



EQUILEAP RANKS 3,048 COMPANIES WITH 19 CRITERIA ON GENDER EQUALITY

2017 Best Performers globally are
L'Oreal (FR), Pearson (UK), National Australia Bank (AUS)
Sodexo (FR) & BTG (UK)

Launch of a Family of Gender Equality Indices
covering Global, US and European markets

London & Amsterdam, 11th April 2017 / Equileap is delighted to publish the results of its extensive global ranking of companies leading the field of gender equality and an overview of progress in its 2017 Edition of **Gender Equality: Global Report and Ranking**.

The Global Report is part of a new tool-kit designed to cut the 118 years it is estimated it will take for equality to be achieved at current rates of change. The Equileap tool-kit includes:

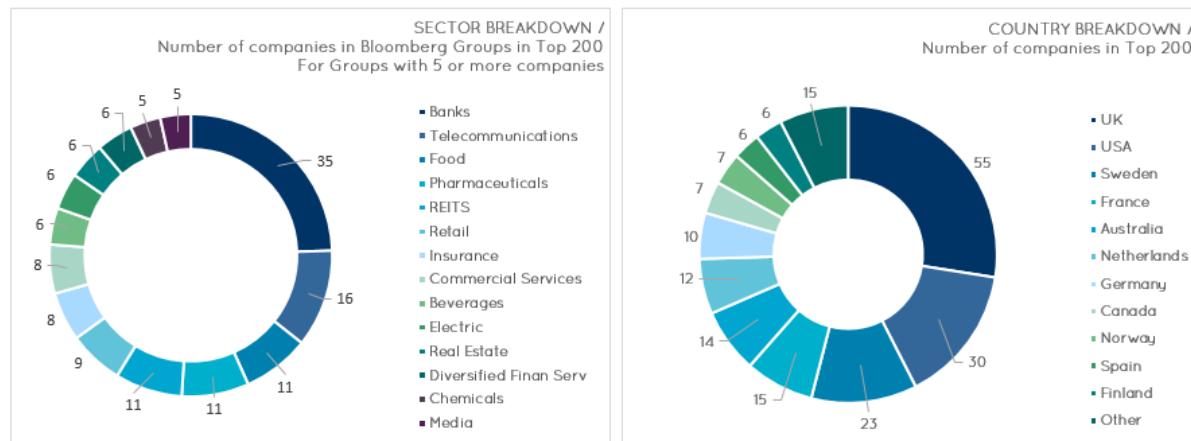
- A **Global Report and Ranking**, presenting the Top 200 Companies, key findings on gender equality, insights per country and sector;
[Download the Full Global Report and Ranking](#)
- **Company Reports**, custom-made documents with detailed information and aggregated figures on individual companies;
[Order a Company Report](#)
- A **Family of Indices**, composed of the best performers globally, in the US and in Europe.

2017 EQUILEAP TOP 20 RANKING

Rank	Company	Country	Group (Bloomberg Classification)	Equileap Score (out of 35)
1	L'Oreal	France	Cosmetics/Personal Care	22
2	Pearson	United Kingdom	Media	22
3	National Australia Bc	Australia	Banks	22
4	Sodexo	France	Food Service	22
5	BTG	United Kingdom	Pharmaceuticals	22
6	Telia Company	Sweden	Telecommunications	22
7	Westpac	Australia	Banks	21
8	SEB	Sweden	Banks	21
9	Elisa Oyj	Finland	Telecommunications	21
10	Diageo	United Kingdom	Beverages	21
11	Marks & Spencer	United Kingdom	Retail	20
12	Swedbank	Sweden	Banks	20
13	Bank Leumi	Israel	Banks	20
14	Societe Generale	France	Banks	20
15	Li & Fung	Hong Kong	Distribution/Wholesale	20

