

The Women's Forum CEO Champions Commitments

Berlin, June 21st, 2022

We, business leaders, strongly believe the world needs women's leadership, purpose, and power for positive impact, to create a more equal economy and society.

Diversity and inclusion have been on the agenda of most companies for years, but there is still plenty of room for improvement.

The future of our economies and societies depends on our collective action now. It's time to act.

Therefore, we commit ourselves to implement the following five concrete actions, and we suggest, for each of them, some implementation ideas:

- **Continue to mitigate the impacts of unconscious bias from our hiring and promotion processes**
 - ✓ Adopt an inclusive approach to resumes screening
 - ✓ Unconscious bias trainings for recruiters and evaluators
 - ✓ Guarantee equal opportunities in every promotion conversation at senior levels
- **Establish aspirational female recruiting and promotion targets**
 - ✓ 50% female recruitment goal achieved based on merit
 - ✓ Aspirational targets for women in managerial position and Boards of Director
- **Support female talent retention and advancement**
 - ✓ Sponsorship programs
 - ✓ Flexible working measures
 - ✓ Empowerment, upskilling and reskilling programs
 - ✓ Succession plans
- **Ensure that equal pay for equal work is in place and effective**
 - ✓ Dedicated KPIs in the management evaluation system to correct gaps
- **Regularly measure, monitor and evaluate progress in all of the above actions**

In the transition towards the Zero Gender Gap, we take the commitment to define and communicate our aspirational gender diversity targets for 2030 and to track our progress every year.