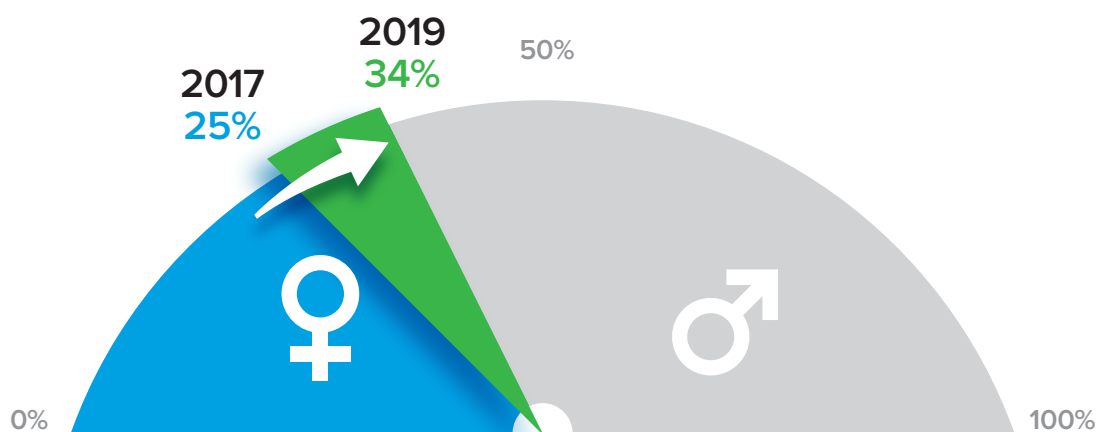


# Retail and Consumer Goods companies in Europe are making progress towards gender parity

In LEAD Network's 2019 European survey, retail and consumer goods companies show strong improvement in the number of women in executive positions

In 2017, LEAD Network with the support of EY conducted a gender diversity benchmark study – the first of its kind – to measure the number of women holding executive positions in retail and consumer goods companies in Europe. On average, LEAD Network found that women hold 25% of executive positions in the participating companies, exceeding the global average of 16%.

In an encouraging sign that the industry is making progress towards gender parity, of the companies that participated, the proportion of women in executive positions with responsibilities in Europe rose from 25% in 2017 to 34% this year<sup>1</sup>. Although this is an encouraging trend, this is still far from gender parity in a sector where women account for the majority of customers.



**Top scoring manufacturer**

**40%**

The leading CPG manufacturer is Unilever, which reported 40% female executives, up substantially from 2017.

**Hanneke Faber, President Global Foods & Refreshment, Unilever, says:** "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. This public target and 'measure what you treasure' approach was the key driver for our results today. We look forward to driving gender balance at the very highest levels in Unilever, too; and continuing to learn and be inspired by the LEAD Network."



**Top scoring retailer**

**50%**

For the second time in a row, the top scoring company is Swedish retailer ICA Gruppen, which reported 50% female executives, up from 40% in 2017.

**Petra Albuschus, Chief Human Resources Officer at ICA Gruppen, states:** "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."



1. Of the 32 companies, 16 had also participated in 2017. Three-quarters saw the number of women in executive positions increase.