Gender-Equality Index Methodology

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Bloomberg

Gender-Equality
Index

2023

Contents

A message from Bloomberg LP

In today's environment, it has never been more critical for a company to demonstrate its commitment to solving for gender inequality. Stakeholders, including employees, investors, and regulators, care more than ever about how a company treats its employees and whether its products and services are helping serve the needs of society.

Leading the charge for transparency, the companies publishing their data through the Bloomberg Gender Reporting Framework have set a new standard for data reporting. By publicly releasing their gender-related data, these companies have fortified their commitment to gender equality internally and in the communities around them. The universe of companies reporting their data through the Bloomberg Gender Reporting Framework are headquartered in over 45 countries and regions.

Attracting both talent and capital, these companies are benefiting from the new norm of transparency. And we all benefit from increased data. At Bloomberg, we are strong believers in "data for good" and we are pleased to see companies using our framework to hold themselves accountable.

Congratulations to all the companies around the world taking the lead in driving change through measurement and transparency.

Index overview

The Bloomberg Gender-Equality Index (GEI) is a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting.

Bloomberg ESG data

Bloomberg's Environmental, Social & Governance (ESG) coverage encompasses information from more than 11,700 global companies. The information captured is organized into more than 1,300 fields that are structured into actual, standardized, and derived data. To ensure accuracy and consistency, Bloomberg captures data only from direct sources, such as: corporate responsibility reports, annual reports, ESG releases, proxy and corporate governance reports, and data submitted to Bloomberg by the company directly, including Bloomberg's Gender Reporting Framework. Bloomberg's global team of ESG analysts run sophisticated, multi-layer quality control systems to ensure that all data conforms to the highest standards.

Bloomberg Gender Reporting Framework

Bloomberg's Gender Reporting Framework ("GEI framework") is a standardized reporting method used globally to acquire comprehensive workplace gender data. The GEI framework defines a set of metrics used to determine a company's progress towards equal representation of gender throughout the levels of the organization, commitment to gender equality goals, policies in place to reduce the impact of familial stresses and responsibilities on the workplace, and progress towards positive impact on women outside of the employee base. On an annual basis, Bloomberg conducts systematic outreach to a balanced group of representative stakeholders to help select metrics critical to promoting equity in the workplace in the current global environment surrounding gender equality.

In addition to setting the determinate list of metrics, the GEI framework also provides specific definitions for each data point to ensure the data is consistently measured across markets and industries.

The reporting framework includes over 70 metrics, each allocated to one of five pillars:

- Leadership & talent pipeline
- Equal pay & gender pay parity
- Inclusive culture
- Anti-sexual harassment policies
- External brand

Companies have a four-month period to review the updated standards. They report data directly to Bloomberg in alignment with the GEI framework to supplement their annual reporting for the previous fiscal year.

Index overview

GEI universe criteria

Starting with the full universe of 11,500+ public companies in Bloomberg's ESG data set, Bloomberg screens securities for inclusion eligibility in the index using the following criteria:

- Current market capitalization is greater than or equal to USD 1B (1,000,000,000).
- Three-month average daily value traded is greater than USD 50,000.
- Three-month average trading volume must be greater than USD 5,000.
- In the event a company has multiple listings that meet these screening criteria, the public ticker selected for the index will be determined by:
  - Liquidity, based on average volume and average daily value traded
  - Market capitalization

Bloomberg Industry Classification System (BICS)

The GEI scoring process uses the Bloomberg Industry Classification Standard (BICS), an industry classification system developed and maintained by Bloomberg. BICS provides comprehensive hierarchical levels to capture all activities in an industry for more than 60,000 publicly-traded companies. Members of groupings have similar economic cycles and drivers. Bloomberg classifies companies based on various qualitative and quantitative measures.

The lead quantitative measure for determining primary business activity is revenue. Secondary quantitative considerations include operating income and assets. Qualitative measures such as market perceptions are also considered if a strong consensus exists within the market or when quantitative measures are insufficient to determine the company's primary classification. Company classifications are reviewed annually and on an ad hoc basis during or after significant corporate action events (acquisitions, divestitures, etc).

Index methodology

Index inclusion

Publicly-traded equities are included in the index if they meet the universe criteria and have a GEI Score above a globally-established threshold. The proprietary score threshold for index selection is reviewed and updated annually. GEI Scores are calculated once per year using the previous fiscal year data for gender-related fields available on the Bloomberg Terminal Financial Analysis (FA) profile. FA displays comprehensive financial information, including ESG data, on a per company basis and provides a standardized template that can be used to draw fair comparisons between companies that report in different formats.

Index weighting

The index uses a modified market capitalization-weighted model determined by multiplication of each company's current market cap and its respective GEI Score.

