

Bloomberg

# Bloomberg Gender Equality Index

Training module

# Agenda

3 minutes

## Introduction and Background of the GEI

- History, model and future developments.
- Call to action for listed companies

2 minutes

## How Does Bloomberg Score Gender?

- Presentation of ESG Scores

10 minutes

## Training Exercise

- Case study on 2 companies, investigating how data can challenge initial perceptions
- Deep dive into Gender metrics/KPIs

Spare time!

## Questions

# Background

- **Standardized reporting method** used globally to acquire comprehensive workplace gender data.
- **Metrics critical to promoting equity in the workplace** in the current global environment surrounding gender equality.
- **Definitions** for each data point to ensure the data is consistently measured across markets and industries.
- **Corporates report data publicly** to promote transparency.

# Future of the GEI

- **Newly formulated GEI score** based on publicly disclosed data of >3,000 companies.
- Carried out an **open engagement process** on the selection of KPIs that are captured and assessed by Bloomberg.
- **Opportunity for corporates to become a leader** in disclosure and get ahead of the curve.

# Case Study



**LVMH**- A high profile luxury fashion brand



**Under Armour**- A popular sportswear brand

- Think about the companies' high level social factors at play and any biases you may have.
- **Now we'll take a closer look at Bloomberg data, beyond perception, how can data drive your decision making?**

# Bloomberg ESG Scores

Metric	Score Level	Weight	Score	Upper Target	Vs Peers
<b>▼ Social</b>	<b>Pillar</b>	<b>100.00%</b>	<b>3.32</b>		<b>Leading</b>
▶ Social Supply Chain Management	Issue	35.00%	5.36	9.39	Leading
▶ Data Security & Customer Privacy	Issue	24.94%	3.00	3.00	Above Median
▶ Product Quality Management	Issue	24.94%	1.50	3.00	Above Median
▼ Marketing & Labeling	Issue	15.12%	3.00	3.00	Leading
▶ Marketing Practices	Sub-issue		10.00		
<b>▼ Governance</b>	<b>Pillar</b>	<b>100.00%</b>	<b>5.50</b>		<b>Below Median</b>
▼ Board Composition	Theme	35.00%	4.67		Lagging
▶ Director Roles	Issue	25.00%	4.62	10.00	Lagging
▼ Diversity	Issue	25.00%	8.48	10.00	Leading
▶ Age Diversity	Sub-issue		7.52		
▶ Gender Diversity	Sub-issue		8.98		
<b>▼ Social</b>	<b>Pillar</b>	<b>100.00%</b>	<b>1.56</b>		<b>Below Median</b>
▶ Social Supply Chain Management	Issue	35.00%	3.00	3.00	Above Median
▶ Data Security & Customer Privacy	Issue	24.94%	3.00	3.00	Above Median
▶ Product Quality Management	Issue	24.94%	0.00	3.00	Lagging
▶ Marketing & Labeling	Issue	15.12%	0.00	3.00	Lagging
<b>▼ Governance</b>	<b>Pillar</b>	<b>100.00%</b>	<b>6.31</b>		<b>Above Median</b>
▼ Board Composition	Theme	35.00%	5.87		Below Median
▶ Director Roles	Issue	25.00%	9.37	10.00	Above Median
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# Deep Dive into GEI Data on Workforce Diversity

Percent women on board.	44%	20%
Percent women executives.	14%	33%
Percent women in senior management.	45%	34%
Percent women in middle management.	65%	41%
Percent women of total workforce.	71%	53%
Percent women of total promotions.	No Disclosure	No Disclosure
Percent women new hires.	74%	No Disclosure
Percent women attrition.	No Disclosure	No Disclosure

Number of weeks of fully paid primary parental leave offered by the company.	No Disclosure	6
Number of weeks of fully paid secondary parental leave offered by the company.	No Disclosure	6
Parental leave retention rate.	No Disclosure	92%
Flexible work benefit? (i.e. flexible location or hours)	Yes	Yes
Back up family care benefit.	No Disclosure	Yes



Who's who?

A.



B.



## CHECK POINT

Select the answer you think is correct.

The zoom poll should appear on your screen momentarily. If it does not appear, feel free to answer in the chat box.

“

You can't manage  
what you don't measure.

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