

FOR IMMEDIATE RELEASE

**LEAD Network's 2023 Gender Diversity Scorecard
Reveals Positive Progress Towards Gender Parity
in the Consumer Goods and Retail Industry**

Consumer Goods and Retail companies across Europe were invited to take part between April 17th and July 14th, 2023.

Amsterdam, 17 October 2023 — At the Annual Conference 'Doing not Trying: The Inclusive Journey' held in Dusseldorf last week, the LEAD Network proudly unveiled the findings of its highly anticipated 2023 Gender Diversity Scorecard.

In collaboration with EY, LEAD Network has been conducting this biannual survey since 2017, aimed at monitoring the representation of women in executive roles within the Consumer Goods and Retail sector across Europe. The objective is to assist organizations in their pursuit of gender parity by offering valuable insights through benchmarking against industry peers.

Key Takeaway: The headline result from the 2023 Gender Diversity Scorecard is that 37% of senior executive positions in the Consumer Goods and Retail sector across Europe are now occupied by women. This represents a slight increase from the 2021 figure of 35% and a significant leap from the 2017 statistic of 25%. In a more granular breakdown, the retail industry stands at 35%, while manufacturing is leading with 38% representation of women in senior executive roles.

Allyson Zimmermann, CEO of LEAD Network, expressed her sentiments on the findings, stating, "It is encouraging to see progress in the right direction, and the dedication and collective efforts driving this change deserve recognition. Nevertheless, our scorecard underscores the disappointingly slow pace of progress. There is an urgent need to accelerate our efforts, both for the benefit of businesses and as a moral imperative."

LEAD Network extends its sincere gratitude to all the companies that participated in the 2023 Gender Diversity Scorecard. Together, they are committed to continuing the journey towards achieving a 50/50 gender balance.

To download a copy of the full **DE&I Benchmark Report**, please visit our [website](#)
For further information, please contact education@lead-eu.net.



Leading Executives Advancing Diversity

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 +19,000 – both women and men – drawn from 81 countries. Members have the opportunity to build their leadership skills, widen their circle of contacts, and be inspired by female role models and male champions in the industry. To date, 64 companies are sponsoring LEAD Network, 41 of which have signed the CEO Gender Parity Pledge.

ABOUT THE GENDER DIVERSITY SCORECARD

Conducted in partnership with EY, the Gender Diversity Scorecard tracks the proportion of women holding executive positions in the Consumer Goods and Retail industry across Europe.

The aim of the scorecard is to accelerate the journey towards gender parity by helping companies benchmark their performance against their peers. Questions are focused on leading practices relating to inclusion, as well as gender diversity. Participation is free of charge. Answers remain confidential and results are reported in aggregate format only.

() Information in this publication is intended to provide only a general outline of the subjects covered. It should not be regarded as comprehensive nor sufficient for making decisions, nor should it be used in place of professional advice. Ernst & Young accepts no responsibility for loss arising from any action taken or not taken by anyone using this publication.*

--- END -----