

## EQUILEAP ANNOUNCES THE WORLD'S TOP 200 COMPANIES LEADING THE WAY IN GENDER EQUALITY

General Motors secures the top spot, closely followed by L'Oreal with the best score in Europe. Starhub has the best score in Asia Pacific

- Norway has the highest proportion of companies (43%) reaching the Top 200 Ranking, followed by Israel (40%), Belgium (38%), Australia (36%) and the Netherlands (33%). Austria, Japan and Ireland are the only countries amongst the 23 researched with NO companies in the Top 200.
- The top performing sectors in this year's report are; Communications, Financial and Utilities. The Technology sector has seen the biggest improvement in gender equality over the last year with 14% of eligible companies now reaching the Top 200, up from just 3% last year.
- 28 companies in the Top 200 have provided data to show they have no overall gender pay gap. The highest proportion (40%) are based in the UK, including retail giant Ocado, Rentokil Initial, and Royal Mail.
- The Top 200 companies have an average of 34% of women on their boards, up from 30% last year. One in four (26%) of their executives are now female - up from 20% last year.
- There has been an overall improvement in the scores of companies reaching Equileap's Top 200 since last year. The best companies in this year's report have increased their scores by 8 percentage points, from 63% to 71%.

London & Amsterdam / Equileap, the social enterprise seeking to accelerate gender equality, today announces the [200 top performing global companies for gender equality](#). US-based General Motors takes the number one spot in the Top 200, followed by French-based companies L'Oreal (also number one in Europe) and Kering. The top five are rounded out with US pharmaceutical business Merck & Co and Telecommunications giant StarHub in Singapore. StarHub also takes the top spot in Asia Pacific.

What's great at General Motors?

- It's currently the only company among the largest 20 in the US that has both a female CEO, Mary Barra, and an equal number of women and men on its board of directors ([source](#)). On the 1<sup>st</sup> September, Dhivya Suryadevara joined as CFO.
- General Motors is one of just two global businesses that has pay equality in top, middle and bottom bands as well as no overall gender pay gap across the company.
- It offers the option of flexible hours and flexible work locations. There are also policies to combat sexual violence at work and measures to improve supplier diversity.

Diana van Maasdijk, CEO at Equileap, said: "We have seen organisations making great strides towards improved gender equality in the past twelve months, but they are still the exception and not the rule. There is a long way to go until we reach the goal of true global equality in the workplace for everyone. We need to celebrate these 200 companies leading the way. They really are setting a blue print for others to follow. However, more businesses should view providing equal opportunities to all employees as an essential part of their work and a business advantage that can lead to higher financial returns and lower volatility; it's not just a tick box exercise."

"True gender equality isn't just about pay and the representation of women on boards - it's a far more complex issue. This is why our research looks at 19 different factors including benefits such as shared parental leave. We want to see a level playing field for every employee, not just women."

Unlike any other equality research, this is the world's first in-depth cross-sector ranking which examines gender equality in over 3,000 companies. These are defined as all public sector companies with a market capitalisation above \$2 billion, in 23 developed countries across all sectors. The research investigates 19 gender equality criteria including; gender balance at all levels of a company (including leadership), career development, work-life balance, equal pay, family leave and health and safety. All data collected is based on information that the companies themselves make publically available.

### No gender pay gap

Just five companies in the overall list showed specific data backing a claim of gender pay equality in the top, middle and bottom pay bands; Agilent Technologies (USA), Enbridge (Canada), General Motors (USA), Link Administration (Australia), StarHub (Singapore). 28 companies in the data set also showed evidence of no overall gender pay gap in the company, 40% of these are located in the UK. Only two companies, General Motors and StarHub, achieved both measures. This is the ultimate goal towards which companies interested in closing gender pay gaps should be working.

### Focus on the Financial Sector

Financial companies make up slightly more than 25% of the full data set and the sector is the strongest performer as a whole, leading the way in progress towards gender equality. One of the major reasons they score so well is that they offer paid parental leave above international standards.

### Gender balance in the Top 200 companies

The Top 200 companies have a higher number of women on their boards. Just over a third of these positions are held by women (34%), compared to just 28% across companies in the rest of the sample. 26% of executive positions are held by women in the Top 200 list, 32% of senior management positions and 42% in the rest of the workforce. The three companies from the data sample that have the greatest levels of gender balance are: Tele2 (Sweden), GlaxoSmithKline, (UK) and Rea (Australia), all of which scored 93% of available marks for the category. However, not a single company in the data-set could show a gender balance (between 40-60% of either gender) at all levels of the company.

### Country performance

With 43% of Norway's companies featuring in the Top 200, this is a clear leader in the countries examined in the study. By comparison, Hong Kong had only 2% of eligible companies from the data sample reaching the Top 200, Canada 9% and Denmark 10%. Austria, Japan and Ireland are the only countries amongst the 23 researched with NO companies in the Top 200. Ireland is alone in having no companies included in the data sample of over 1,100 companies.

### 2018 EQUILEAP TOP 20 RANKING

Rank	Company	Country	Group	Equileap Score (out of 100)
1	General Motors	USA	Auto Manufacturers	71
2	L'Oreal	France	Cosmetics/Personal Care	71
3	Kering	France	Apparel	68
4	Merck & Co	USA	Pharmaceuticals	67
5	StarHub	Singapore	Telecommunications	66
6	Tele2	Sweden	Telecommunications	66
7	Westpac Banking	Australia	Banks	66
8	National Australia Bank	Australia	Banks	66
9	Swedbank	Sweden	Banks	65
10	JPMorgan Chase	USA	Banks	64
11	Diageo	UK	Beverages	64
12	Stora Enso	Finland	Forest Products&Paper	63
13	Stockland	Australia	REITS	63
14	Société Générale	France	Banks	63
15	Schneider Electric	France	Electrical Compo&Equip	63
16	Citigroup	USA	Banks	62
17	WPP	UK	Advertising	62
18	UBS	Switzerland	Banks	61
19	Gjensidige	Norway	Insurance	61
20	T.F.1	France	Media	61

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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 a registered charity and all profits are used to support women through social impact projects that tackle the root causes of gender inequality. Equileap is the leading organisation providing data and insights on gender equality in the corporate sector. Products & services are tailored for companies, governments and investors. To date, USD 620 million has been invested in financial products powered by Equileap data.

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