



EQUILEAP
MAKE A DIFFERENCE AND A RETURN



GENDER EQUALITY GLOBAL REPORT & RANKING

2018 Edition

GENDER EQUALITY IN 2018

/ TAKING A LEAP FORWARD

Overall improvement compared to 2017:

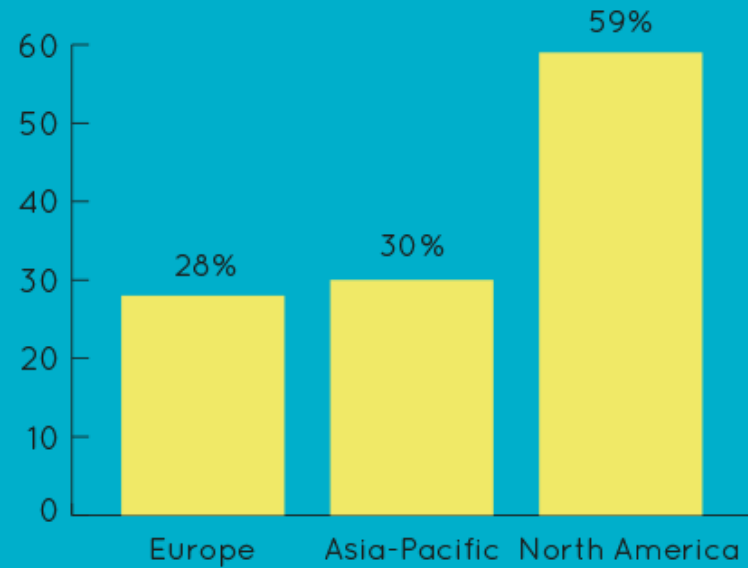
> Best company score is 71%

> Average score is 53%

TOP 200 % COM- PARISONS	BOARD	EXECU- TIVES	SENIOR MANAGE- MENT	WORK- FORCE
Top 200	34.3	25.6	31.9	41.7
Data sample*	27.5	16.3	22.4	37.7
TOTAL SAMPLE	28.7	18.0	25.2	38.5

GENDER EQUALITY IN 2018 / SEXUAL HARASSMENT

Companies with a policy to combat sexual harassment:



GENDER EQUALITY IN 2018 / GENDER PAY GAP

5 companies globally achieved gender pay equality in the top, middle and bottom pay bands:

- > **AGILENT TECHNOLOGIES** (USA)
- > **ENBRIDGE** (Canada)
- > **GENERAL MOTORS** (USA)
- > **LINK ADMINISTRATION** (Australia)
- > **STARHUB** (Singapore)



EQUILEAP SCORECARD

/ A UNIQUE SET OF 19 CRITERIA

A. GENDER BALANCE IN LEADERSHIP & WORKFORCE



1. Non-Executive Board
2. Executive Board
3. Senior Management
4. Workforce
5. Promotion & Career Development

C. POLICIES PROMOTING GENDER EQUALITY



10. Training & Career Development
11. Recruitment Strategy
12. Freedom from Violence, Abuse & Sexual Harassment
13. Safety at Work
14. Protection of Human Rights
15. Social Risks in Supply Chain
16. Supplier Diversity
17. Employee Protection

B. EQUAL COMPENSATION & WORK-LIFE BALANCE



6. Fair Remuneration
7. Equal Pay
8. Primary & Secondary Parental Leave
9. Flexible Work Options

D. COMMITMENT TO WOMEN'S EMPOWERMENT



18. Commitment to Women's Empowerment
19. Gender Audit

ALARM BELLS / Equileap monitors class actions, individual cases and official rulings dealing with gender-based violence and discrimination

GENDER EQUALITY IN 2018

/ REGION PER CRITERIA

average score (out of 100)	Asia-Pacific	Europe	North America
Board of Directors	53	70	62
Executives	43	36	50
Senior Management	36	35	20
Workforce	74	70	57
Promotion & Career Development Opportunities	23	22	15
Fair Remuneration	6	11	8
Gender Pay Gap and Equal Pay	8	9	3
Parental Leave	39	57	14
Flexible Work Options	37	29	25
Training & Career Development	90	92	83
Recruitment Strategy	93	95	95
Freedom from Violence, Abuse & Sexual Harassment	30	28	59
Safety at Work	96	95	94
Human Rights	64	89	74
Social Supply Chain	73	82	82
Supplier Diversity	4	6	54
Employee Protection	89	88	96
Commitment to Women's Empowerment	10	10	6
Audit	0	0	0

GENDER EQUALITY IN 2018

/ TOP 10 COMPANIES

RANK	COMPANY	COUNTRY	SECTOR	SCORE
1	General Motors	USA	Consumer, Cyclical	71/100
2	L'Oréal	France	Consumer, Non-cyclical	71/100
3	Kering	France	Consumer, Cyclical	68/100
4	Merck	USA	Consumer, Non-cyclical	67/100
5	Starhub	Singapore	Communications	66/100
6	Tele2	Sweden	Communications	66/100
7	Westpac	Australia	Financial	66/100
8	National Australia Bank	Australia	Financial	66/100
9	Swedbank	Sweden	Financial	65/100
10	JPMorgan Chase	USA	Financial	64/100

GENDER EQUALITY IN 2018

/ TOP 3 COMPANIES

