

# Gender Reporting Framework



**Bloomberg**

Gender-Equality  
Index

2023



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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 'P. Grauer', with a long 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

### 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

### External 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 2021. Inclusion in the 2023 Bloomberg Gender-Equality Index is contingent on the data reported and level of disclosure.



## Section 1

# Leadership & talent pipeline

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

### 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?
- 4a. How many executive officers does the company have?
- 4b. How many executive officers are women?
- 4c. What percentage of the company's executive officers are women?
5. 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

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

## Section 1 *continued*

### Retention & recruiting

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

### Retention & recruiting in the time of COVID-19

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

### US representation

- 20a. What percentage of the company's total United States (US) employee base is women?
- 20b. What percentage of the company's women employees in the United States (US) self-identify as a member of an underrepresented racial or ethnic group?
21. Did the company publish the US EEO-1 report for the fiscal year?

## Section 1 *continued*

### Exploratory

\*Questions will not be scored or published to the Bloomberg Terminal.

- 22a. For US/UK Companies: How many directors on the company's board self-identify as a member of an underrepresented racial or ethnic group? \*
- 22b. For US/UK Companies: What percentage of the company's board self-identifies as a member of an underrepresented racial or ethnic group? \*
- 22c. For US/UK Companies: How many directors on the company's board self-identify as both a woman and member of an underrepresented racial or ethnic group? \*
- 22d. For US/UK Companies: What percentage of the company's board self-identifies as both a woman and member of an underrepresented racial or ethnic group? \*
- 23a. For US/UK Companies: How many of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group? \*
- 23b. For US/UK Companies: What percentage of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group? \*
- 23c. For US/UK Companies: How many of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group? \*
- 23d. For US/UK Companies: What percentage of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group? \*
- 24. For US/UK Companies: Does the company capture representation of employees self-identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) in leadership positions? \*
- 25. For US/UK Employees: Does the company publicly share a specific, time-bound action plan with targets to increase the representation of underrepresented racial and ethnic groups in leadership positions? \*

## 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

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

### Equal pay

27. 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?
28. Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?

### Raw pay gap metrics

- 29a. For what percentage of the company's workforce can you provide consolidated pay data?
- 29b. What is the company's percentage of women in the top pay quartile globally?
- 29c. What is the company's percentage of women in the upper middle pay quartile globally?
- 29d. What is the company's percentage of women in the lower middle pay quartile globally?
- 29e. What is the company's percentage of women in the lower pay quartile globally?
- 29f. What is the company's global mean (average) raw gender pay gap?
30. 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 of full time employees, unless otherwise noted. Do not include part-time or unionized employees.

### Global parental leave

- 31a. 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.
- 31b. 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.

### US parental leave

- 32a. For US Employees: How many weeks of fully paid primary parental leave does the company offer to employees in the US?
- 32b. For US Employees: For those employees in the US that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?
- 32c. For US Employees: How many weeks of fully paid secondary parental leave does the company offer to employees in the US?
- 32d. For US Employees: For those employees in the US that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?

### Return to work

- 33. Of women who returned from parental leave during fiscal year 2020, what percentage remained employed by the company 12 months after their return?
- 34. Does the company provide access to on-site lactation rooms?

### Section 3 *continued*

#### Insurance & benefits

35. Does the company's workforce receive adoption assistance through company and/or government support? Select all that apply.
  - (a) Global workforce receives adoption assistance
  - (b) US workforce receives adoption assistance
36. Does the company's workforce receive insurance coverage for fertility services through company and/or government support? Select all that apply.
  - (a) Global workforce receives insurance coverage for fertility services
  - (b) US workforce receives insurance coverage for fertility services
37. Does the company's workforce receive insurance coverage for egg-freezing through company and/or government support? Select all that apply.
  - (a) Global workforce receives insurance coverage for egg-freezing
  - (b) US workforce receives insurance coverage for egg-freezing
38. Does the company's workforce receive insurance coverage for contraception through company and/or government support? Select all that apply.
  - (a) Global workforce receives insurance coverage for contraception
  - (b) US workforce receives insurance coverage for contraception
39. Does the company's workforce receive insurance coverage for gender reassignment/affirmation services through company and/or government support? Select all that apply.
  - (a) Global workforce receives insurance coverage for gender reassignment/affirmation services
  - (b) US workforce receives insurance coverage for gender reassignment/affirmation services
40. Does the company offer mental health support or consultation services to global employees?

