Gender Diversity Scorecard

Developed by **LEAD** NETWORK *Leading Executives Advancing Diversity* in collaboration with **EY** Building a better working world

What is the LEAD Network Gender Diversity Scorecard?

The LEAD Network Gender Diversity Scorecard is the only survey of its kind in Europe to track the proportion of women holding executive positions in the Consumer Goods and Retail industry.

Developed in collaboration with EY and launched in 2017, the Scorecard survey is conducted every two years and provides unique data on the sector's progress towards gender equality. Its aim is to accelerate the journey towards gender parity by helping companies benchmark their performance against their peers.

We hope you will decide to take part. It is only with the participation of all companies that we can gain a comprehensive picture of gender balance within the industry and bring about real change. Full results of the survey are announced at the LEAD Network conference, where the top scoring retailer and manufacturer are recognised with an award.

GENDER DIVERSITY SCORECARD
LEAD NETWORK 2021

Why take part?

- Join the only survey that is focused on the European **Consumer Goods and Retail** industry
- Gain valuable insights into how you **benchmark versus your peers** in the industry
- Demonstrate your **commitment to gender equality** to your employees, stakeholders and regulators
- Use **best practices** to shape diversity policies and initiatives
- Develop a roadmap and action plan to **advance female leadership** within your organisation
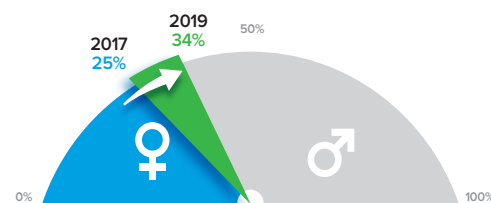
You will receive:

- A confidential, **personalised summary** of where you benchmark compared to peers
- A copy of the **full Scorecard report**
- A **press kit** to help promote your commitment to gender equality
- A chance to **join the dialogue** and celebrate success at the LEAD Network conference

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How to complete the survey

Participation is free of charge, and the survey is easy to complete. Companies answer nine questions, drawing on information that can be found in most annual reports. The survey does not require qualitative data, relying purely on the absolute count of women versus men in executive roles. Answers remain confidential and results are reported in aggregate format only.

What have previous Scorecards shown?

In 2017, 30 companies participated in the inaugural LEAD Network Gender Diversity Scorecard survey, providing data that until then had been lacking for our sector. The Scorecard revealed that women held 25% of executive positions. In 2019 the results showed that encouraging progress had been made, with female leaders having risen to 34% of the total.

2017
25%

2019
34%

50%

0%

100%

In 2021, LEAD Network membership has climbed above 11,000, and we expect greater participation in the Scorecard survey than ever before.

What the Gender Diversity Scorecard Award winner companies say:

Top-scoring manufacturer, 2019

"Unilever is honoured and proud to be the top-scoring manufacturer in LEAD Network's leading European Gender Diversity survey. We set ourselves an ambitious target way back in 2010 to get to 50% female managers by 2020."

Hanneke Faber,
President Global Foods & Refreshment,
Unilever

Top-scoring retailer, 2019

"We are incredibly proud that ICA has emerged as the top-scoring retail company for the second time in a row. As a business we have worked on gender equality for a long while, and are convinced it is key to better business results."

Petra Albuschus,
Chief Human Resources Officer,
ICA Gruppen

For more information

If you are interested in participating in the Gender Diversity Scorecard 2021, or would like more details, please contact Marga van Winsen at ***info@lead-eu.net***

About LEAD Network

LEAD Network is a non-profit and volunteer-led organisation whose mission is to attract, retain and advance women in the Consumer Goods and Retail sector in Europe through education, leadership and business development. It has a fast-growing membership of more than **11,000 people** – both women and men – drawn from **48 countries**. Members have the opportunity to build their leadership skills, to widen their circle of contacts, and to be inspired by female role models and male champions in the industry. To date, **40 companies** have signed the CEO Pledge of LEAD Network.

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