

STOXX ANNUAL CONFERENCE

Innovate2Invest

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/ ABOUT EQUILEAP



DIANA VAN MAASDIJK

Co-Founder & CEO

Equileap

/ ABOUT EQUILEAP

OUR MISSION

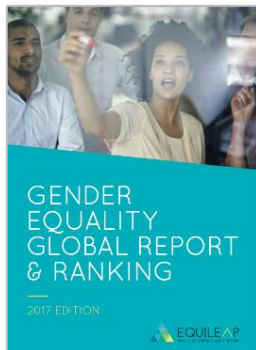
**“Accelerate progress
towards gender equality
in the workplace”**



Investing in gender equality

/ LARGEST DATABASE ON GENDER

- 3,000+ companies
- 23 developed countries
- 19 criteria on gender equality



/ GENDER EQUALITY SCORECARD



**Gender balance in
leadership & workforce**



**Equal compensation
& work-life balance**



**Policies promoting
gender equality**



**Commitment to
women's empowerment**



ALARM BELLS /

monitors class actions, individual cases
& official rulings dealing
with gender-based violence and discrimination

/ TOP 5 COMPANIES

- L'Oreal
- Kering
- Societe Generale
- Schneider Electric
- Intesa Sanpaolo

/ GENDER FOOTPRINT STOXX 50

Average score

STOXX 50: 46%

S&P 100: 45%

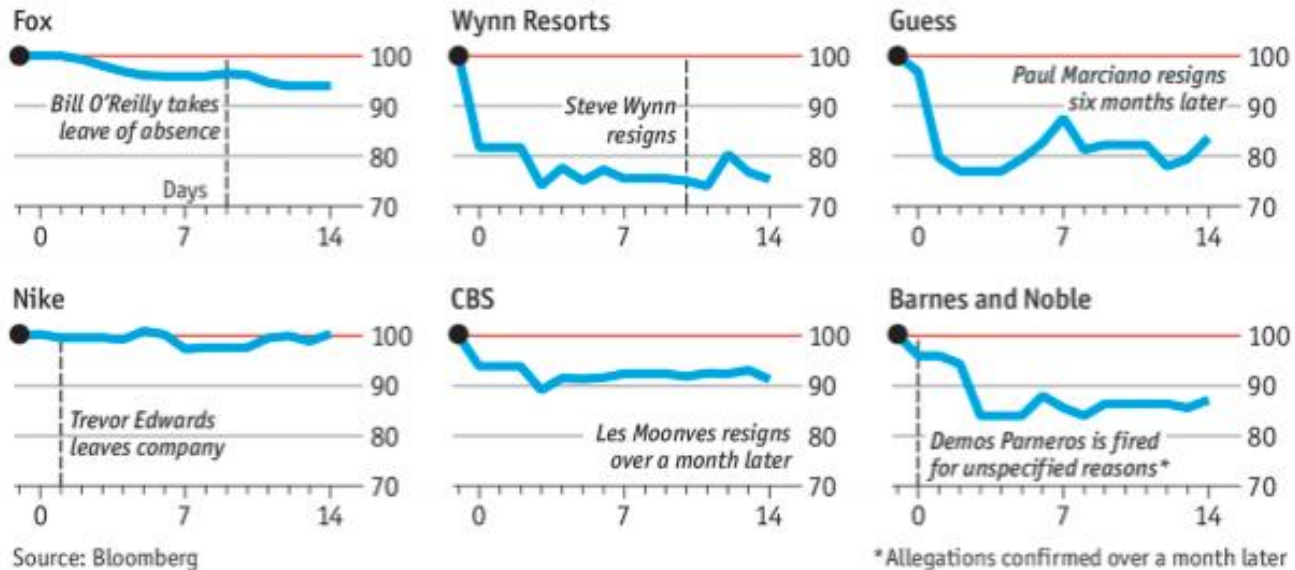
Percentage scores on each 19 criteria
for companies in STOXX 50

CRITERIA SCORES (%)		STOXX 50
A	1 Board of Directors	75
	2 Executives	36
	3 Senior Management	36
	4 Workforce	71
	5 Promotion & Career Development Opportunities	23
B	6 Fair Remuneration	29
	7 Gender Pay Gap and Equal Pay	7
	8 Parental Leave	74
	9 Flexible Work Options	60
C	10 Training & Career Development	96
	11 Recruitment Strategy	98
	12 Freedom from Violence, Abuse & Sexual Harassment	42
	13 Safety at Work	98
	14 Human Rights	98
	15 Social Supply Chain	98
	16 Supplier Diversity	15
	17 Employee Protection	100
D	18 Commitment to Women's Empowerment	40
	19 Audit	2
TOTAL SCORE		46

/ SEXUAL HARASSMENT & SHARE-PRICE

Despicable me 2

Share-price change over two weeks, indexed to day before allegations=100



Source: The Economist, September 27, 2018

/ GENDER FOOTPRINT STOXX 50

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Investing in gender equality

/ NO GENDER BALANCE YET



Average percentage of women within companies in STOXX 50



Investing in gender equality

/ CLOSING THE GENDER PAY GAP



- 25% companies have a strategy to close the gender pay gap
- 21% publishes information on gender pay
- 1 company has no overall pay gap

SUSTAINABLE DEVELOPMENT GOALS



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