

INDICATORS	Bloomberg Gender Equality Index	UN Women Private Sector Accountability Framework (PSAF)	McKinsey Women in the Workplace	BRSR Reporting framework	AVTAR's Most Inclusive Companies Index	The Gender at Work Analytical Framework	Great Place to Work framework
REPRESENTATION							
Percentage of women in the overall workforce	✓	✓	✓	✓	✓	✗	✓
Percentage of women in leadership role	✗	✓	✓	✓	✓	✓	✓
Percentage of women on the board	✓	✗	✗	✗	✗	✓	✓
Percentage of women in senior management	✓	✓	✓	✓	✓	✓	✓
Percentage of women in middle management positions	✗	✗	✓	✓	✗	✗	✓
Percentage of women in entry-level positions	✗	✗	✓	✓	✗	✗	✓
Percentage of women in Technical role	✗	✗	✗	✗	✓	✓	✓
HIRING							
Percentage of women hired in the past year	✓	✗	✗	✗	✗	✗	✓
Percentage of women hired in senior management positions in the past year	✗	✗	✗	✗	✗	✗	✓
RETENTION							
Percentage of women who leave the workforce	✗	✗	✓	✓	✓	✗	✓
Percentage of women who returned to work after parental leave	✓	✗	✗	✗	✗	✗	✓
Percentage of women who have access to flexible work arrangements	✓	✓	✓	✓	✓	✓	✓
Percentage of employees who received training on unconscious bias	✓	✗	✗	✗	✓	✗	✗
Percentage of employees who received training on sexual harassment	✓	✗	✗	✗	✗	✓	✗
Presence of anti-discrimination policies	✗	✓	✗	✗	✗	✓	✗
Percentage of women who feel supported in the workplace	✗	✗	✓	✓	✗	✓	✗
Percentage of women who have access to childcare assistance	✗	✗	✗	✗	✓	✓	✗
ADVANCEMENT							
Presence of a publicly quantitative time-bound action plan with targets to increase the representation of women in positions of senior leadership	✓	✗	✗	✗	✗	✗	✓
Presence of a gender equality policy or strategy	✗	✓	✗	✓	✗	✗	✓
Percentage of women who receive training and development opportunities	✗	✗	✓	✓	✓	✗	✓
Percentage of women who are promoted	✗	✗	✓	✓	✓	✗	✓
Percentage of employees who have received training on gender equality	✗	✗	✗	✗	✗	✓	✗
Presence of a gender equality committee or task force	✗	✗	✗	✗	✗	✓	✗
Percentage of employees who feel that they have equal opportunities for advancement	✗	✗	✗	✗	✗	✓	✗
OTHER							
Presence of a policy that prohibits and addresses discrimination on the basis of gender in compensation and benefits	✓	✗	✗	✗	✗	✓	✓
Presence of an employee resource group, diversity council, or similar group focused on gender diversity and inclusion	✓	✗	✗	✗	✗	✗	✓
Presence of a policy that prohibits sexual harassment and provides avenues for employees to report it	✓	✗	✗	✗	✗	✓	✓
Presence of a public commitment to supporting gender equality	✓	✗	✗	✗	✗	✗	✓
Percentage of suppliers that were third-party audited on social and environmental criteria	✓	✗	✗	✗	✗	✗	✗
Percentage of products or services that are gender-inclusive	✗	✓	✗	✗	✗	✗	✗
Percentage of women-owned businesses in the supply chain	✗	✓	✗	✓	✗	✗	✗
Presence of policies to promote gender equality in the supply chain	✗	✓	✗	✗	✗	✗	✗
Percentage of investments that support gender equality	✗	✓	✗	✓	✗	✗	✗
Presence of a gender equality policy or strategy for community engagement	✗	✓	✗	✓	✗	✗	✗
Presence of programs to support the economic empowerment of women	✗	✓	✗	✓	✗	✗	✗