

EQUILEAP REVEALS TOP 100 COMPANIES GLOBALLY IN TERMS OF GENDER EQUALITY

**Diageo ranks number one globally and in Europe,
while Bank of America leads in the US
and Mirvac gains top spot in Asia Pacific**

London & Amsterdam, 1 October 2019 / Equileap, an organisation aiming to accelerate progress towards gender equality in the workplace, has announced the Top 100 companies globally.

Analysing 3,519 companies based on 19 in-depth criteria across 23 developed economies, Diageo now ranks number one in the world. The beverage company has a score of 74%, replacing General Motors' 71% in 2018 and L'Oreal's 62% in 2017. Diageo is followed very closely by Mirvac, Bank of America, L'Oreal and Telstra, with only a 0.5% gap between first and fifth place. L'Oreal is the only company to remain in the top five companies three years in a row.

What makes Diageo so great?

- Diageo has achieved gender balance on the executive level (40%), and women represent 37.5% of the board, 34% of senior management and 32% of the workforce, at the time of research.
- It has no pay gap (i.e. published an overall mean pay gap of less than 3%) and has a strategy to close any gender pay gaps.
- It is one of the only five companies globally to offer equal lengths of 26 weeks' paid parental leave for both the primary and secondary carers, for all their employees globally.

As well as the Top 100 companies, our research looked at the data on a country and sector level. Key findings in the latest [Gender Equality Global Report & Ranking](#) include:

- More than half (58%) of companies globally still do not have an anti-sexual harassment policy, which indicates a clear margin for improvement in a post-MeToo era.
- Less than 1% of the companies (29 companies) have no pay gap (i.e. published an overall mean pay gap of less than 3%).
- Representation is still low across all levels in companies, and while more women are employed at more junior levels, the overall glass ceiling persists: women represent 36% of the workforce and only 22% of board level positions globally.
- Only one company achieves gender balance at the board, executive, senior management and workforce levels: Suncorp Group.
- Australia, France and the Nordics, led by Sweden, remain the best performing countries on gender equality overall.

Diana van Maasdijk, CEO at Equileap, explained: "We can see that legislation such as boardroom targets and pay gap reporting do achieve results. In the UK, where pay gap reporting is now mandatory on an annual basis, seven companies published an overall mean gender pay gap of 3% or less this year – and there were only 29 such companies globally. In France, there is a 40% quota for women on boards, and France is one of only three countries to hit that 40% level. These are bright spots because overall transparency is very low – 88% of the companies we researched did not publish any information on differences between the salaries of male and female employees."

2019 EQUILEAP TOP 12 RANKING

RANK	COMPANY	COUNTRY	SECTOR	SCORE	2018/2019 SCORE
1	Diageo	UK	Consumer, Non-cyclical	74%	▲
2	Mirvac	Australia	Financial	74%	▲
3	Bank of America	USA	Financial	74%	▲
4	L'Oréal	France	Consumer, Non-cyclical	73%	▲
5	Telstra	Australia	Communications	73%	▲
6	Stockland	Australia	Financial	71%	▲
7	Air New Zealand	New Zealand	Consumer, Cyclical	69%	▲
8	DNB	Norway	Financial	69%	▲
9	Origin Energy	Australia	Utilities	68%	▲
10	Medibank	Australia	Financial	68%	▲
11	General Motors	USA	Consumer, Cyclical	68%	▼
12	Kering	France	Consumer, Cyclical	68%	▼

Diana van Maasdijk, CEO at Equileap, added: “Today, the race is on among companies when it comes to gender equality. Although progress remains slow, we have seen continued positive change, as laid out in our annual Gender Equality Global Report. This is our third report, and companies that measure well compared to their peers not only enjoy top spots in the rankings but also fall into our gender equality-focused indices that are used as benchmarks in financial products. In this way, the top companies are also aligning themselves with the growing trend of responsible investment.”

A quarter of the \$2.4 billion invested in gender-lens financial products globally are powered by Equileap data.*

* Veris Wealth Partners, [Gender Lens Investing: Bending the Arc of Finance for Women & Girls](#)

METHODOLOGY

This year, Equileap researched 3,519 companies in 23 developed economies, representing 98 million employees, and ranked them based on 19 gender equality criteria, including gender balance across the workforce, the gender pay gap, paid parental leave and anti-sexual harassment policies. These companies represent all those which are publicly listed and have a market capitalisation of more than USD 2 billion. Our research for this report closed on the 30th of June 2019.

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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, 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.

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