Index rebalancing

The index rebalancing for inclusion and updated GEI Scores takes place at New York market open on the Monday following the third Friday of January each year. The weights of the index are subsequently rebalanced on the Monday following the third Friday of each of the three remaining quarters of the calendar year to account for changes in market cap. The membership of the index remains constant throughout the calendar year, except that constituents may exit due to delisting or acquisition of member companies.
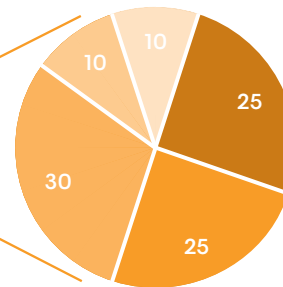
Scoring methodology

GEI Score

■ Disclosure
■ Data excellence
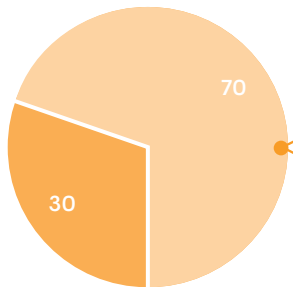
Data excellence components

■ Leadership & talent pipeline
■ Equal pay & gender pay parity
■ Inclusive culture
■ Anti-sexual harassment policies
■ External brand

Companies are assigned a Bloomberg GEI Score based on the data disclosed for the metrics defined in the GEI framework. The GEI Score measures both level of disclosure of gender-related data, as well as distinguished performance via a data excellence component score. The data excellence component score is further broken down into scores for each of the GEI framework pillars, and includes corporate performance of its gender-data metrics against its industry peer group.

The GEI Score is measured on a scale from zero to 100%, with 100% being a perfect score.

The GEI framework aims to capture social data across five areas of the company: 1) Leadership & talent pipeline, 2) Equal pay & gender pay parity, 3) Inclusive culture, 4) Anti-sexual harassment policies, and 5) External brand.

I. Disclosure

The disclosure score is worth 30% of the GEI Score. It has a maximum value of 100% and is calculated by awarding one point for every metric disclosed, then dividing by the total possible metrics the company could have provided. Total possible points vary depending on whether the company has a retail base, provides financial services, and/or has a U.S. workforce. If these factors do not apply to a company, then they do not impact that company's disclosure score.

II. Data excellence

The data excellence score makes up 70% of the GEI Score. A company's data excellence score is broken down into scores for each of the five pillars. The pillar scores are weighted in the following proportions to determine the data excellence score: Leadership & talent pipeline (25%), Equal pay & gender pay parity (25%), Inclusive culture (30%), Anti-sexual harassment policies (10%), External brand (10%).

Each pillar score has a maximum of 100% and is determined by dividing the number of earned points by the total possible points. Total earned points for each pillar is determined by scoring of the underlying data against proprietary thresholds, which are re-determined annually based on changes in the data fields collected and market conditions.

A description of the thresholds applied to each question is provided on the scorecard, which is presented to the companies that have submitted data using the GEI framework for full transparency into their company-specific scores. Maximum data excellence point values are determined based on the impact on women participation in the workforce and the market's level of concern for performance in that area. For example, research demonstrates a strong correlation between policies addressing parental leave and the rate at which women return to work.[1]

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[1] International Monetary Fund (2018, May). Pursuing Women's Economic Empowerment. Retrieved from International Monetary Fund website: https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economic-empowerment

Scoring methodology

Leadership & talent pipeline

Each question is scored out of two possible points. Most questions have two thresholds, so that a company can earn one point by reaching and/or surpassing the minimum value of the first threshold, and another if it meets and/or surpasses the second threshold. If a question has a singular threshold, however, then two points will be awarded for reaching the singular threshold. To deter bias by industry, some thresholds for this pillar are based on the upper quartile, upper middle quartile, or average of the industry. Additional data excellence thresholds also consider globally accepted standards of best practice as published by McKinsey & Company and Catalyst.[2, 3]

Equal pay & gender pay parity

Each question is scored out of one or two possible points, though there is only a singular threshold. Points are awarded either for reporting relevant pay-related data, or for implementation of the recommended action in the given area, such as having conducted a gender-based compensation review or released quantitative global gender pay gap metrics.

As previously noted, Bloomberg's ESG data collection captures publicly available data on behalf of at least 80% or more of a corporation's global workforce. However, with regard to global pay practices, if consolidated pay data is not available for at least 80% or more of a company's global workforce, the company may provide consolidated pay data for some percentage of their overall workforce for consideration of partial data excellence credit.

If data is provided for at least 80% or more of the global workforce, data excellence may be awarded at full credit. If consolidated pay data is provided partially, at least 50%–80% of the global workforce, data excellence points will be awarded at half credit. If consolidated pay data is provided on behalf of less than 50% of the global workforce, data excellence points will be awarded at a quarter credit.

Publication: Only data provided for 80% or more of the global workforce will be published to the company-specific Bloomberg Terminal profile. Data provided for partial workforce will be used for scoring purposes only, and not published to the company's Terminal Financial Analysis page. However, this data will be included in framework transparency documentation published to the respective company's Company Filing (CF) page on the Bloomberg Terminal, denoted as company reported data.

Inclusive culture

Each question is scored out of one to eight possible points. Point values for parental leave policies are the highest of any questions in the framework due to their integral relationship to gender equity in the workplace. Quantitative questions have two thresholds, while yes/no questions have a singular threshold. Companies are awarded points for having policies in place that meet generally-accepted best practices for promoting inclusivity and equality in the workplace.

