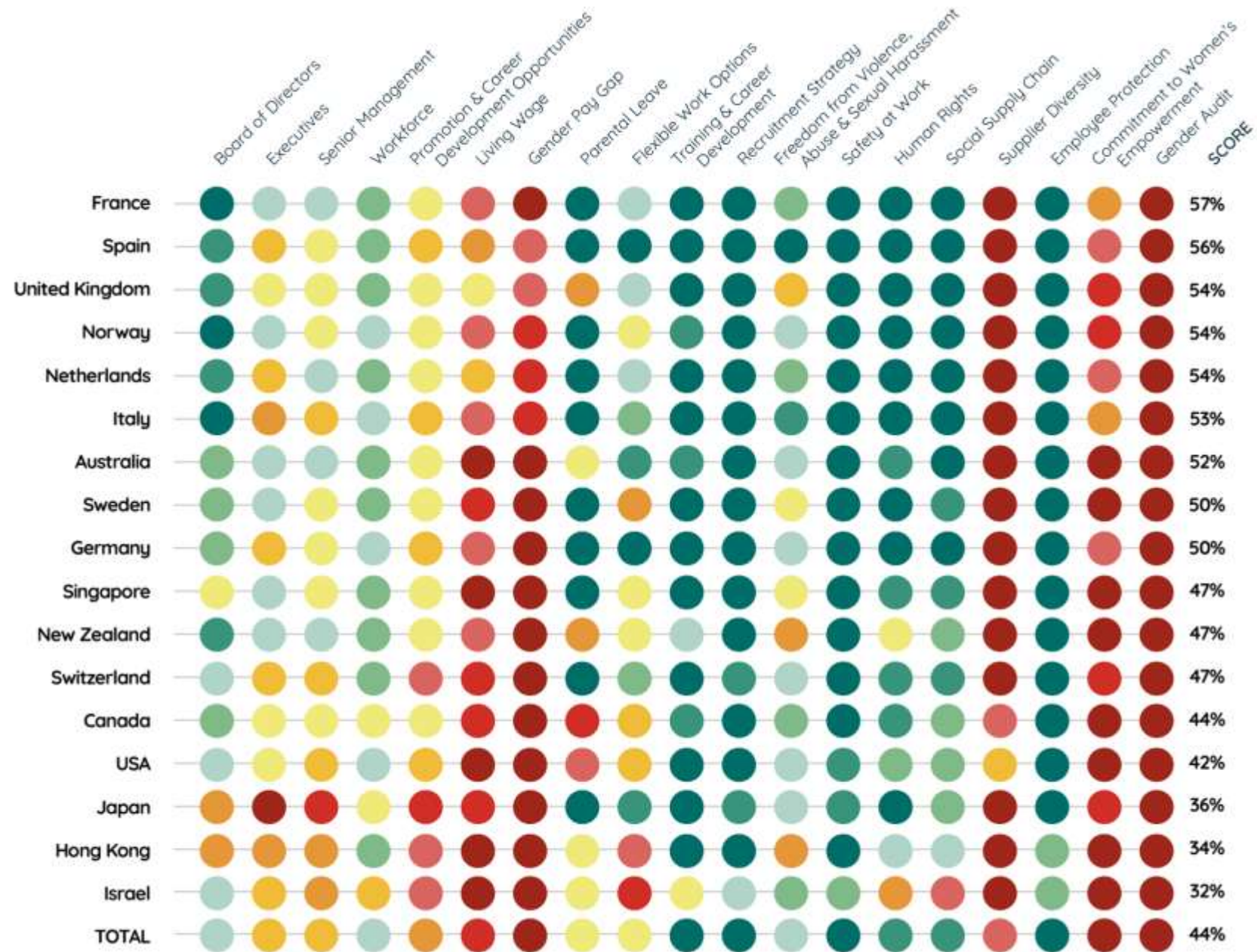
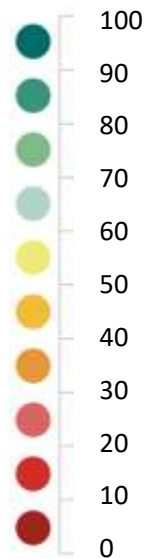
32

companies have reached
gender balance at all corporate levels
(board, executive, managers, workforce)

