

Diageo North America Recognized as a Champion of Gender Parity
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The company is again recognized by the National Association for Female Executives as a "Top Company for Executive Women"

NEW YORK, March 3, 2020 /PRNewswire/ -- Just ahead of the worldwide celebration of International Women's Day on Sunday, March 8th, Diageo North America, a global leader in beverage alcohol, is delighted to announce that it has been named one of the 2020 "[Top Companies for Executive Women](#)" by the National Association for Female Executives (NAFE). This list recognizes US companies that have a strong focus on best practices that move women to senior ranks, including mentoring, sponsorship, involvement in employee-resource groups and leadership-development training. This is the ninth year NAFE has named Diageo to its Top Companies list.

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Inclusion and Diversity remains a core strategic objective for Diageo North America. Through the ongoing work of its nine business resource groups, Diageo continues to champion this effort where employees with common backgrounds, interests, heritage, or orientation connect to support each other. We strive to continuously engage with business and brand leadership on creating a vibrant place to work for our employees and better engage our consumers through Inclusion and Diversity efforts in the communities in which we work, live, source and sell.

"At Diageo, we are particularly proud to be a champion of gender equality taking proactive steps in order to curb workplace inequality," said Laura Watt, HR Director, Diageo North America. "We take great pride in our leadership in this space but acknowledge there is still a great deal of work to be done."

Diageo is joining the global conversation around International Women's Day, releasing a collection of candid video interviews with female Diageo employees in a variety of roles and locations. In the videos each interviewee shares her inspirational career journey and powerful experiences of contributing to a culture of inclusion, as well as advice to people everywhere on being allies for change.

Last summer, Diageo launched a groundbreaking parental leave program, offering six months leave to new parents regardless of gender or sexual orientation or how the employee came to be a parent through birth, adoption or foster care. Diageo has also just launched a robust Secondment policy in North America which encourages all employees, women and men to expand their skill set by exploring new and different career opportunities within Diageo.

"The 2020 NAFE Top Companies continue to tell the story of what organizations are doing to move women into executive positions by communicating the value of P&L roles and ensuring equity in executive succession planning," said Subha V. Barry, president, Working Mother Media. "The NAFE Top Companies continue to pave the way for the advancement of women."

This recognition from NAFE are part of a growing list of awards Diageo's business has earned for its commitment to inclusion and diversity. Additional recent honors include:

2020 – Corporate Equality Index: Diageo received a perfect score of 100% on the Corporate Equality Index, as administered by the Human Rights Campaign, for the 12th consecutive year

2019 – Bloomberg Gender Equality Index: Diageo has been named in the 2019 Bloomberg Gender-Equality Index (GEI), which distinguishes companies committed to transparency in gender reporting and advancing women's equality.

2019 – Creative Equals: Diageo has been announced as the exclusive sponsor of the briefs for the Creative Equals 'Returners' scheme called #CreativeComeback.

2019 – Diversity MBA: For the 8th consecutive year, Diageo North America was named to Diversity MBA's 2019 "50 Out Front for Diversity Leadership" list of the best places in the country for women and diverse managers to work. Diversity MBA also recognized Diageo as Best in Class for Workplace Inclusion & Retention and Board Diversity.

2019 – Diversity Best Practices Inclusion Index: A division of Working Mother Media, Diversity Best Practices (DBP) recognized Diageo North America as a "Leading Organization having scored 75 percent or higher to be counted in its third-annual inclusion index.

2019 – Equileap 2019 Global Gender Equality Report: Diageo has been ranked as the number one business globally for gender equality in the Equileap 2019 Global Gender Equality Report and Ranking

2019 – Refinitiv Top 100 Company Diversity & Inclusion Index: In 2019, Diageo was recognized as the 2nd most diverse and inclusive workplace in the world on this index.

2019 – Working Mother Magazine: For 11th consecutive year, Working Mother Magazine recognized Diageo North America as one of the 2019 Working Mother 100 Best Companies for its strong leadership in creating progressive programs.

2019 – Paradigm for Parity: Diageo North America, in partnership with the Paradigm for Parity® coalition, announced its commitment to achieving gender parity

2018 – CEO Action for Diversity & Inclusion: Diageo, has joined the growing number of organizations pledging to advance inclusion and diversity in the workplace. Diageo North America is the first beverage alcohol company to make such a commitment.

About Diageo

Diageo is a global leader in beverage alcohol with an outstanding collection of brands including Johnnie Walker, Crown Royal, Bulleit and Buchanan's whiskies, Smirnoff, Cîroc and Ketel One vodkas, Captain Morgan, Baileys, Don Julio, Tanqueray and Guinness.

Diageo is listed on both the New York Stock Exchange (NYSE: DEO) and the London Stock Exchange (LSE: DGE) and our products are sold in more than 180 countries around the world. For more information about Diageo, our people, our brands, and performance, visit us at www.diageo.com. Visit Diageo's global responsible drinking resource, www.DRINKiQ.com, for information, initiatives, and ways to share best practice. Follow us on Twitter for news and information about Diageo North America: @Diageo NA.

Celebrating life, every day, everywhere.

ABOUT NAFE

The National Association for Female Executives (NAFE), founded in 1972, serves members with networking, tools, and solutions to strengthen and grow their careers and businesses. Working Mother magazine publishes the annual NAFE Top Companies list. NAFE.com provides up-to-date information, a community for women in business, and access to member benefits. NAFE is a division of Working Mother Media, owned by Bonnier Corporation.

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