Anti-sexual harassment policies

Each question is scored out of two possible points. The quantitative question has two thresholds, while yes/no questions have a singular threshold. Points are earned by having anti-sexual harassment policies in place that meet generally-accepted best practices.

External brand

Each question is scored out of one or two possible points, though there is only a singular threshold. Points are awarded to companies with customer-related or community-related policies in place that meet generally-accepted best practices.

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2 Thomas, Rachel, et al. (2018) Women in the Workplace. Retrieved from McKinsey & Company website: https://womenintheworkplace.com

3 Catalyst (2019, June 14). Quick Take: Women in Science, Technology, Engineering, and Mathematics (STEM). Retrieved from Catalyst website: https://www.catalyst.org/research/women-in-science-technology-engineering-and-mathematics-stem

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.

Bloomberg

Gender Reporting Framework

2023
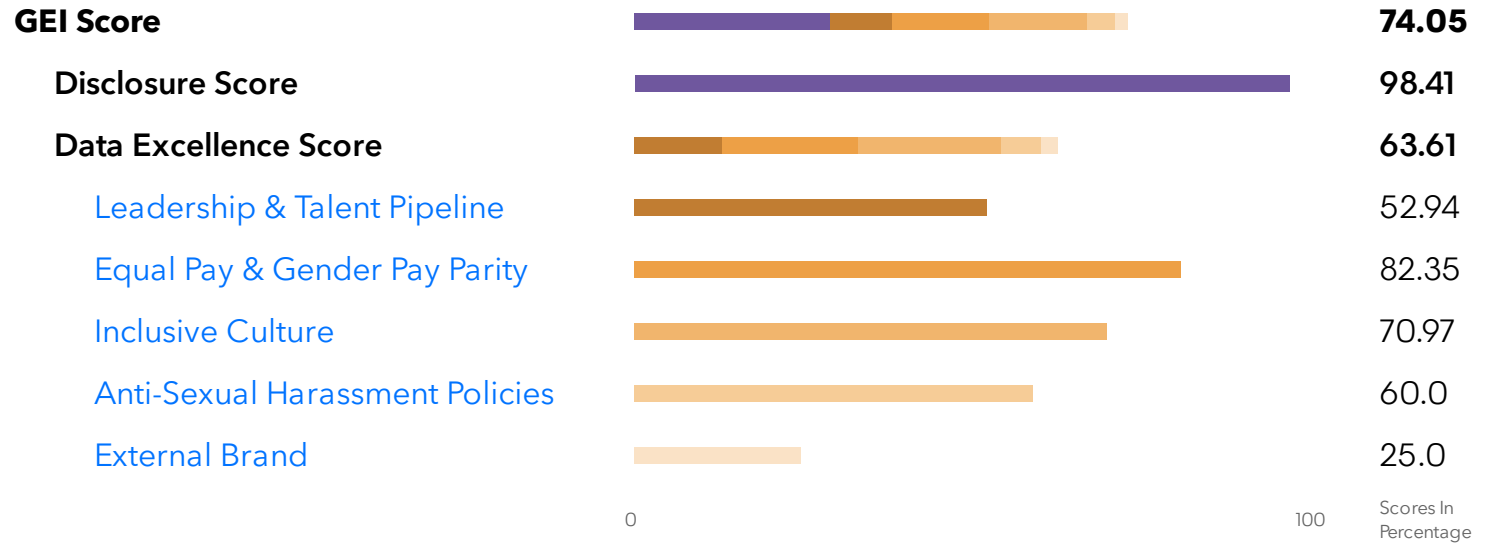
Public Ticker	**AOX GR**
Company Name	**ALSTRIA OFFICE REIT-AG**
Industry	**REIT**
Data As Of	**Fiscal Year End 2021**

GEI Scores

GEI Score		**74.05**
Disclosure Score		**98.41**
Data Excellence Score		**63.61**
Leadership & Talent Pipeline		52.94
Equal Pay & Gender Pay Parity		82.35
Inclusive Culture		70.97
Anti-Sexual Harassment Policies		60.0
External Brand		25.0

0   100   Scores In Percentage

Contextual Information

These data points are for contextual purposes and are not scored

Data Point Measured	Company Responses
Company's Country Of Issuance Is US Or UK	N
Has Employees Based In US	N
Has Employees In UK	N
Has Retail Customer Base	N
Provides Financial Services	N

