

EQUILEAP GENDER SCORECARD 2019

The Equileap Gender Scorecard™ is inspired by the UN's Women Empowerment Principles. For each gender criterion, one or several metrics have been identified to evaluate it. Last, a score and weighting has been allocated to each criterion to reflect that some issues may be more important for furthering gender equality than others.



EQUILEAP CRITERIA	DEFINITION
A GENDER BALANCE IN LEADERSHIP & WORKFORCE	
1 Board of Directors	>Gender balance of the company's board of directors and non-executive board (or supervisory board)
2 Executives	>Gender balance of the company's executives and executive board
3 Senior Management	>Gender balance of the company's senior management
4 Workforce	>Gender balance of the company's workforce
5 Promotion & Career Development Opportunities	>Gender balance of the company's senior management compared to the gender balance of the company's workforce, signalling career progression opportunities
B EQUAL COMPENSATION & WORK LIFE BALANCE	
6 Living Wage	>Commitment to pay a living wage to all employees
7 Gender Pay Gap	>Transparency on the gender pay gap at company level and on multiple pay bands, commitment to close the pay gap
8 Parental Leave	>Paid leave programs (at least 2/3 paid) for child care to both primary or secondary carers globally or at least in the country of incorporation
9 Flexible Work Options	>Option to employees to control and / or vary the start and end times of the work day, and / or vary the location from which employees work
C POLICIES PROMOTING GENDER EQUALITY	
10 Training and Career Development	>Commitment to ensure equal access to training and career development irrespective of gender
11 Recruitment Strategy	>Commitment to ensure non-discrimination against any type of demographic group and equal opportunities to ensure gender parity
12 Freedom from Violence, Abuse and Sexual Harassment	>Prohibits all forms of violence in the workplace, including verbal, physical and sexual harassment
13 Safety at Work	>Commitment to the safety of employees in the workplace, in travel to and from the workplace and on company related business, as well as safety of vendors in the workplace
14 Human Rights	>Commitment to ensure the protection of human rights, including employees' rights to participate in legal, civic and political affairs
15 Social Supply Chain	>Commitment to reduce social risks in its supply chain such as forbid business related activities that condone, support, or otherwise participate in trafficking, force and child labour or sexual exploitation
16 Supplier Diversity	>Commitment to ensure diversity in the supply chain, including support for women owned businesses in the supply chain
17 Employee Protection	>Systems and policies for the reporting of internal ethical compliance complaints without retaliation or retribution, such as access to confidential third-party ethics hotlines or systems for confidential written complaints
D COMMITMENT, TRANSPARENCY & ACCOUNTABILITY	
18 Commitment to Women's Empowerment	>Signatory to the UN Women's Empowerment Principles
19 Audit	>Undertaken and awarded an independent gender audit certificate by an Equileap recognized body
E ALARM BELLS	
We register if a company has a record of any of the following:	
>A legal judgement or official ruling regarding gender discrimination or sexual harassment against the company or an employee	
>Two or more legal cases, or one class action that have been settled against a company or an employee regarding gender discrimination or sexual harassment	
>Two or more legal judgements or official rulings regarding gender discriminatory practices in a company's marketing and advertising	