

# Dutch companies still lagging behind in Europe on gender equality

## The leading listed companies in the Netherlands still show major disparities between men and women, from the boardroom to the supply chain

- The top scoring company is Wolters Kluwer (71%), followed by Unilever, ABN AMRO, ING Group and DSM
- Dutch companies have improved their average score by 6% since 2020
- Number of CEOs and female executives slips backwards in 12 months
- No Dutch company has closed its gender pay gap
- 49% of Dutch companies do not have an anti-sexual harassment policy
- A minority of companies (21%) have an equal pay for equal work or gender non-discrimination in pay clause in their supplier standards

**Amsterdam, October 28th 2021** - Equileap, the leading provider of gender equality data & insights globally, is proud to announce the top companies in the Netherlands in terms of how they treat male and female employees. [The Dutch Report on Gender Equality](#), commissioned by Women Win/Win-Win Strategies, analyses the 100 largest public companies in the country across 19 criteria, from diversity at all levels to the gender pay gap, paternity and anti-sexual harassment policies..

We present the top 25 companies in this report, along with other key findings, including how women are treated in the supply chain.

This is the second year we have conducted this research. Compared to 2020, we see some small improvements. The average score of Dutch companies is at 43%, up from 37% last year. However, it is much lower than its European counterparts. For instance, the top 25 Dutch companies have an average gender equality score of 60% compared with 68% for the top 25 UK companies and 67% for the top 25 French companies.

### Women in top positions

Today, 30% of Dutch companies have achieved gender balance at the supervisory board level (40-60% of either gender), up from 21% last year. However, more women on boards does not correlate with female representation more broadly. For example, only 8% of Dutch companies have gender balance at the executive level - down from 10% last year. There are also still more Dutch CEOs named Peter (5) than women CEOs (3).

**Diana van Maasdijk, CEO at Equileap**, explained, *“Legislation in the Netherlands was passed last month requiring company supervisory boards to have at least 33% female representation. The law follows in the footsteps of other countries like France, Germany and Italy and is a step in the right direction. But even if companies comply with the law, this does not solve the present lack of gender equality we see in companies in the Netherlands throughout all their corporate levels and supply chains.”*

### Gender equality in the supply chain

Our research shows that only 2 companies have a programme to supply from women-owned businesses. Very few companies address gender differences in their supply chain policies, or use gender sensitive standards and practices throughout their supply chains.

### Top 5 Companies

Top 25 companies available [in the report here](#)

RANK	COMPANY	SCORE
1	WOLTERS KLUWER	71%
2	UNILEVER	70%
3	ABN AMRO	67%
4	ING GROUP	66%
5	DSM	65%

### Why does Wolters Kluwer stand out?

- **Wolters Kluwer is the best performing company in the Netherlands**, with a gender equality score of 71% -- just 3 percentage points less than DNB, the top performing company globally in 2021.
- **It is the only company that has achieved gender balance (40-60%) across all four levels** (supervisory board, executive team, senior management, and workforce) and one of three companies with a female CEO.
- The company also has **an anti-sexual harassment policy in place**. However it doesn't publish any information on its pay gap.

### The Pay Gap & Sexual Harassment

- **No Dutch company has closed its pay gap**, i.e. a mean, unadjusted pay gap of 3% or less, either overall or in all pay bands.
- **Only 8% of Dutch companies have a strategy to close their gender pay gap** (six more than last year): ABN AMRO, Aperam, ING Group, Intertrust, DSM, KPN, Unibail-Rodamco-Westfield, and Unilever.
- **49% of Dutch companies do not have an anti-sexual harassment policy**.

Equileap's data has served as the foundation for billions of dollars of investment globally since its creation. Unlike any other equality research, Equileap uses the world's first in-depth, cross-sector ranking system to assess and monitor 4,000 companies across the globe on gender equality. Its proprietary Gender Equality Scorecard™ is based on 19 criteria, including gender balance across the workforce, the gender pay gap, paid parental leave and anti-sexual harassment policies.

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## NOTE TO EDITORS

### **About the Report**

This report is the second of three annual special reports commissioned by Women Win/Win-Win Strategies on gender equality, looking at the top 100 public companies listed in the Netherlands and their global supply chains. It presents the findings of this assessment as well as a ranking of all 100 companies. The research is part of the Building Bridges for Women's Economic Empowerment programme, funded by the Dutch Ministry of Foreign Affairs.

### **About Equileap**

Headquartered in Amsterdam, Equileap is the leading provider of data and insights on gender equality in the corporate sector. Equileap researches and ranks 4,000 public companies around the world using a unique and comprehensive Gender Equality Scorecard™ with 19 criteria, including the gender balance of the workforce, senior management and board of directors, as well as the pay gap, parental leave, and sexual harassment. More information at <https://equileap.com/>

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