

**Diageo North America Continues its Commitment to Inclusion and Parity**  
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**The company makes a commitment to Paradigm for Parity® and is recognized by the National Association for Female Executives**

NORWALK, Conn., March 5, 2019 /PRNewswire/ -- In time to celebrate International Women's Day, Diageo North America, a global leader in beverage alcohol, in partnership with the Paradigm for Parity® coalition, announced its commitment to achieving gender parity throughout its corporate leadership structure by 2030.

"At Diageo, we are particularly proud to be leading on change in this space by taking proactive steps in order to curb workplace inequality," said Deirdre Mahlan, President, Diageo North America. "We look forward to working with the coalition and the other companies that have joined the movement to accelerate the pace of achieving gender parity."

Diageo offers a variety of flexible working arrangements including job share, flextime, compressed hours and opportunities to work from home and a newly expanded Parental Leave Policy, which doubled the time off for both parents, making for a more inclusive, more generous child-bonding policy.

"The Paradigm for Parity® 5-Point Action Plan enables companies to not just talk, but to evaluate data and measurements to give women equal power, status and opportunities in the workplace," said Ellen Kullman, a co-chair of the Paradigm for Parity® coalition and the former President and CEO of DuPont.

In addition, [Diageo North America](#) has been named one of the 2019 NAFE Top Companies for Executive Women by the National Association of Female Executives (NAFE). NAFE and Working Mother continue to explore the importance of gender parity in senior leadership roles. The full report on this year's winners is listed [here](#).

"In 2019, a woman's journey up the corporate ladder still differs from a man's, but the Top Companies stand out in their application of remedies," says NAFE president Dr. Betty Spence. "They are models of how to progressively move women into senior roles, as reflected in their strong representation in the leadership ranks."

This commitment to from Paradigm for Parity and recognitions 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:

- 2019 – Diageo named in the Bloomberg Gender Equality Index
- 2018 – Diageo received a perfect score of 100% on the Corporate Equality Index, as administered by the Human Rights Campaign, for the 10<sup>th</sup> consecutive year
- 2018 – Diageo ranked fourth in the Thomson Reuters Diversity & Inclusion Index
- 2018 – Diageo received the Human Rights Campaign's Corporate Equality Award
- 2018 – Diageo was the first beverage alcohol company to sign the CEO Action for Diversity & Inclusion
- 2018 – Diageo North America was named to Diversity MBA's "50 Out Front for Diversity Leadership"
- 2018 – A division of Working Mother Media, Diversity Best Practices, recognized Diageo North America as part of their second annual inclusion index
- 2018 – Diageo named one of Working Mother Magazine's "100 Best Companies" for the tenth consecutive year

**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](http://www.diageo.com). Visit Diageo's global responsible drinking resource, [www.DRINKiQ.com](http://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.

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#### **About the Paradigm for Parity® Movement**

The Paradigm for Parity® coalition is comprised of CEOs, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for Parity® 5-Point Action Plan for corporations to accelerate the pace of gender equity in senior executive roles. This unique agenda defines bold and specific actions that, taken together and simultaneously implemented as a package, will catalyze change and enable today's business executives to secure the best leaders of tomorrow. Visit [www.paradigm4parity.com](http://www.paradigm4parity.com) or follow us on Twitter using [@p4parity](https://twitter.com/p4parity) to learn more about this exciting initiative.

#### **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](http://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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