

FIRST GLOBAL DATABASE RANKING OVER 3,000 COMPANIES ON PROGRESS TOWARDS GENDER EQUALITY

2017 Best Performers are: L'Oreal (FR),
Pearson (UK), National Australia Bank (AU),
Sodexo (FR) and BTG (UK)

Launch of a unique tool-kit to accelerate progress
towards gender equality at work

London & Amsterdam, 11th April 2017 / Equileap, an organisation set up to accelerate progress towards gender equality at work, is issuing the first cross-sector ranking showing for the first time how well the world's top public companies, across all sectors and countries, perform on gender equality.

It is part of a new tool-kit designed to cut the 118 years it is estimated it will take for equality to be achieved at present rates of change. This includes:

- **The 2017 Gender Equality: Global Report & Ranking**, presenting the Top 200 Companies, key findings on gender equality, as well as detailed insights per country and per sector;
[Download the Full Global Report and Ranking](#)
- **Company Reports**, custom-made documents with detailed information and aggregated figures on individual companies;
[Order a Company Report](#)
- **The Family of Equileap Gender Equality Indices** (Global, US and Europe,) designed to track best performing companies in terms of gender equality. These Indices will be used both as benchmarks and underlyings of various financial products (Bloomberg Ticker: EQUAL).

2017 EQUILEAP TOP 20 RANKING

Rank	Company	Country	Group (Bloomberg Classification)	Equileap Score (out of 35)
1	L'Oreal	France	Cosmetics/Personal Care	22
2	Pearson	United Kingdom	Media	22
3	National Australia	Australia	Banks	22
4	Sodexo	France	Food Service	22
5	BTG	United Kingdom	Pharmaceuticals	22
6	Telia Company	Sweden	Telecommunications	22
7	Westpac	Australia	Banks	21
8	SEB	Sweden	Banks	21
9	Elisa Oyj	Finland	Telecommunications	21
10	Diageo	United Kingdom	Beverages	21
11	Marks & Spencer	United Kingdom	Retail	20
12	Swedbank	Sweden	Banks	20
13	Bank Leumi	Israel	Banks	20
14	Societe Generale	France	Banks	20
15	Li & Fung	Hong Kong	Distribution/Wholesale	20

16	RELX	United Kingdom	Commercial Services	20
17	Unibail-Rodamco	Netherlands	REITS	20
18	Merck & Co	United States	Pharmaceuticals	20
19	Transurban	Australia	Commercial Services	20
20	GlaxoSmithKline	United Kingdom	Pharmaceuticals	20

HEADLINES FROM

2017 GENDER EQUALITY: GLOBAL REPORT & RANKING

- **The Top 5 countries are Norway, Sweden, the Netherlands, Finland and the UK**, They have a higher percentage of companies making it to the Top 200 (respectively 58% 38% 35% 33% and 28%) In comparison, only 2% of US companies make it to the Top 200.
- **The Top 3 sectors are Communications** - 11% of companies in this sector make it to the Top 200, **followed by Financial and Utilities**, where 9% of companies in each sector make it to the Top 200.
- **Only 6 companies in the Top 200 report having no gender pay gap** (of less than or equal to 3%) in their country of incorporation. They are **L’Oreal (FR), Transurban Group (AU), Adobe Systems (US), Deutsche Boerse (DE), Origin Energy (AU) and Enbridge (CA)**.
- **4 out of 5 companies in the Top 200 report offering paid maternity/primary care leave**, and **two thirds of companies report offering paid paternity/secondary carer leave**. Most of these companies are in Europe. Fewer than 5 of the 30 US companies in the Top 200 report offering both paid maternity and paternity leave.
- The Top 200 companies report having an average of **20% women executives to 80% men** compared to **10% women and 90% men** in the remaining 2,848 companies in the database.

Equileap’s Research and Report means that:

- Companies can find out for the first time where they stand within their sector / country and how to improve their performance and take greater advantage of the ‘gender dividend’;
- Private and institutional investors can target top companies in the ranking to diversify their investment portfolios – making a difference and a return;
- Female and male employees can make more informed choices about which companies value gender equality;
- Governments and other public institutions have a new tool to screen companies they use as suppliers for gender diversity.

Diana van Maasdijk, Co-Founder, Equileap, said: “Gender diversity is not only the right thing to do, it is also the smart thing to do, with a significant number of research papers* indicating that it tends to lead to higher returns and lower risk. The newly launched Equileap tool-kit will help companies as well as employees, investors, governments and civil society to make decisions supported by in-depth analysis.”

Jacki Zehner, Former Partner Goldman Sachs, Chief Engagement Officer Women Moving Millions, mentioned: “There is increasing demand for products that enable investors to align their investment capital around their values for gender equality. Equileap’s Gender Equality Ranking and indices mark an important step forward in the field of gender lens investing.”

Lilianne Ploumen, Minister for Foreign Trade and Development Cooperation, the Netherlands, said: “Gender equality is a vital part of Dutch foreign policy. As part of this commitment, we have supported Equileap from the start. We believe it has an important role to play in bringing together companies, investors and governments to speed up the achievement of equality in the workplace and reduce poverty.

Prof. Paul Smeets, Maastricht University, added: “Social impact investing is slowly but surely gaining foothold in the financial world. The Sustainable Finance Group of Maastricht University School of Business and Economics is proud to partner with Equileap in this unique research to help investors navigate the world of ethical investing.”

The organisation investigated over 3,000 publicly-listed companies in 23 countries across all sectors, and ranked them based on 19 criteria covering leadership, career development, work-life balance, equal pay, family leave, as well as health & safety. This unique database was built in collaboration

with the Sustainable Finance Group at Maastricht University and the ranking methodology was inspired by the United Nations Women's Empowerment Principles.

* Research Papers

1. **McKinsey Global Institute Report**, [The power of parity](#) (September 2015), *\$28 trillion (or 26%) could be added to global annual GDP by 2025 if full gender equality is achieved in the workforce*
2. **Peterson Institute for International Economics**: [Is Gender Diversity Profitable?](#) (February 2016), The results suggest that the presence of women in corporate leadership positions may improve firm performance significantly. The impact is greatest for female executive shares, followed by female board shares; the presence of female CEOs has no noticeable effect. This pattern underscores the importance of creating a pipeline of female managers and not simply getting women to the very top.
3. **World Economic Forum**: [The Global Gender Gap Report](#) (2006-2015), Annual pay for women only now equals the amount men were earning ten years ago, despite an additional quarter of a billion women entering the global workforce since 2006. The global gender gap across health, education, economic opportunity and politics has closed by only 4% in the past 10 years, with the economic gap closing by just 3%, suggesting it will take another 118 years to close this gap completely.

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NOTE TO EDITORS

About Equileap

Equileap is an organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. Headquartered in Amsterdam and London, the Organisation is led by Diana van Maasdijk, Co-Founder & Executive Director and Jo Andrews, Co-Founder & Director of Social Impact.

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