

# Bloomberg Gender-Equality Index

Key Performance Indicators August 2023

## Bloomberg Gender-Equality Index (GEI) KPI Notice

We are pleased to share with you the exhaustive list of key performance indicators (KPIs) we will consider for inclusion in the GEI.

If you have not already reported your fiscal year (FY) 2022 Gender Equality-related information, we invite you to add the KPIs below to your disclosure. Please note that all data must be representative of 80% or more of the company workforce. If your company has already reported for FY2022, we will happily accept standalone documentation (attached in pdf format to your company website) to be reflected in our upcoming GEI scores. Please add a supplemental document to the same website location as an ESG report, CSR report, sustainability report, etc. by Tuesday, October 31, 2023 to be considered.

Please let us know if you have any questions about this process at [gei@bloomberg.net](mailto:gei@bloomberg.net). We appreciate your support of the GEI.

KPI	Definition
<b>Leadership</b>	
<b>Percentage of women on company board</b>	<p>Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.*</p> <p>This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.</p>
<b>Chairperson is a woman</b>	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.
<b>Gender balance in board leadership</b>	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.
<b>Chief executive officer (CEO) is a woman</b>	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.
<b>Woman chief financial officer (CFO) or equivalent</b>	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.
<b>Percentage of women executive officers</b>	<p>Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end.</p> <p>Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*</p>
<b>Chief diversity officer (CDO)</b>	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.

KPI	Definition
<b>Talent Pipeline</b>	
<b>Percentage of women in total management</b>	Percentage of women in management who have senior-level, middle- or lower-level supervisory responsibilities of total management.*
<b>Percentage of women in senior management</b>	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*
<b>Percentage of women in middle management</b>	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*
<b>Percentage of women in non-managerial positions</b>	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end.  Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*
<b>Percentage of women in total workforce</b>	Percentage of women in the total workforce, of the total number of company employees.*
<b>Percentage of women total promotions</b>	Percentage of women promoted of total promotions during fiscal year-end.  Refers to women that were promoted or underwent career advancement out of total employees promoted.*
<b>Percentage of Women IT/Engineering</b>	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*
<b>Percentage of new hires are women</b>	Percentage of women new hires, of the total number of new hires.*
<b>Percentage of women attrition</b>	Percentage of women employees that left the company, of the total employees that left the company.*
<b>Time-bound action plan with targets to increase the representation of women in leadership positions</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.  Employees in leadership positions (which may include management with senior-level responsibilities) or employees with supervisory responsibilities for one or more direct reports.
<b>Time-bound action plan with targets to increase the representation of women in the company</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.

KPI	Definition
<b>Pay</b>	
<b>Adjusted mean gender pay gap</b>	Gender pay gap with reasonable adjustments made to consider role, location and tenure.
<b>Global mean (average) raw gender pay gap</b>	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.
<b>Time-bound action plan to close its gender pay gap</b>	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.
<b>Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)</b>	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.
<b>Inclusive culture</b>	
<b>Number of weeks of fully paid primary parental leave offered</b>	<p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).</p> <p>Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p>
<b>Number of weeks of fully paid secondary parental leave offered</b>	<p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).</p> <p>Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>
<b>Parental leave retention rate</b>	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year
<b>Back-up family care services or subsidies through the company</b>	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>
<b>Flexible working policy</b>	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>

KPI	Definition
<b>Inclusive culture</b> (continued)	
<b>Employee resource groups for women</b>	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.
<b>Unconscious bias training</b>	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.  Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.
<b>Annual anti-sexual harassment training</b>	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint

\*Alternatively, absolute values used to derive this percentage will be accepted

## Learn more

Learn more about GEI data insights or how your company can participate. Reach out to our analysts at [gei@bloomberg.net](mailto:gei@bloomberg.net)

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