Leadership & Talent Pipeline

Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
		Company Responses	**Disclosure Points**		**Requisite Conditions For Data Excellence Points**		**Data Excellence Points**			
1a.	Total Number Of Directors On Board	6				*Not Scored*				
1b.	Number Of Women On Board	2				*Not Scored*				
1c.	Percent Women On Board	33.33	1.0	1.0	Greater Than Industry Average For Percent Women On Board	At Least 30%*	1.0	1.0	2.0	2.0
2.	Woman Chairperson Or Equivalent	N	1.0	1.0	Has Woman Chairperson Or Equivalent	-	0.0	-	0.0	2.0
3.	Woman Chief Executive Officer Or Equivalent	N	1.0	1.0	Has Woman CEO Or Equivalent	-	0.0	-	0.0	2.0
4a.	Total Number Of Executive Officers	2				*Not Scored*				
4b.	Number Of Women Executives	0				*Not Scored*				
4c.	Percent Women Of Executive Officers	0.0	1.0	1.0	Upper Middle Quartile Of Industry For Percent Women Executives	At Least 50%* Or Upper Quartile Of Industry For Percent Women Executives	0.0	0.0	0.0	2.0
5.	CDO Or Equivalent Executive	N	1.0	1.0	Has Chief Diversity Officer Or Equivalent Executive	-	0.0	-	0.0	2.0
6.	Requires Gender Diverse Candidates For Management Roles	N	1.0	1.0	Requires Gender Diverse Candidates For Management Roles	-	0.0	-	0.0	2.0
7.	Percent Women In Senior Management	36.4	1.0	1.0	Greater Than Or Equal To Women In Executive Positions	At Least 50%* Or Upper Quartile Of Industry For Women In Senior Management & Greater Than Women In Executive Positions	1.0	0.0	1.0	2.0

Leadership & Talent Pipeline

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
8.	Percent Women In Middle And Other Management	28.6	1.0	1.0	Greater Than Or Equal To Women In Senior Management	At Least 50%* Or Upper Quartile Of Industry For Women In Middle Management & Greater Than Women In Senior Management	0.0	0.0	0.0	2.0
9.	Percent Women In Entry Level Positions	67.3	1.0	1.0	In Industries With Less Than 50% Women In Total Workforce, Upper Middle Quartile Of Industry For Women In Entry Level Positions & Greater Than Women In Middle Management In Industries With Greater Than 50% Women In Total Workforce, First Threshold Does Not Apply	Greater Than Or Equal To 50%* Of Entry Level Positions Are Women	1.0	1.0	2.0	2.0
10.	Percent Women In Revenue-Producing Roles	57.4	1.0	1.0	Greater Than Or Equal To Women In Middle Management	At Least 50%* Or Upper Quartile Of Industry For Women In Middle Management & Greater Than Women In Middle Management	1.0	1.0	2.0	2.0
11.	Percent Women Of IT Workforce	27.0	1.0	1.0	Greater Than Industry Average	Greater Than Average Percentage Of Women Graduating With STEM Degrees	1.0	0.0	1.0	2.0
12.	Percent Women Of Engineering Workforce	21.0	1.0	1.0	Greater Than Industry Average	Greater Than Average Percentage Of Women Graduating With STEM Degrees	1.0	0.0	1.0	2.0
13.	Percent Women Of Total Workforce	60.2	1.0	1.0	Upper Middle Quartile Of Industry For Women In Total Workforce	At Least 50%* Or Upper Quartile Of Industry For Women In Total Workforce	1.0	1.0	2.0	2.0

Leadership & Talent Pipeline

Number	Data Point Measured	Company Responses Fiscal Year 2021	Disclosure Points Points Awarded	Disclosure Points Maximum Points	Requisite Conditions For Data Excellence Points Threshold 1	Requisite Conditions For Data Excellence Points Threshold 2	Data Excellence Points Threshold 1	Data Excellence Points Threshold 2	Data Excellence Points Points Awarded	Data Excellence Points Maximum Points
14.	Percent Women Of Total Promoted Employees	33.0	1.0	1.0	In Industries With Less Than 50% Women In Total Workforce, Greater Than Or Equal To Percent Women In Middle Or Other Management In Industries With Greater Than 50% Women In Total Workforce, First Threshold Does Not Apply	Greater Than Or Equal To 50%* Of Promotions Are Given To Women	1.0	0.0	1.0	2.0
15.	Percent Women Of Employees That Exited Company	58.8	1.0	1.0	Less Than Percentage Of Women New Hires	-	2.0	-	2.0	2.0
16.	Percent Women Of New Hires	78.3	1.0	1.0	In Industries With Less Than 50% Women In Total Workforce, Greater Than Or Equal To Percent Women In Total Workforce In Industries With Greater Than 50% Women In Total Workforce, First Threshold Does Not Apply	Greater Than Or Equal To 50%* Of New Hires Are Women	1.0	1.0	2.0	2.0
17.	Has Strategy For Recruiting Women	N/A	-	-	Has Strategy For Recruiting Women	-	-	-	-	-
18.	Released Action Plan To Increase Women In Leadership	Y	1.0	1.0	Released Action Plan For Women In Leadership	-	2.0	-	2.0	2.0
19a.	Suspended Hiring During FY Attributed To COVID-19	N	-	-	Disclosed Data Point	-	-	-	-	-
19b.	Percent Women Of Total Furloughs Attributed To COVID-19	N/A	-	-	Disclosed Data Point	-	-	-	-	-
19c.	Percent Women Of Total Terminations Attributed To COVID-19	N/A	-	-	Disclosed Data Point	-	-	-	-	-

