

Gender Reporting Framework



Bloomberg

Gender-Equality
Index

2022



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Message from Peter T. Grauer

As companies continue to grapple with the COVID-19 pandemic, the “S” in environmental, social, governance (ESG) data has become more important than ever before. Companies that provide an inclusive environment supporting work life balance and flexible work arrangements will eventually succeed in retaining a talented workforce and gain a competitive advantage in a business environment that has been significantly altered, possibly forever.

Year after year, the Bloomberg Gender-Equality Index (GEI) continues to grow as companies recognize the business case for fostering an inclusive environment. The GEI increases visibility into a previously opaque area of ESG reporting from public companies.

And investors are taking notice. According to research from Bloomberg Intelligence, screening for metrics, such as women on boards, means less volatility across most regions, suggesting the strategy may reduce risk and offer downside protection.

Thank you to the companies that are committed to advancing their efforts to support gender equality through policy development, representation and transparency. Your contribution to disclosure is helping others to take notice and collectively drive real change.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter T. Grauer', with a horizontal line underneath.

Peter T. Grauer, Chairman

About Bloomberg

Our founder Mike Bloomberg’s ethos of “If you can’t measure it, you can’t manage it” is at the core of everything we do. The GEI is an extension of Bloomberg’s mission to provide independent, reliable data to global market participants as well as to raise awareness of critical issues affecting businesses around the world.

Bloomberg is the leading provider of financial news and information globally. The company’s strength – delivering data, news and analytics through innovative technology, quickly and accurately – is at the core of the Bloomberg Terminal.

Framework details

The Bloomberg Gender-Equality Index (GEI) was designed to encourage the disclosure and measurement of company-specific social data. The framework is updated annually to reflect emerging best practices around this complex global challenge. The framework is based on five key pillars and offers detailed information on how to measure and track data critical to achieving gender equity in the workplace. The framework allows companies to easily identify areas for improvement and track progress against peers. By giving companies the opportunity to voluntarily disclose gender metrics, they can verify the data and share it directly with investors.

The framework is pre-populated, where available, using data that is collected by Bloomberg from company filings. All data gathered for the framework, either manually entered or pre-populated, earns positive values based on disclosure, regardless of the data point entered. Meeting or exceeding standards earns additional positive value towards the overall Bloomberg GEI Score. Companies are not required to complete the entire framework, but should note that unanswered questions do not earn any value.

Framework sections

The Bloomberg Gender-Equality Index helps companies and investors measure gender performance across multiple dimensions.

Section 1

Female leadership & talent pipeline

This section measures the company's commitment to attracting, retaining, and developing women into senior leadership positions.

Section 2

Equal pay & gender pay parity

This section addresses how a company is closing the gender pay gap through transparent and effective action plans.

Section 3

Inclusive culture

This section evaluates the policies, benefits, and programs that contribute to an inclusive work environment where all employees feel they are valued and have equal opportunities.

Section 4

Anti-sexual harassment policies

This section assesses the strength of a company's anti-sexual harassment policies and its procedures to address employee claims.

Section 5

Pro-women brand

This section gauges how a company is perceived by stakeholders considering factors such as its supply chain, products and services, how women are portrayed in advertising, and external support for women in the community.

Bloomberg's Gender Reporting Framework

Companies are encouraged to communicate with investors using the following framework for fiscal year 2020. Inclusion in the 2022 Bloomberg Gender-Equality Index is contingent on the data reported and level of disclosure.

Section 1

Female leadership & talent pipeline

All responses in Section 1 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.

Female leadership

- 1a. How many total directors are on the company's board?
- 1b. How many women are on the company's board?
- 1c. What percentage of the company's board is composed of women?
2. Is the company's current chairperson or equivalent position held by a woman?
3. Is the company's current chief executive officer (CEO) or equivalent position held by a woman?
4. How many executive officers are women?
5. What percentage of the company's executive officers are women?
6. Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion initiatives?

