





6. Appendix C(1)

FTSE 100 Rankings 2021 Women on Boards and in Leadership

Women on Boards data as at 10th January 2022, Leadership data as at 31st October 2021


 At or above 40% Target
  At or above 33% Target and below 40%
  Below 33% Target
  All-Male Executive Committee

Rank ³⁰	Company	Sector	Women on Boards	Board Size	Total Women on Boards	Executive Women on Boards	Women Chair SID CEO or FD	Combined Exec.Comm & DRs
1	Next Plc	Retail	40%	10	4	2	✓	55%
2	Burberry Group Plc	Consumer Products & Services	54.5%	11	6	1	✓	53.7%
3	Pearson Plc	Media	44.4%	9	4	1	✓	49.5%
4	J Sainsbury Plc	Personal Care, Drug & Grocery Stores	33.3%	9	3	0	✓	47.8%
5	ITV Plc	Media	45.5%	11	5	1	✓	47.5%
6	London Stock Exchange Group Plc	Financial Services	46.2%	13	6	1	✓	44.5%
7	AstraZeneca Plc	Health Care	38.5%	13	5	1	✓	43.5%
8	WPP Plc	Media	42.9%	14	6	0	✓	42.9%
9	B&M European Value Retail S.A.	Retail	42.9%	7	3	0		42.9%
10	GlaxoSmithKline Plc	Health Care	38.5%	13	5	1	✓	42.5%
11	Rightmove Plc	Real Estate	50%	8	4	1	✓	41.3%
12	BP Plc	Energy	40%	10	4	0	✓	41.1%
13	Phoenix Group Holdings	Insurance	33.3%	12	4	0		41%
14	Diageo Plc	Food, Beverage & Tobacco	60%	10	6	1	✓	40.2%
15	The British Land Company Plc	Real Estate	36.4%	11	4	0		38.8%
16	Halma Plc	Industrial Goods & Services	50%	10	5	1	✓	38.8%
17	Dechra Pharmaceuticals Plc	Health Care	37.5%	8	3	0	✓	38.7%
18	Severn Trent Plc	Utilities	50%	10	5	1	✓	38%
19	InterContinental Hotels Group Plc	Travel & Leisure	41.7%	12	5	0		37.3%
20	JD Sports Fashion Plc	Retail	42.9%	7	3	0	✓	37.3%
21	Melrose Industries Plc	Industrial Goods & Services	45.5%	11	5	0	✓	36.7%
22	Rio Tinto Plc	Basic Resources	36.4%	11	4	0		36.7%
23	Admiral Group Plc	Insurance	54.5%	11	6	1	✓	36.4%
24	Auto Trader Group Plc	Technology	55.6%	9	5	1		36.3%
25	Legal & General Group Plc	Insurance	36.4%	11	4	0		36.1%

30. Excludes 2 FTSE 100 Investment Trusts, which have no employees to declare. See Appendix D, page 62 for separate Investment Trust Rankings

Rank	Company	Sector	Women on Boards	Board Size	Total Women on Boards	Executive Women on Boards	Women Chair SID CEO or FD	Combined Exec.Comm & DRs
26	NatWest Group Plc	Banks	36.4%	11	4	2	✓	35.9%
27	Avast Plc	Technology	33.3%	9	3	0		35.4%
28	National Grid Plc	Utilities	41.7%	12	5	0	✓	35%
29	abrdn Plc	Financial Services	50%	12	6	1	✓	34.9%
30	Aviva Plc	Insurance	41.7%	12	5	1	✓	34.7%
31	M&G Plc	Financial Services	50%	6	3	0	✓	34.6%
32	Flutter Entertainment Plc	Travel & Leisure	35.7%	14	5	0		34.3%
33	Electrocomponents Plc	Industrial Goods & Services	44.4%	9	4	0	✓	34.2%
34	Lloyds Banking Group Plc	Banks	40%	10	4	0		34.1%
35	HSBC Holdings Plc	Banks	38.5%	13	5	0		33.5%
36	Croda International Plc	Chemicals	44.4%	9	4	0	✓	33.3%
37	SEGRO Plc	Real Estate	40%	10	4	0		33.3%
38	Spirax-Sarco Engineering Plc	Industrial Goods & Services	40%	10	4	0		33.3%
39	Informa Plc	Media	41.7%	12	5	0	✓	33%
40	RELX Plc	Media	45.5%	11	5	0		32.9%
41	DS Smith Plc	Industrial Goods & Services	37.5%	8	3	0		32.9%
42	Entain Plc	Travel & Leisure	33.3%	12	4	1	✓	32.7%
43	Unilever Plc	Personal Care, Drug & Grocery Stores	46.2%	13	6	0	✓	32%
44	Rentokil Initial Plc	Industrial Goods & Services	37.5%	8	3	0		31.8%
45	Smurfit Kappa Group Plc	Industrial Goods & Services	33.3%	12	4	0		31.6%
46	Schroders Plc	Financial Services	50%	12	6	0		31%
47	BAE Systems Plc	Industrial Goods & Services	35.7%	14	5	0		31%
48	Land Securities Group Plc	Real Estate	55.6%	9	5	2	✓	30.9%
49	Vodafone Group Plc	Telecommunications	44.4%	9	4	1	✓	30.4%
50	Mondi Plc	Industrial Goods & Services	44.4%	9	4	0		30%
51	Royal Mail Plc	Industrial Goods & Services	40%	10	4	0	✓	29.9%
52	Bunzl Plc	Industrial Goods & Services	37.5%	8	3	0	✓	29.6%

