

Bloomberg

# Gender Equality Score

Training module

# Agenda

3 minutes

## Introduction of the GE Score

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

2 minutes

## Gender Equality(GE) Scores Overview

- Presentation of GE Score Model

10 minutes

## Training Exercise

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

Spare time!

## Questions

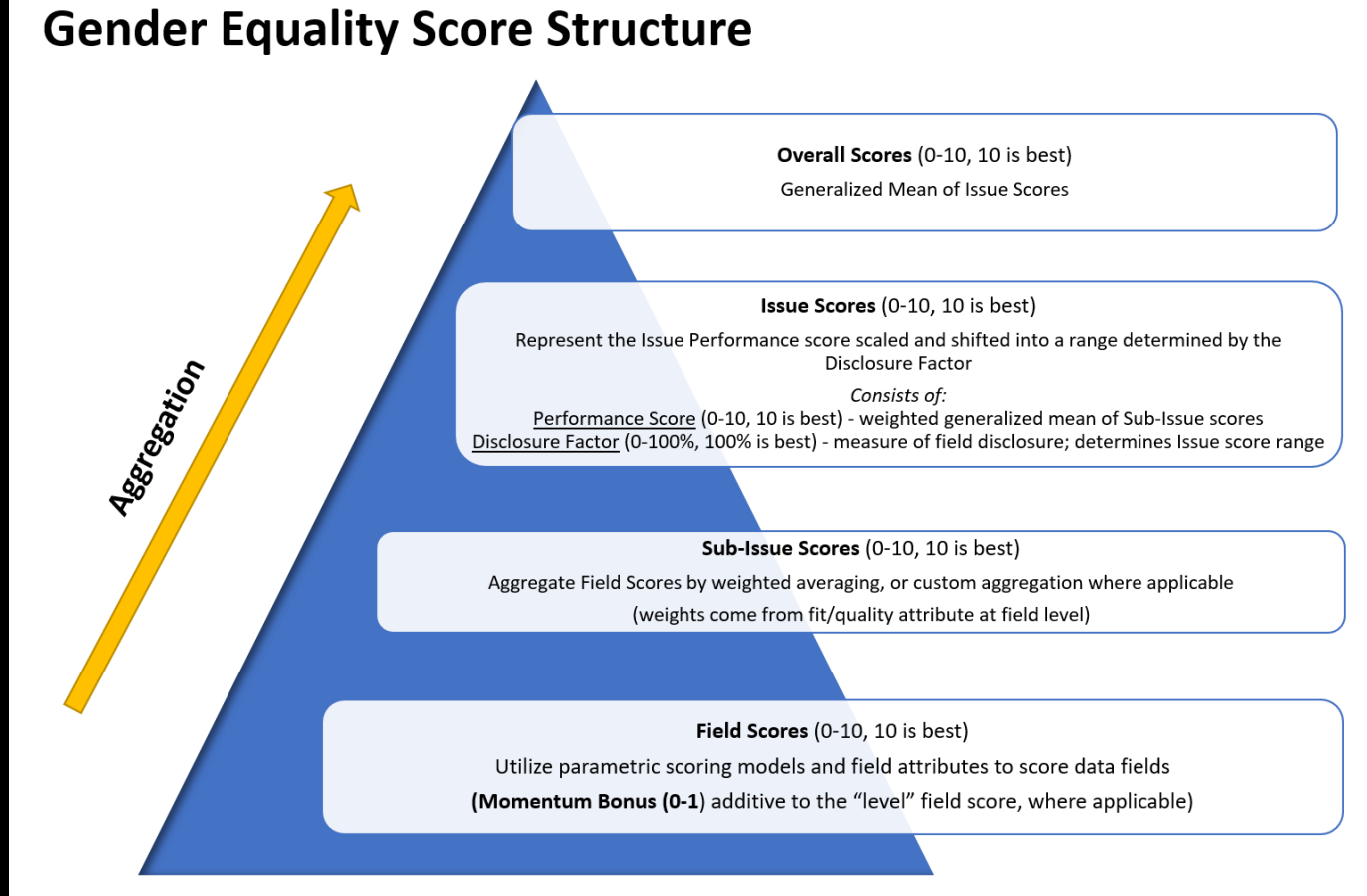
# Background

- **Standardized reporting method** used globally to acquire comprehensive workplace gender data.
- **Definitions** for each data point to ensure the data is consistently measured across markets and industries.
- Relevant metrics **measuring Gender Equality** in the workplace.
- **Corporates report data publicly** to promote transparency.