Leadership & Talent Pipeline

Number	Data Point Measured	Company Responses Fiscal Year 2021	Disclosure Points Points Awarded	Maximum Points	Requisite Conditions For Data Excellence Points Threshold 1	Threshold 2	Data Excellence Points Threshold 1	Threshold 2	Points Awarded	Maximum Points
19d.	Percent Women Of Total Mandated Reduced Working Hours Attributed To COVID-19	N/A	-	-	Disclosed Data Point	-	-	-	-	-
19e.	Percent Women Of Total Voluntary Reduced Working Hours Attributed To COVID-19	N/A	-	-	Disclosed Data Point	-	-	-	-	-
20a.	Percent Women Of US Employees	N/A				*Not Scored*				
20b.	Percentage Of Women US Employees Who Identify As A Member Of An Underrepresented Racial Or Ethnic Group	N/A	-	-	At Least 40% Of Women In US Workforce	-	-	-	-	-
21.	Published US EEO-1 Report	N/A	-	-	Published EEO-1 Report	-	-	-	-	-
22a.	[EXPLORATORY- US & UK Companies] Number Of Directors On Board Identifying As A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
22b.	[EXPLORATORY- US & UK Companies] Percentage Of Board Identifying As A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
22c.	[EXPLORATORY- US & UK Companies] Number Of Directors On Board Identifying As Both A Woman And Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				

Leadership & Talent Pipeline

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
22d.	[EXPLORATORY- US & UK Companies] Percentage Of Directors On Board Identifying As Both A Woman And Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
23a.	[EXPLORATORY - US & UK Companies] Number Of Executive Officers Identifying As A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
23b.	[EXPLORATORY- US & UK Companies] Percentage Of Executive Officers Identifying As A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
23c.	[EXPLORATORY- US & UK Companies] Number Of Executive Officers Identifying As Both A Woman And A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				
23d.	[EXPLORATORY- US & UK Companies] Percentage Of Executive Officers Identifying As Both A Woman And A Member Of An Underrepresented Racial Or Ethnic Group	N/A				*Not Scored*				

Leadership & Talent Pipeline

Number	Data Point Measured	Company Responses Fiscal Year 2021	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
			Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
24.	[EXPLORATORY- US & UK Companies] Company Captures Representation Of Employees Identifying As LGBTQ+ In Leadership Positions	N/A				*Not Scored*				
25.	[EXPLORATORY- US & UK Companies] Released Action Plan To Increase Underrepresented Racial And Ethnic Groups In Leadership	N/A				*Not Scored*				
	Subtotal Of Section Metrics		**17.0**	**17.0**					**18.0**	**34.0**

Equal Pay & Gender Pay Parity

| | | Company Responses | Disclosure Points | | Requisite Conditions For Data Excellence Points | | Data Excellence Points | | | |
| | | | | | | | | | | |
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
26.	Percent Women Of Top 10 Percent Compensated Employees	36.4	1.0	1.0	Upper Middle Quartile Of Industry For Women In Senior Management	At Least 50%* Or Upper Quartile Of Industry For Women In Senior Management	1.0	0.0	1.0	2.0
27.	Conducted Global Equal Pay Audit	Y	1.0	1.0	Conducted Gender Based Compensation Review	-	2.0	-	2.0	2.0
28.	Released Quantitative Gender Pay Gap Metrics	Y	1.0	1.0	Released Quantitative Gender Pay Gap Metrics	-	2.0	-	2.0	2.0
29a.	Percentage Representation Of Consolidate Pay Data	100.0				*Not Scored*				
29b.	Percent Women Of Top Pay Quartile	26.0	1.0	1.0	Disclosed Data Point If Disclosed On Behalf Of > 80% Global Workforce, 2 Pts; If Between 50% And 80%, 1 Pt; Lower Than 50%, 0.5 Pts	-	2.0	-	2.0	2.0
29c.	Percent Women Of Upper Middle Pay Quartile	47.0	1.0	1.0	Disclosed Data Point If Disclosed On Behalf Of > 80% Global Workforce, 2 Pts; If Between 50% And 80%, 1 Pt; Lower Than 50%, 0.5 Pts	-	2.0	-	2.0	2.0
29d.	Percent Women Of Lower Middle Pay Quartile	84.0	1.0	1.0	Disclosed Data Point If Disclosed On Behalf Of > 80% Global Workforce, 2 Pts; If Between 50% And 80%, 1 Pt; Lower Than 50%, 0.5 Pts	-	2.0	-	2.0	2.0

Equal Pay & Gender Pay Parity

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
29e.	Percent Women Of Lower Pay Quartile	86.0	1.0	1.0	Disclosed Data Point If Disclosed On Behalf Of > 80% Global Workforce, 2 Pts; If Between 50% And 80%, 1 Pt; Lower Than 50%, 0.5 Pts	-	2.0	-	2.0	2.0
29f.	Global Mean Gender Pay Gap	39.3	1.0	1.0	Disclosed Data Point If Disclosed On Behalf Of > 80% Global Workforce, 1 Pt; If Between 50% And 80%, 0.5 Pts; Lower Than 50%, 0.25 Pts	-	1.0	-	1.0	1.0
30.	Released Action Plan To Close Gender Pay Gap	N	1.0	1.0	Released Action Plan To Close Gender Pay Gap	-	0.0	-	0.0	2.0
	Subtotal Of Section Metrics		**9.0**	**9.0**					**14.0**	**17.0**