Talent pipeline

7. Does the company require a gender-diverse slate of candidates for all management roles?
8. What percentage of the company's senior management are women?
9. What percentage of the company's middle/other management are women?
10. What percentage of the company's entry level positions are held by women?
11. What percentage of the company's revenue-producing roles are held by women?
12. What percentage of the company's information technology (IT) workforce are women?
13. What percentage of the company's engineering workforce are women?

Retention & recruiting

14. What percentage of the company's total employee workforce are women?
15. What percentage of employees promoted during the fiscal year were women?
16. What percentage of employees that left the company during the fiscal year were women?
17. What percentage of employees hired during the fiscal year were women?
18. Does the company have a targeted recruiting strategy to increase female hires?
19. Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?

Section 1 *continued*

Retention & recruiting in the time of COVID-19

- 20a. Did the company suspend hiring during the FY due to the introduction of COVID-19 to the working environment?
- 20b. Of total employees furloughed or required to take an extended leave of absence during the FY as a direct or indirect result of COVID-19 on the working environment, what percentage were women?
- 20c. Of total employees terminated during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?
- 20d. Of total employees assigned reduced working hours during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?
- 20e. Of total employees volunteering reduced working hours during the FY as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?

U.S. multicultural representation

- 21a. What percentage of the company's total United States (US) employee base is women?
- 21b. What percentage of the company's total United States (US) employee base is multicultural women?
- 21c. Optional: Would you like to report your US EEO-1 Report for the FY to Bloomberg for publication?

Section 2

Equal pay & gender pay parity

All responses in Section 2 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.

Executive pay

- 22. What percentage of the company's top 10% compensated employees are women?

Equal pay

- 23. Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?
- 24. Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?

Section 2 *continued*

Raw pay gap metrics

- 25a. For what percentage of your workforce can you provide consolidated pay data?
- 25b. What is the company's proportion of women in the top pay quartile globally?
- 25c. What is the company's proportion of women in the upper middle pay quartile globally?
- 25d. What is the company's proportion of women in the lower middle pay quartile globally?
- 25e. What is the company's proportion of women in the lower pay quartile globally?
- 25f. What is the company's global mean (average) raw gender pay gap?
- 26. Does the company publicly share a specific, time-bound action plan to close its gender pay gap?

Section 3

Inclusive culture

All responses in Section 3 must represent a minimum of 80% of the company's global workforce, unless otherwise noted. Do not include part-time or unionized employees.

Global parental leave

For context:

What percentage of the company's total employees are unionized? *(Answer will not be scored)*

- 27a. What is the minimum number of weeks of fully paid primary parental leave offered by the company?
If there is not a global standard, provide the minimum leave policy.
- 27b. What is the minimum number of weeks of fully paid secondary parental leave offered by the company?
If there is not a global standard, provide the minimum leave policy.

U.S. parental leave

For context:

Does the company have employees based in the U.S.? If not, mark N and skip question 28 a-d. *(Answer will not be scored)*

- 28a. **For U.S. Employees only:** How many weeks of fully paid primary parental leave does the company offer to employees in the U.S.?
- 28b. **For U.S. Employees only:** For those employees in the U.S. that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?
- 28c. **For U.S. Employees only:** How many weeks of fully paid secondary parental leave does the company offer to employees in the U.S.?
- 28d. **For U.S. Employees only:** For those employees in the U.S. that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?

Section 3 *continued*

Return to work

29. Of women who returned from parental leave during fiscal year 2019, what percentage remained employed by the company 12 months after their return?
30. Does the company provide access to on-site lactation rooms?