2. Top countries & companies



Country ranking



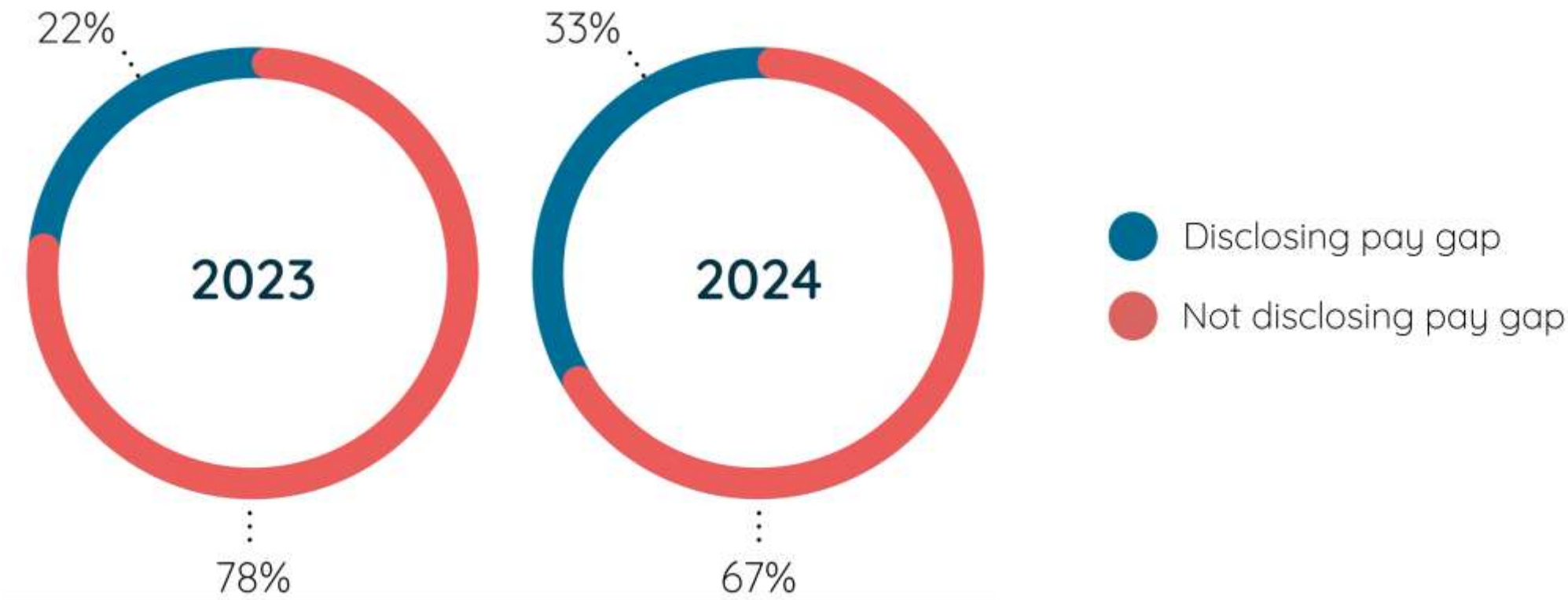
Top 10 companies for gender equality

Global rank	Company	Country	Sector	Gender equality score	Y.O.Y. change
1	Transurban ①	Australia	Industrials	80%	▲
2	Storebrand ①	Norway	Financials	79%	▲
3	Diageo ①	United Kingdom	Consumer Staples	79%	▲
4	National Grid	United Kingdom	Utilities	79%	▲
5	GPT Group	Australia	Real Estate	79%	▲
6	Aena ①	Spain	Industrials	77%	▲
7	Yara International	Norway	Materials	76%	▲
8	Mirvac	Australia	Real Estate	76%	▼
9	L'Oréal ①	France	Consumer Staples	76%	▲
10	IFF ①	United States	Materials	76%	▲