6. Appendix C(1) | FTSE 100 Rankings Women on Boards and in Leadership

Rank	Company	Sector	Women on Boards	Board Size	Total Women on Board	Executive Women on Boards	Women Chair SID CEO or FD	Combined Exec.Comm & DRs
53	Royal Dutch Shell Plc	Energy	50%	12	6	1	✓	28.9%
54	Kingfisher Plc	Retail	50%	8	4	0	✓	28.7%
55	Hargreaves Lansdown Plc	Financial Services	40%	10	4	0	✓	28.6%
56	Anglo American Plc	Basic Resources	38.5%	13	5	0		28.6%
57	Prudential Plc	Insurance	35.7%	14	5	0	✓	28.3%
58	Rolls-Royce Holdings Plc	Industrial Goods & Services	38.5%	13	5	0	✓	28.2% 
59	Persimmon Plc	Consumer Products & Services	33.3%	9	3	0		28.2%
60	BT Group Plc	Telecommunications	36.4%	11	4	0		28.1%
61	AVEVA Group Plc	Technology	40%	10	4	0		27.1%
62	International Consolidated Airlines Group S.A.	Travel & Leisure	41.7%	12	5	0		27.1%
63	Reckitt Benckiser Group Plc	Personal Care, Drug & Grocery Stores	41.7%	12	5	0		26.4%
64	Experian Plc	Industrial Goods & Services	36.4%	11	4	0		26.4%
65	Barclays Plc	Banks	33.3%	12	4	0		26.1%
66	Taylor Wimpey Plc	Consumer Products & Services	50%	10	5	1	✓	26%
67	Barratt Developments Plc	Consumer Products & Services	33.3%	9	3	0		25.7%
68	SSE Plc	Utilities	50%	12	6	0		24.6%
69	Polymetal International Plc	Basic Resources	33.3%	9	3	0		23.2%
70	Associated British Foods Plc	Food, Beverage & Tobacco	33.3%	9	3	0	✓	23.2%
71	British American Tobacco Plc	Food, Beverage & Tobacco	40%	10	4	0		23.1%
72	Intertek Group Plc	Industrial Goods & Services	33.3%	9	3	0		23%
73	CRH Plc	Construction & Materials	33.3%	12	4	0	✓	22.4%
74	Imperial Brands Plc	Food, Beverage & Tobacco	36.4%	11	4	0	✓	21.4%
75	Smiths Group Plc	Industrial Goods & Services	40%	10	4	0		20.7%
76	DCC Plc	Industrial Goods & Services	36.4%	11	4	0	✓	20.7%
77	Ferguson Plc	Industrial Goods & Services	45.5%	11	5	0		19.8%
78	Meggitt Plc	Industrial Goods & Services	44.4%	9	4	1	✓	18.2%
79	Glencore Plc	Basic Resources	37.5%	8	3	0		17.8%

Rank	Company	Sector	Women on Boards	Board Size	Total Women on Boards	Executive Women on Boards	Women Chair SID CEO or FD	Combined Exec.Comm & DRs
80	3i Group Plc	Financial Services	55.6%	9	5	1	✓	16.7%
81	Fresnillo Plc	Basic Resources	33.3%	12	4	0		16%
82	Intermediate Capital Group Plc	Financial Services	41.7%	12	5	1		15.2%
83	Ashtead Group Plc	Industrial Goods & Services	37.5%	8	3	0		14.7%
Companies falling below the 33% threshold for Women on Boards								
84	Whitbread Plc	Travel & Leisure	30%	10	3	1	✓	45.5%
85	BHP Group Plc	Basic Resources	20%	10	2	0		39.4%
86	Sage Group Plc	Technology	30%	10	3	0		38.6%
87	Compass Group Plc	Consumer Products & Services	30.8%	13	4	0	✓	35.0%
88	United Utilities Group Plc	Utilities	30%	10	3	0		34.7%
89	Smith & Nephew Plc	Health Care	27.3%	11	3	1	✓	32.5%
90	Berkeley Group Holdings Plc	Consumer Products & Services	28.6%	14	4	0	✓	31.8%
91	Coca-Cola HBC AG	Food, Beverage & Tobacco	30.8%	13	4	0		31.4%
92	Hikma Pharmaceuticals Plc	Health Care	30%	10	3	0		30.1%
93	Tesco Plc	Personal Care, Drug & Grocery Stores	30.8%	13	4	0		29.4%
94	Standard Chartered Plc	Banks	30.8%	13	4	0	✓	29.1%
95	Ocado Group Plc	Personal Care, Drug & Grocery Stores	25%	12	3	0		26.6%
96	St. James's Place Plc	Financial Services	30%	10	3	0		23.6%
97	EVRAZ Plc	Basic Resources	16.7%	12	2	0		20.9%
98	Antofagasta Plc	Basic Resources	30%	10	3	0		18.5%