#### Family care

- 41a. Is the global workforce eligible to receive back-up child care services or child care subsidies through company and/or government support?
- 41b. Is the global workforce eligible to receive back-up elder care services or elder care subsidies through company and/or government support?
42. Did the company provide fully paid time off for bereavement?

## Section 3 *continued*

### Flexible working environment

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

### Engagement

- 45a. Did the company conduct an employee engagement survey for all employees during the fiscal year?
- 45b. If the company conducted an employee engagement survey, were results assessed by gender?
- 45c. Does the company's employee engagement survey address diversity and inclusion (D&I)?
- 46. Does the company have employee resource groups for women?
- 47a. Does the company offer all employees complete unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?
- 47b. What percentage of managers completed company provided unconscious bias training?
- 48. Do senior managers have clear diversity and inclusion (D&I) goals included as part of their annual performance reviews?

### Exploratory

\*Questions will not be scored or published to the Bloomberg Terminal.

- 49. For US/UK Employees: Does the company offer gender inclusive parental leave policies?\*
- 50. For US/UK Employees: Does the company provide gender inclusive restrooms?\*
- 51a. For US/UK Employees: Does the company have employee resource groups for underrepresented racial or ethnic groups?\*
- 51b. For US/UK Employees: Does the company have employee resource groups for employees who self-identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)?\*

## Section 4

# Anti-sexual harassment policies

## Anti-sexual harassment policies

- 52. Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?
- 53. Are employees required to complete sexual harassment training at least once a year?
- 54. 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?
- 55. 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?
- 56. Does the company require employees to take sexual harassment claims to private arbitration?

## Exploratory

\*Questions will not be scored or published to the Bloomberg Terminal.

- 57. Does the company have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on the following? Select all that apply.\*
  - (a) Discrimination and harassment based on race and ethnicity in the workplace
  - (b) Discrimination and harassment based on sexual orientation and/or gender identity in the workplace

## Section 5

# External brand

## Screening for biases

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

## Supply chain

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

## Re-entering the workforce

- 61. 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

#### 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 60-61a-c.

If you only sell products or services to consumers through a business-to-household sales model, mark N and skip questions 62-63a-c. *(Answer will not be scored)*

- 62. Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?
- 63a. Does the company track the client or customer base by gender?
- 63b. Does the company track customer satisfaction feedback by gender?
- 63c. 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 64a-b. *(Answer will not be scored)*

- 64a. Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?
- 64b. Where applicable, does the company track repayment rates by gender?

### Education

- 65. Does the company conduct and/or sponsor any of the following types of programs targeting women in the community? Select all that apply.
  - (a) Financial education programs
  - (b) Health or insurance education programs
  - (c) STEM education programs

### Public support for women

- 66. 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?
- 67. Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?
- 68. Is the company a verified active participant to the United Nations (UN) Global Compact?
- 69. Is the company EDGE certified, or in the process of certification, in any markets?

### Exploratory

\*Questions will not be scored or published to the Bloomberg Terminal.

- 70. Does the company give monetary support to any non-profit organization(s) with a primary mission of advocating for the following? Select all that apply.\*
  - (a) Racial and ethnic equality in the workplace
  - (b) LGBTQ+ equality in the workplace

# 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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+86 10 6649 7500  
**Dubai**  
+971 4 364 1000  
**Frankfurt**  
+49 69 9204 1210

**Hong Kong**  
+852 2977 6000  
**London**  
+44 20 7330 7500  
**Mumbai**  
+91 22 6120 3600

**New York**  
+1 212 318 2000  
**San Francisco**  
+1 415 912 2960  
**São Paulo**  
+55 11 2395 9000

**Singapore**  
+65 6212 1000  
**Sydney**  
+61 2 9777 8600  
**Tokyo**  
+81 3 4565 8900

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