3. Gender pay gap



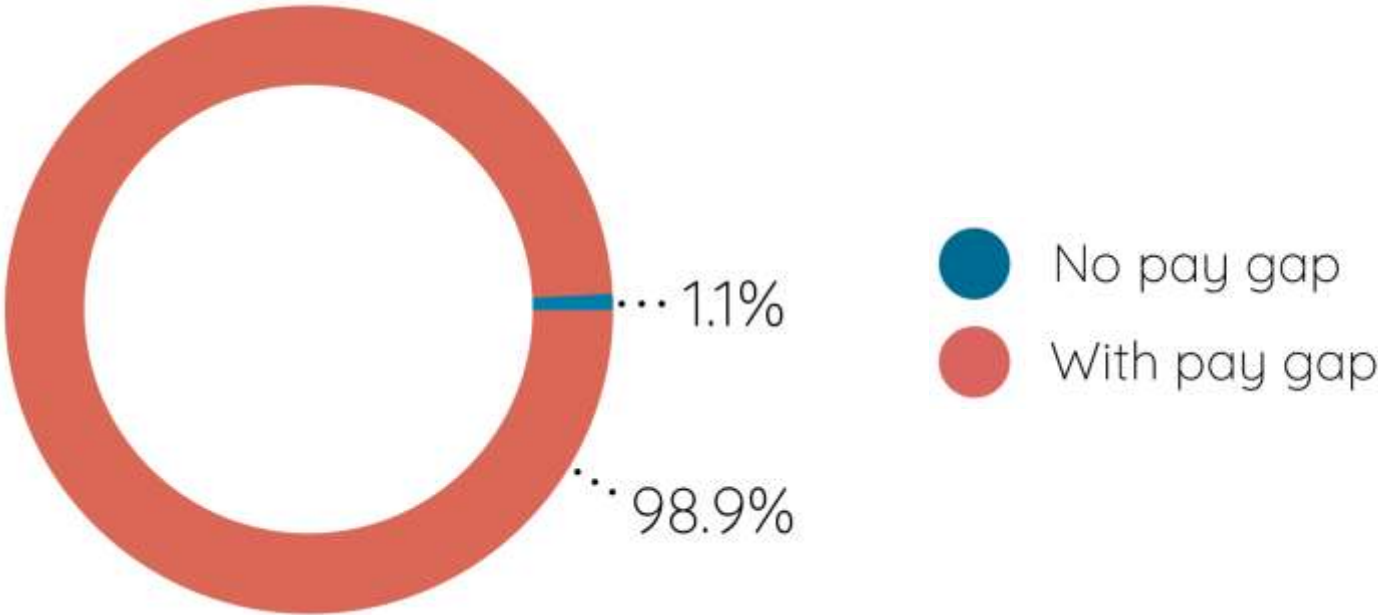
Gender pay gap disclosure is increasing



Companies publishing gender pay data by country



One percent of companies have closed their gender pay gap



Notes:

Companies not disclosing their gender pay gap have been included in the category of companies with a pay gap.
No pay gap means a company has published a mean, unadjusted gender pay gap of less than or equal to +/-3%.