Inclusive Culture

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
31a.	Global Minimum Weeks Fully Paid Primary Parental Leave	14.0	1.0	1.0	Has Global Minimum Primary Parental Leave Policy 2pts, If With Probationary Period 1pt.	At Least 8 Weeks Fully Paid Primary Leave Offered To Employees At Any Location 2pts, If With Probationary Period 1pt.	2.0	2.0	4.0	4.0
31b.	Global Minimum Weeks Fully Paid Secondary Parental Leave	0.0	1.0	1.0	Has Global Minimum Secondary Parental Leave Policy 2pts, If With Probationary Period 1pt.	At Least 2 Weeks Fully Paid Secondary Leave Offered To Employees At Any Location 2pts, If With Probationary Period 1pt.	0.0	0.0	0.0	4.0
31c.	Parental Leave Policy Requires Minimum Tenure (Probationary Period)	N				*Not Scored*				
32a.	Weeks Fully Paid Primary Parental Leave Offered In The US	N/A	-	-	At Least 8 Weeks Fully Paid Primary Leave Offered In US 4pts, If With Probationary Period 2pts.	At Least 12 Weeks Fully Paid Primary Leave Offered In US 4pts, If With Probationary Period 2pts.	-	-	-	-
32b.	Weeks Fully Paid Primary Parental Leave Used In The US	N/A	-	-	Provided Primary Parental Leave Usage Data	At Least 8 Weeks Fully Paid Primary Leave Used On Average	-	-	-	-
32c.	Weeks Fully Paid Secondary Parental Leave Offered In The US	N/A	-	-	At Least 2 Weeks Fully Paid Secondary Leave Offered In US 2pts, If With Probationary Period 1pt.	At Least 4 Weeks Fully Paid Secondary Leave Offered In US 2pts, If With Probationary Period 1pt.	-	-	-	-
32d.	Weeks Fully Paid Secondary Parental Leave Used In The US	N/A	-	-	Provided Secondary Parental Leave Usage Data	At Least 2 Weeks Fully Paid Secondary Leave Used On Average	-	-	-	-
33.	Return From Parental Leave 12 Month Retention Rate	100.0	1.0	1.0	Provided Parental Leave 12 Month Retention Rate	At Least 80% Parental Leave Retention Rate	1.0	1.0	2.0	2.0
34	Offers On-Site Lactation Rooms	Y	1.0	1.0	Offers On-Site Lactation Rooms	-	1.0	-	1.0	1.0
35.	Provides Adoption Assistance To Global And/Or US Workforce	⋮	1.0	1.0	Provides Adoption Assistance To Global Workforce	Provides Adoption Assistance To US Workforce	1.0	0.0	1.0	1.0

Inclusive Culture

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
35a.	Provides Adoption Assistance To Global Workforce	Y	-	-			-	-	-	-
35b.	Provides Adoption Assistance To US Workforce	N/A	-	-	-	-	-	-	-	-
36.	Covers Fertility Services For Global And/Or US Workforce	⋮	1.0	1.0	Covers Fertility Services For Global Workforce	Covers Fertility Services For US Workforce	1.0	0.0	1.0	1.0
36a.	Covers Fertility Services For Global Workforce	Y	-	-			-	-	-	-
36b.	Covers Fertility Services For US Workforce	N/A	-	-	-	-	-	-	-	-
37.	Covers Egg Freezing For Global And/Or US Workforce	⋮	1.0	1.0	Covers Egg Freezing For Global Workforce	Covers Egg Freezing For US Workforce	0.0	0.0	0.0	1.0
37a.	Covers Egg Freezing For Global Workforce	N	-	-			-	-	-	-
37b.	Covers Egg Freezing For US Workforce	N/A	-	-	-	-	-	-	-	-
38.	Covers Contraception For Global And/Or US Workforce	⋮	1.0	1.0	Covers Contraception For Global Workforce	Covers Contraception For US Workforce	1.0	0.0	1.0	1.0
38a.	Covers Contraception For Global Workforce	Y	-	-			-	-	-	-
38b.	Covers Contraception For US Workforce	N/A	-	-	-	-	-	-	-	-
39.	Covers Gender Affirmation Services For Global And/Or US Workforce	⋮	1.0	1.0	Covers Gender Affirmation Services For Global Workforce	Covers Gender Affirmation Services For US Workforce	1.0	0.0	1.0	1.0
39a.	Covers Gender Affirmation Services For Global Workforce	Y	-	-			-	-	-	-