16	GB00B2B0DG97	RELX	United Kingdom	Commercial Services
17	FR0000124711	Unibail-Rodamco	Netherlands	REITS
18	US58933Y1055	Merck & Co	United States	Pharmaceuticals
19	AU000000TCL6	Transurban	Australia	Commercial Services
20	GB0009252882	GlaxoSmithKline	United Kingdom	Pharmaceuticals

HEADLINES FROM GENDER EQUALITY: GLOBAL REPORT & RANKING



- The Top 5 countries are Norway, Sweden, the Netherlands, Finland and the UK. They have a higher percentage of companies making it to the Top 200 (respectively 58%, 38%, 35%, 33% and 28%). In comparison, only 2% of US companies make it to the Top 200.
- The Top 3 sectors are Communications - 11% of companies in this sector make it to the Top 200 followed by Financial and Utilities, where 9% of companies in each sector make it to the Top 200.
- Only 6 companies in the Top 200 report having no gender pay gap (of less than or equal to 3%) in their country of incorporation. They are L'Oréal (FR), Transurban Group (AU), Adobe Systems (US), Deutsche Boerse (DE), Origin Energy (AU) and Enbridge (CA).
- 4 out of 5 companies in the Top 200 report offering paid maternity/primary care leave, and two thirds of companies report offering paid paternity/secondary carer leave. Most of these companies are in Europe. Fewer than 5 of the 30 US companies in the Top 200 report offering both paid maternity and paternity leave.
- Top 200 companies report having an average of 20% women executives, to 80% men, compared to 10% women and 90% men in the remaining 2848 companies in the dataset.

Diana van Maasdijk, Co-Founder, Equileap, said: "It is the first time that an organisation has built such a comprehensive corporate database on gender equality. Companies can now find out where they stand compared to their peers and how to progress in the long-term. The Equileap tool-kit will also enable employees, investors, governments and civil society to make decisions supported by in-depth analysis."

The Family of Equileap Gender Equality Indices (Global, US and Europe) has been designed with the index provider Solactive to track best performing companies in terms of gender equality. Components have been selected based on standard liquidity criteria, a light ESG screening, as well as Equileap's in-depth gender screening. These Indices will be used both as benchmarks and underlyings of various financial products. Bloomberg Ticker: EQUAL. More information on the [dedicated Solactive webpage](#).

Steffen Scheuble, CEO Solactive, said: "We are proud to be working alongside Equileap on these gender focused indices including their unique, well researched and outstanding ratings. Gender equality has always been a core value for Solactive and we believe there is a growing market for this type of social impact financial products."

Jacki Zehner, Former Partner Goldman Sachs, Chief Engagement Officer Women Moving Millions, mentioned: "There is increasing demand for products that enable investors to align their investment capital around their values for gender equality. Equileap's Gender Equality Ranking and indices mark an important step forward in the field of gender lens investing."

Equileap, an organisation set up to accelerate progress towards gender equality at work, investigated manually 3,048 publicly-listed companies in 23 countries across all sectors, with a market capitalisation of more than \$2billion. It ranked them based on 19 gender criteria covering leadership, career development, work-life balance, equal pay, family leave, as well as health & safety.

The tool-kit has a double social impact. Any net profits from licensing the data and Indices are directed to the Equileap Foundation to support projects in developing economies that tackle the root causes of inequality and help women and girls obtain financial independence and equal treatment in the workforce.

A significant number of Research Papers* have highlighted how important gender equality is at many levels, for companies' revenue as well as for countries' economic growth. Equileap aims to transform the workplace for women, using the power of knowledge, investments and donations.

* McKinsey Global Institute Report, The Power of Parity (September 2015), \$28 trillion (or 26%) could be added to global annual GDP by 2025 if full gender equality is achieved in the workforce. [View more Research Papers on gender equality.](#)

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NOTE TO EDITORS

About Equileap

Equileap is an organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. Headquartered in Amsterdam and London, the Organisation is led by Diana van Maasdijk, Co-Founder & Executive Director and Jo Andrews, Co-Founder & Director of Social Impact.

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