# Score Taxonomy

Headline	Issue	Sub-Issue	Field
Gender Equality Score	Leadership	Board	Percent of women on company board
			Percent of women on Board Leadership
			Chairperson is a woman
		Executives	Percent of women executive officers
			CEO is a woman
			Chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives
	Talent Pipeline	Pipeline	Percent of senior management are women
			Percent of women in middle and/or other Management
			Percent of women in all levels of management
			Percent of women of total workforce
			Pipeline Consistency Score
			Time-bound action plan with targets to increase the representation of women in leadership positions
	Equal Pay & Inclusive Culture	Equal Pay	Global mean (average) raw gender pay gap (waterfall)
			Adjusted mean gender pay gap
			Time-bound action plan to close its gender pay gap
		Recruitment and Retention	Percent of new hires are women
			Percent of women employees that left the company (attrition)
			Time-bound action plan with targets to increase the representation of women in the company
		Parental Leave	Number of weeks of fully paid primary parental leave offered
			Number of weeks of fully paid secondary parental leave offered
			Parental leave retention rate
		Training	Annual anti-sexual harassment training
			Unconscious bias training
		Support	Flexible working policy
			Employee resource groups for women
			Back-up family care services or subsidies through company (and/or government support)

# Score Structure



# ESG Corporate Web Portal

The Bloomberg Corporate Web Portal enables companies to review their ESG Scores and submit edits to the publicly-reported data on which each is based.

## Impact:

- Gain a better understanding of how Bloomberg ESG scores are calculated
- Review what ESG data has been collected for your company
- Challenge data points by providing public reports and receive feedback from the Bloomberg team



Log in at: [up.bloomberg.com](https://up.bloomberg.com)

# How to view your scores?

Bloomberg Gender Equality Scores Materiality Framework											
<div> <div>Ticker</div> <div>Company Name</div> </div>											
Overall	Issue	Sub-Issue & Field	Scoring				Input Data & Disclosure				
			2023	2022	2021	2020	2023	2022	2021	2020	
Gender Equality Score			7.8	7.9	6.9	6.6	94%	94%	75%	75%	
Leadership			6.90	6.90	6.90	6.23	100%	100%	100%	100%	
Board			10.0	10.0	10.0	10.0					
% of women on company board			10.0	10.0	10.0	10.0	40.0	44.4	44.4	44.4	
% committees chaired by women			10.0	10.0	10.0	10.0	66.7	66.7	50.0	50.0	
Chairperson is a woman (Bonus)			0.0	0.0	0.0	0.0	N	N	N	N	
Executives			4.3	4.3	4.3	3.2					
% of women executive officers			3.7	3.7	3.7	2.5	25.0	25.0	25.0	20.0	
Chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives			10.0	10.0	10.0	10.0	Y	Y	Y	Y	
CEO is a woman (Bonus)			0.0	0.0	0.0	0.0	N	N	N	N	
Talent Pipeline			9.29	9.49	8.71	8.67	100%	100%	77%	77%	
Pipeline			9.3	9.5	9.5	9.5					
% women in senior management			10.0	—	—	—	55.0	51.0	#N/A	#N/A	#N/A
% women in middle and/or other management			9.1	10.0	10.0	10.0	63.0	59.6	56.0	55.0	
% women in all levels of management			10.0	10.0	10.0	10.0	59.0	57.0	56.0	55.0	
% women of total workforce			10.0	10.0	7.2	7.2	60.0	59.0	66.0	66.0	
Pipeline Consistency Score			7.7	7.7	9.6	9.3	-	-	-	-	
Time-bound action plan with targets to increase the representation of women in leadership positions			10.0	10.0	10.0	10.0	Y	Y	Y	Y	
Equal Pay & Inclusive Culture			7.36	7.36	5.23	5.23	83%	83%	48%	48%	
Equal Pay			0.0	0.0	0.0	0.0					
(Unadjusted) Mean gender pay gap (waterfall)			Disc. Only	Disc. Only	Disc. Only	Disc. Only	#N/A	#N/A	#N/A	#N/A	
Adjusted mean gender pay gap			Disc. Only	Disc. Only	Disc. Only	Disc. Only	#N/A	#N/A	#N/A	#N/A	
Time-bound action plan to close its gender pay gap			0.0	0.0	0.0	0.0	N	N	N	N	
Recruitment and Retention			10.0	9.9	10.0	10.0					
% new hires are women			10.0	—	—	—	60.0	61.0	#N/A	#N/A	#N/A
% women employees that left the company (attrition)			10.0	—	—	—	58.0	59.0	#N/A	#N/A	#N/A
Time-bound action plan with targets to increase the representation of women in the company			10.0	10.0	10.0	10.0	Y	Y	Y	Y	
Parental Leave			5.8	5.9	4.4	4.4					
Number of weeks of fully paid primary parental leave offered			4.2	4.2	2.0	2.0	12.0	12.0	6.0	6.0	
Number of weeks of fully paid secondary parental leave											