Inclusive Culture

Description Of Data		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
39b.	Covers Gender Affirmation Services For US Workforce	N/A	-	-	-	-	-	-	-	-
40	Offers Mental Health Support Or Consultation Services	Y	1.0	1.0	Offers Mental Health Support Or Consultation Services	-	1.0	-	1.0	1.0
41a.	Provides Back-Up Child Care Service Or Child Care Subsidies	Y	1.0	1.0	Provides Back-Up Child Care Service Or Child Care Subsidies	-	1.0	-	1.0	1.0
41b.	Provides Back-Up Elder Care Services Or Elder Care Subsidies	Y	1.0	1.0	Provides Back-Up Elder Care Services Or Elder Care Subsidies	-	1.0	-	1.0	1.0
42.	Provides Fully Paid Time Off For Bereavement	Y	1.0	1.0	Provides Fully Paid Time Off For Bereavement	-	1.0	-	1.0	1.0
43.	Offers Flexible Work Schedule	Y	1.0	1.0	Offers Flexible Work Schedule	-	1.0	-	1.0	1.0
44.	Offers Flexible Work Location	Y	1.0	1.0	Offers Flexible Work Location	-	1.0	-	1.0	1.0
45a.	Conducted Employee Engagement Survey	Y	1.0	1.0	Conducted Employee Engagement Survey	-	1.0	-	1.0	1.0
45b.	Assessed Engagement Survey Results By Gender	N	1.0	1.0	Assessed Engagement Survey Results By Gender	-	0.0	-	0.0	1.0
45c.	Employee Engagement Survey Addresses Diversity And Inclusion (D&I)	Y	1.0	1.0	Employee Engagement Survey Addresses Diversity And Inclusion (D&I)	-	1.0	-	1.0	1.0
46.	Has Employee Groups For Women	N	1.0	1.0	Has Employee Groups For Women	-	0.0	-	0.0	1.0
47a.	Offers All Employees Unconscious Bias Training	Y	1.0	1.0	Offers All Employees Unconscious Bias Training	-	2.0	-	2.0	2.0
47b.	Percentage Of Managers Completed Company Provided Unconscious Bias Training	0.0	1.0	1.0	Disclosed Data Point	-	1.0	-	1.0	1.0

Inclusive Culture

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	Data Point Measured	Fiscal Year 2021	Points Awarded	Maximum Points	Threshold 1	Threshold 2	Threshold 1	Threshold 2	Points Awarded	Maximum Points
48.	Has D&I Goals In Managerial Performance Reviews	N	1.0	1.0	Has D&I Goals In Managerial Performance Reviews	-	0.0	-	0.0	2.0
	Subtotal Of Section Metrics		**22.0**	**22.0**					**22.0**	**31.0**

Anti-Sexual Harassment Policies

		Company Responses	Disclosure Points		Requisite Conditions For Data Excellence Points		Data Excellence Points			
Number	**Data Point Measured**	**Fiscal Year 2021**	**Points Awarded**	**Maximum Points**	**Threshold 1**	**Threshold 2**	**Threshold 1**	**Threshold 2**	**Points Awarded**	**Maximum Points**
52.	Public Sexual Harassment Policy Statement	Y	1.0	1.0	Released Sexual Harassment Policy	-	2.0	-	2.0	2.0
53.	Annual Employee Sexual Harassment Training	N	1.0	1.0	Employee Sexual Harassment Training Given Annually	-	0.0	-	0.0	2.0
54.	Independent Investigator For Sexual Harassment Allegations	Y	1.0	1.0	Independent Investigator For Sexual Harassment Allegations	-	2.0	-	2.0	2.0
55.	Prohibits Nondisclosure Agreements Unless Requested By Victim	N	1.0	1.0	Prohibits Nondisclosure Agreements Unless Requested By Victim	-	0.0	-	0.0	2.0
56.	Requires Private Arbitration For Sexual Harassment Claims	N	1.0	1.0	Does Not Require Private Arbitration For Sexual Harassment Claims	-	2.0	-	2.0	2.0
57a.	[EXPLORATORY- US/UK Workforce] Public Policy Against Discrimination And Harassment Based On Race And Ethnicity In The Workplace	N/A			*Not Scored*					
57b.	[EXPLORATORY- US/UK Workforce] Public Policy Against Discrimination And Harassment Based On Sexual Orientation And/Or Gender Identity In The Workplace	N/A			*Not Scored*					
	Subtotal Of Section Metrics		**5.0**	**5.0**					**6.0**	**10.0**