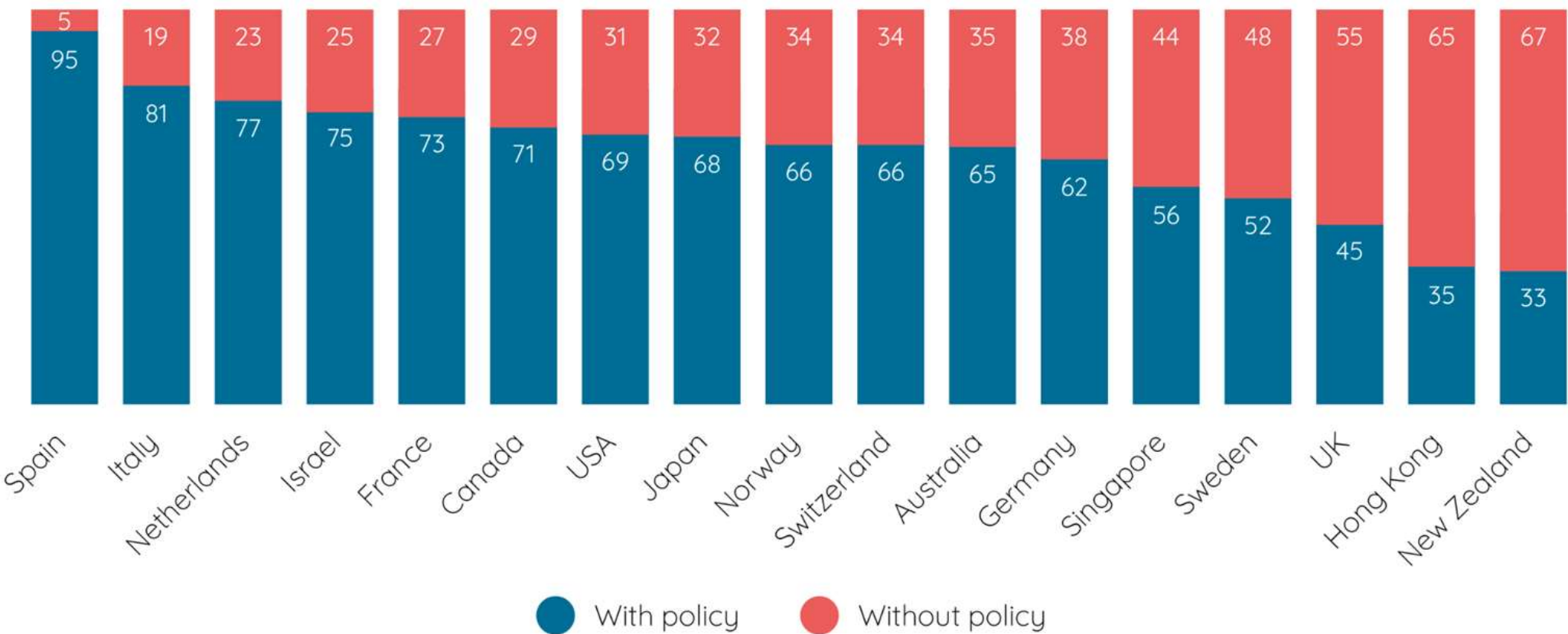
4. Combating sexual harassment



65%

companies have published
an anti-sexual harassment policy

Companies publishing an anti-sexual harassment policy by country (in %)



5. Parental leave



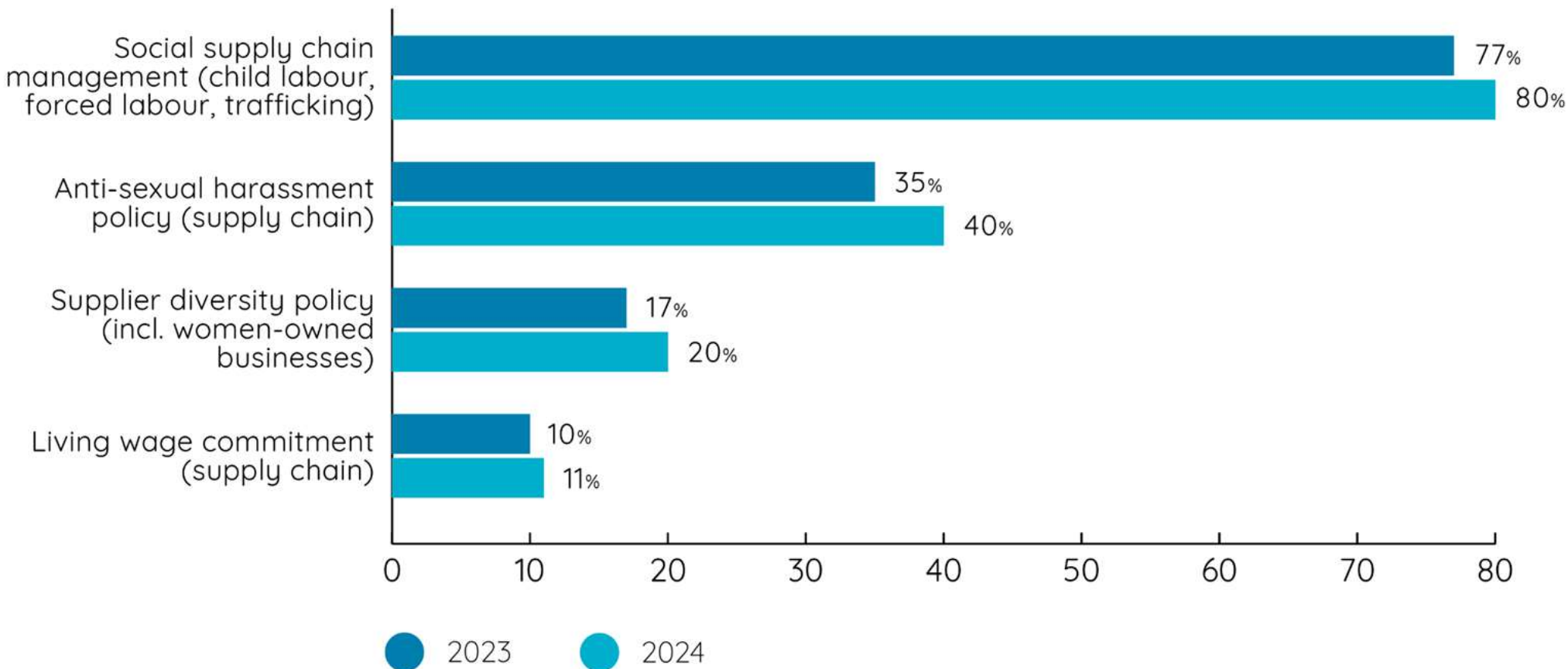
11%

companies offer equal
parental leave to both parents

6. Gender equality in the supply chain



Companies with supply chain policies



Thank you



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Contact Information & Disclaimer

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