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# Case Study



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



**Nike**- 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?**



# Deep Dive into GE Scores

FY2023 Data

Company A   Company B

GE Score	5.9	8.3
Leadership Score	4.77	7.85
Leadership Disclosure	100%	100%
Board Level Score	10.0	6.8
% of women on company board	10.0	6.7
% committees chaired by women	10.0	6.8
Chairperson is a woman <i>(Bonus)</i>	0.0	0.0
Executive Level Score	1.2	9.0
% of women executive officers	1.3	10.0
Chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives	0.0	0.0
CEO is a woman <i>(Bonus)</i>	0.0	0.0
% of women on company board	43.8	33.3
% committees chaired by women	66.7	25.0
% of women executive officers	14.3	42.9

# Deep Dive into GE Scores

FY2023 Data

Company A Company B

GE Score	5.9	8.3
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Talent Pipeline Score	7.12	9.98
Talent Pipeline Disclosure	77%	100%
% women in senior management	Not Disclosed	10.0
% women in middle and/or other management	7.8	10.0
% women in all levels of management	7.8	10.0
% women of total workforce	4.7	10.0
Pipeline Consistency Score	10.0	9.9
Time-bound action plan with targets to increase the representation of women in leadership positions	10.0	10.0

% women in senior management	Not Disclosed	44.1
% women in middle and/or other management	65.0	44.0
% women in all levels of management	65.0	44.0
% women of total workforce	71.0	51.1
Time-bound action plan with targets to increase the representation of women in leadership positions	Y	Y

# Deep Dive into GE Scores

FY2023 Data

Company A Company B

GE Score	5.9	8.3
<b>Equal Pay and Inclusive Culture Score</b>	<b>5.93</b>	<b>7.18</b>
<b>Equal Pay and Inclusive Culture Disclosure</b>	<b>29%</b>	<b>36%</b>
<b>Equal Pay</b>	<b>10.0</b>	<b>10.0</b>
(Unadjusted) Mean gender pay gap (waterfall)	Discl. Only	Discl. Only
Adjusted mean gender pay gap	Discl. Only	Discl. Only
Time-bound action plan to close its gender pay gap	10.0	10.0
<b>Recruitment and Retention</b>	<b>10.0</b>	<b>10.0</b>
% new hires are women	--	--
% women employees that left the company (attrition)	--	--
Time-bound action plan with targets to increase the representation of women in the company	10.0	10.0
<b>Parental Leave</b>	-	-
Number of weeks of fully paid primary parental leave offered	No Disclosure	No Disclosure
Number of weeks of fully paid secondary parental leave offered	No Disclosure	No Disclosure
Parental leave retention rate	No Disclosure	No Disclosure
<b>Training</b>	<b>5.0</b>	<b>10.0</b>
Unconscious bias training	10.0	10.0
Annual anti-sexual harassment training	0.0	10.0
<b>Support</b>	<b>6.7</b>	<b>10.0</b>
Back-up family care services or subsidies through company (and/or government support)	0.0	10.0
Flexible working policy	10.0	10.0
Employee resource groups for women	10.0	10.0

Who's who?



## 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.

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. ”