Insurance & benefits

- 31a. **For Global Employees:** Does the global workforce receive adoption assistance through company and/or government support?
- 31b. **For U.S. Employees:** Does the U.S. workforce receive adoption assistance through company and/or government support?
- 32a. **For Global Employees:** Does the global workforce receive insurance coverage for fertility services through company and/or government support?
- 32b. **For U.S. Employees:** Does the U.S. workforce receive insurance coverage for fertility services through company and/or government support?
- 33a. **For Global Employees:** Does the global workforce receive insurance coverage for egg-freezing through company and/or government support?
- 33b. **For U.S. Employees:** Does the U.S. workforce receive insurance coverage for egg-freezing through company and/or government support?
- 34a. **For Global Employees:** Does the global workforce receive insurance coverage for contraception through company and/or government support?
- 34b. **For U.S. Employees:** Does the U.S. workforce receive insurance coverage for contraception through company and/or government support?
- 35a. **For Global Employees:** Does the global workforce receive insurance coverage for gender reassignment service through company and/or government support?
- 35b. **For U.S. Employees:** Does the U.S. workforce receive insurance coverage for gender reassignment service through company and/or government support?

Family care

- 36a. Is the global workforce eligible to receive back-up child care services or child care subsidies through company and/or government support?
- 36b. Is the global workforce eligible to receive back-up elder care services or elder care subsidies through company and/or government support?

Section 3 *continued*

Flexible working conditions

- 37. Does the company offer an option to control and/or vary the start or end times of the workday or workweek (e.g. flextime)?
- 38. Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?

Flexible working conditions in the time of COVID-19

- 39a. Did the company maintain or enhance existing telecommuting/flextime policies to support employees in the Covid-19 working environment?
- 39b. Did the company offer monetary support, subsidies, and/or offer consultation services to support transition/adjusted working environment due to the introduction of COVID-19?
- 39c. Did the company provide additional paid time off to support family care or bereavement?

Engagement

- 40a. Did the company conduct an employee engagement survey for all employees during the fiscal year?
- 40b. If the company conducted an employee engagement survey, were results assessed by gender?
- 41. Does the company have employee resource groups or communities for women?
- 42. Does the company mandate all managers complete unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?
- 43. Do senior managers have clear diversity and inclusion goals included as part of their annual performance reviews?

Section 4

Anti-sexual harassment policies

Anti-sexual harassment policies

44. Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?
45. Are employees required to complete sexual harassment training at least once a year?
46. For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?
47. Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?
48. Does the company require employees to take sexual harassment claims to private arbitration?

Section 5

Pro-women brand

Screening for biases

49. Does the company evaluate all advertising and marketing content for gender biases prior to publication?
50. Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?

Supply chain

51. Does the company have a supplier diversity program that includes women suppliers/vendors?

Re-entering the workforce

52. Does the company have a program designed to recruit women returning back to the workforce after taking a career break?

Section 5 *continued*

Client engagement

53. Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?

For context:

Does the company have a retail customer base? Mark Y if company sells products or services to consumers through a business-to-consumer sales model, if not mark N and skip questions 54 a-c.

If you only sell products or services to consumers through a business-to-household sales model, mark N and skip questions 54 a-c. *(Answer will not be scored)*

- 54a. Does the company track the client or customer base by gender?
- 54b. Does the company track customer satisfaction feedback by gender?
- 54c. Does the company measure the retention of women clients or customers in any of its businesses?

For context:

Does the company provide financial services? Mark Y if the company provides financial services, if not mark N and skip questions 55 a-b. *(Answer will not be scored)*

- 55a. Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?
- 55b. Where applicable, does the company track repayment rates by gender?

Education

- 56a. Does the company conduct and/or sponsor any financial education programs targeting women in the community?
- 56b. Does the company conduct and/or sponsor any health or insurance education programs targeting women in the community?
- 56c. Does the company conduct and/or sponsor any STEM education programs targeting women in the community?

Public support for women

57. Has the company given monetary support during the fiscal year to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?
58. Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?
59. Is the company a verified active participant to the United Nations (UN) Global Compact?
60. Is the company EDGE certified, or in the process of certification, in any markets?

About the GEI

Investors are waking up to the power of women. The Bloomberg Terminal is the only place investors can find comprehensive, comparable information for individual data points related to gender equality at publicly-held companies. In addition to making this data available on a company's investment profile, Bloomberg developed an index to track the performance of those companies committed to supporting gender equality through policy development, representation and transparency. As investor demand for ESG products increases, the GEI represents an important opportunity for companies to attract new capital and widen their investor base.



Take the next step.

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