External Brand

Number	Data Point Measured	Company Responses Fiscal Year 2021	Disclosure Points Points Awarded	Disclosure Points Maximum Points	Requisite Conditions For Data Excellence Points Threshold 1	Requisite Conditions For Data Excellence Points Threshold 2	Data Excellence Points Threshold 1	Data Excellence Points Threshold 2	Data Excellence Points Points Awarded	Data Excellence Points Maximum Points
58.	Evaluates Advertising & Marketing Content For Gender Bias	Y	1.0	1.0	Evaluates Advertising & Marketing Content For Gender Bias	-	2.0	-	2.0	2.0
59.	Assesses Gender Balance In Machine Learning Training Data Sets	-	0.0	1.0	Assesses Gender Balance In Machine Learning Training Data Sets	-	0.0	-	0.0	2.0
60.	Has A Supplier Diversity Program	Y	1.0	1.0	Has A Supplier Diversity Program	-	2.0	-	2.0	2.0
61.	Actively Recruits Women From Career Breaks	N	1.0	1.0	Actively Recruits Women From Career Breaks	-	0.0	-	0.0	2.0
62.	Allocated Resources To Attract And Retain Gender Diverse Clients	N/A	-	-	Allocated Resources To Attract And Retain Gender Diverse Clients	-	-	-	-	-
63a.	Tracks Client Or Customer Base By Gender	N/A	-	-	Tracks Client Or Customer Base By Gender	-	-	-	-	-
63b.	Tracks Customer Satisfaction By Gender	N/A	-	-	Tracks Customer Satisfaction By Gender	-	-	-	-	-
63c.	Tracks Retention Of Clients By Gender	N/A	-	-	Tracks Retention Of Clients By Gender	-	-	-	-	-
64a.	Offers Financial Products For Women-Owned Business	N/A	-	-	Offers Financial Products For Women-Owned Business	-	-	-	-	-
64b.	Tracks Repayment Rates By Gender	N/A	-	-	Tracks Repayment Rates By Gender	-	-	-	-	-
65a.	Sponsors Financial Education Programs For Women	N	1.0	1.0	Sponsors Financial Education Programs For Women	-	0.0	-	0.0	1.0
65b.	Sponsors Health Education Programs For Women	N	1.0	1.0	Sponsors Health Education Programs For Women	-	0.0	-	0.0	1.0

External Brand

Number	Data Point Measured	Company Responses Fiscal Year 2021	Disclosure Points Points Awarded	Maximum Points	Requisite Conditions For Data Excellence Points Threshold 1	Threshold 2	Data Excellence Points Threshold 1	Threshold 2	Points Awarded	Maximum Points
65c.	Sponsors STEM Education Programs For Women	N	1.0	1.0	Sponsors STEM Education Programs For Women	-	0.0	-	0.0	1.0
66.	Donates To Organizations Supporting Gender Equality	N	1.0	1.0	Donates To Organizations Supporting Gender Equality	-	0.0	-	0.0	1.0
67.	UN Women's Empowerment Principals Signatory	N	1.0	1.0	UN Women's Empowerment Principals Signatory	-	0.0	-	0.0	2.0
68.	UN Global Compact Signatory	N	1.0	1.0	UN Global Compact Signatory	-	0.0	-	0.0	2.0
69.	EDGE Certification	N				*Not Scored*				
70a.	[EXPLORATORY- US/UK Workforce] Donates To Organizations Supporting Racial And Ethnic Equality	N/A				*Not Scored*				
70b.	[EXPLORATORY- US/UK Workforce] Donates To Organizations Supporting LGBTQ+ Equality	N/A				*Not Scored*				
Subtotal Of Section Metrics			**9.0**	**10.0**					**4.0**	**16.0**

APPENDIX - Industry-Specific Threshold Reference Table

	Description Of Data	Requisite Conditions For Data Excellence Points		Data Excellence Points	
Associated Question Number	Data Point Measured	Industry-Specific Threshold 1	Industry-Specific Threshold 2	Threshold 1 Value	Threshold 2 Value
1c.	Percent Women On Board	Industry Average For Percent Women On Board	-	27.79	
4c.	Percent Women Of Executive Officers	Upper Middle Quartile Of Industry For Percent Women Executives	Upper Quartile Of Industry For Percent Women Executives	20.0	33.33
7.	Percent Women In Senior Management	-	Upper Quartile Of Industry For Women In Senior Management	-	42.0
8.	Percent Women In Middle And Other Management	-	Upper Quartile Of Industry For Women In Middle Management	-	51.0
9.	Percent Women In Entry Level Positions	Upper Middle Quartile Of Industry Of Women In Entry Level Positions	-	57.35	-
10.	Percent Women In Revenue-Producing Roles	-	Upper Quartile Of Industry For Women In Middle Management	-	51.0
11.	Percent Women Of IT Workforce	Industry Average Of Women Of IT Workforce	Global Average Percentage Of Women Graduating With STEM Degrees	21.79	30.0
12.	Percent Women Of Engineering Workforce	Industry Average Of Women Of Engineering Workforce	Global Average Percentage Of Women Graduating With STEM Degrees	15.71	30.0
13.	Percent Women Of Total Workforce	Upper Middle Quartile Of Industry For Women In Total Workforce	Upper Quartile Of Industry For Women In Total Workforce	50.0	57.0
14.	Percent Women Of Total Promoted Employees	Industry Average Of Women In Total Workforce	-	48.55	-
16.	Percent Women Of New Hires	Industry Average Of Women In Total Workforce	-	48.55	-
26.	Percent Women Of Top 10 Percent Compensated Employees	Upper Middle Quartile Of Industry For Women In Senior Management	Upper Quartile Of Industry For Women In Senior Management	32.14	42.0

Data Notes:

1. * Considers 2.5% margin to account for percentage variance
2. The Bloomberg GEI scores data reported by the company in line with the definition and calculation instructions provided by Bloomberg through the 2023 Bloomberg Gender-Reporting Framework. Any data provided that does not align with the Bloomberg definition, and were not corrected by the company during the requested time frame are subsequently scored as the value determined through public filing, where applicable, or non-disclosure.

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