

At P&G, we aspire to build a better world for all of us.

A world free from gender bias, with equal voice, equal representation and equal opportunity for all individuals – a world where everyone sees equal.

We know that when we do this, communities are healthier, businesses thrive, and the world is a better place for everyone.

Creating an inclusive, gender-equal environment inside P&G — and advocating for gender-equal workplaces beyond P&G — where everyone can contribute to their full potential.



THIS INCLUDES ACCELERATING TO EQUAL BY SETTING A HIGHER STANDARD:

50%

Target at all levels (vs 48% today)



Women hold key leadership roles across P&G



Men engaged as allies



Pay equity



Parental leave



Using our voice and the voice of our brands through advertising and media to tackle bias and promote gender and intersectional equality.



100% fair portrayal of women & girls in media



50/50 representation in the creative pipeline



Assessing our ads with the Gender Equality Measure

always **Gillette** **Pampers**

Removing barriers to education for girls and accelerating economic opportunities for women through programs, partnerships and advocacy efforts in communities around the world.



ACCELERATING OPPORTUNITIES FOR GIRLS AND WOMEN THROUGH:



Active supplier diversity programs

10x

Our ambition is to grow our spending in women-owned and led business to 10 percent of our purchasing dollars – 10 times the industry average

\$10b

We will spend \$10 billion with women-owned and women-led businesses by 2025

STRATEGIC PARTNERSHIPS THAT GO ABOVE AND BEYOND

