

EDGE CERTIFIED FOUNDATION ANNUAL REPORT 2021

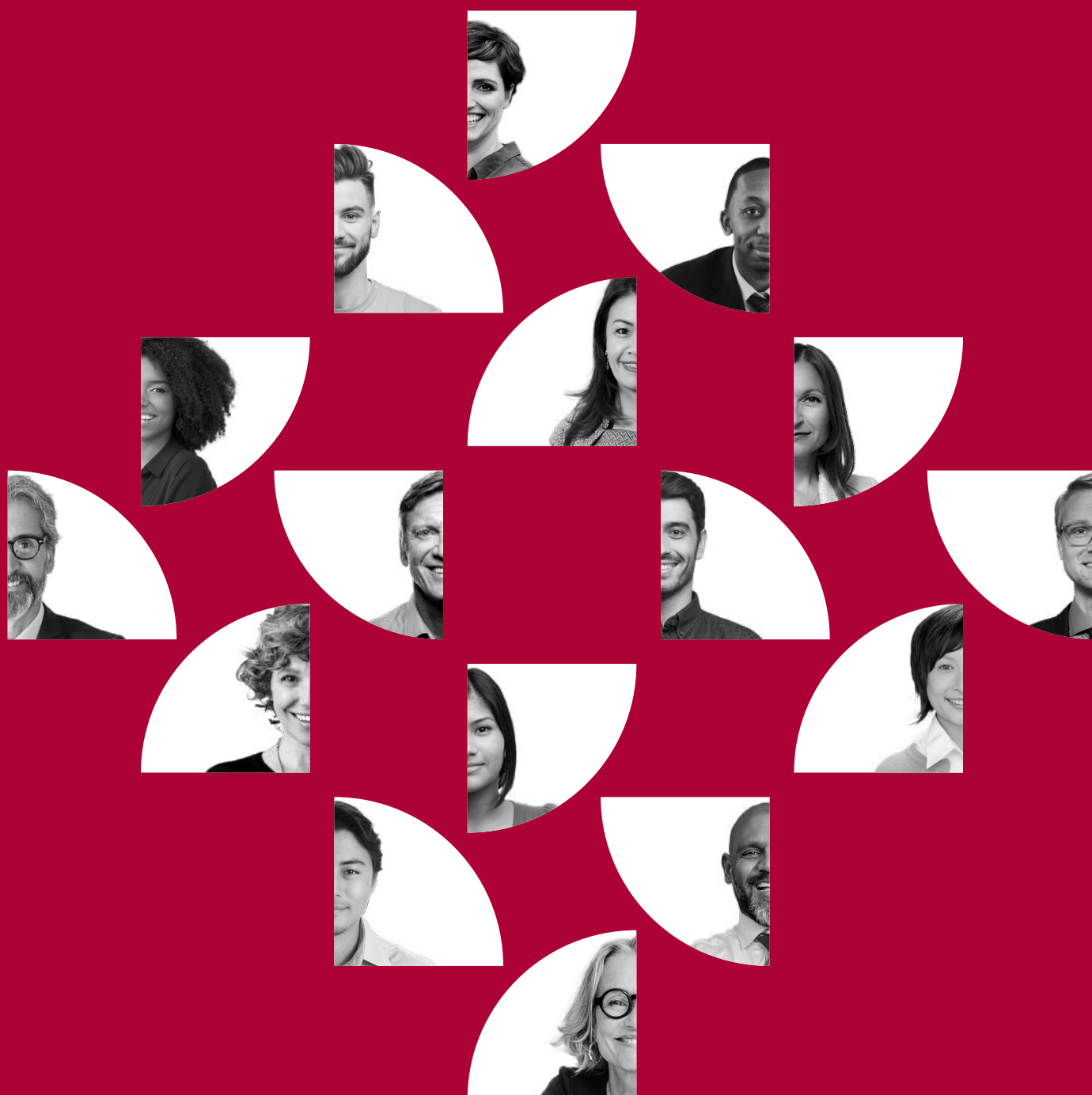


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I. MESSAGE FROM THE BOARD

The EDGE Certified Foundation is the developer and guardian of the EDGE Assessment Methodology, the EDGE Standards and the EDGE Certification Requirements. We provide the methodological approach for organizations to measure their Diversity, Equity & Inclusion (DE&I) strategy and performance, to benchmark them against the highest standards, and to accelerate their progress towards equitable workplaces.

EDGE Certified organizations are those who choose to measure themselves, independently, against the EDGE global Standards. They are demonstrating true leadership as they progress through the three levels of EDGE Certification. They are not afraid to show where they are on their DE&I journey. They are not addressing DE&I superficially. They are true pioneers. Achieving EDGE Certification does not only impact their individual workplaces, but also contributes to fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups and working with a disability status, thus supporting a more diverse, equal and inclusive society.

“The Foundation has tremendous ambition. There is much that can be achieved. And the future has already begun.”

The EDGE Certified Foundation is also a true pioneer, with a clear vision and mission. And we are making significant progress towards achieving our purpose. Our desire to make a meaningful difference and impact in the world of work and in society in general is a constant, and an area in which we will continue to invest and support our partners.

Looking back, 2021 was a turning point for many organizations choosing to widen the spectrum of their ambitions and to measure their inclusivity beyond the gender binary. By pursuing EDGEplus Certification, newly certified and recertified organizations have chosen to publicly display their comprehensive commitment to intersectional equity in the workplace



and to express their continued trust in our rigorous method.

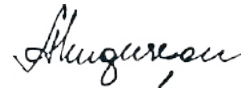
Looking ahead, we understand that in such a fast-moving and dynamic field, we cannot afford to stand still. Which is why we have a number of exciting programs currently in development that build on how our standards can be maintained and further strengthened and how we can champion the level of DE&I engagement to an even broader range of organizations.

The Foundation has tremendous ambition. There is much that can be achieved. And the future has already begun.



Priya Natarajan

President of the Board



Aniela Unguresan

Co-Founder, Board Member



II. OUR VISION, MISSION AND VALUES



OUR VISION

Our vision is to create a world of equal opportunities, a world where men and women are equally valued and respected in all aspects of economic, political and social life.

OUR MISSION

Our mission is to use the EDGE global certification system to engage organizations across the world in fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups and working with a disability status.

OUR VALUES

Credibility.
Rigour.
Impact.



III. THE CHALLENGES WE TAKE ON

33%

Just 1 in 3 women (33%) benefit from flexible working, while 94% of women think that requesting flexible working will affect their likelihood of promotion.

[Deloitte, 2022](#)

1.05%

In the history of the Fortune 500 list, and out of 1800 companies overall, only 19 CEO have been Black, of which 2 are Black women.

[Fortune, 2021](#)

17%

Globally, only 17% of companies publish their gender pay gap, and less than 1% have closed their pay gap.

[Equileap, 2022](#)

14%

One in seven, instead of one in two, global financial institutions are run by women.

[OMFIF, 2022](#)

2x

Transgender adults are twice as likely as cisgender adults to be unemployed.

[McKinsey, 2021](#)

8x

LGBTQ+ women of colour are eight times more likely than straight white men to report oneliness (being the only one on a team or in a meeting of their given gender identity, sexual orientation, or race).

[McKinsey, 2020](#)

-37%

Women globally earn around 37% less than men in similar roles.

[WEF, 2021](#)



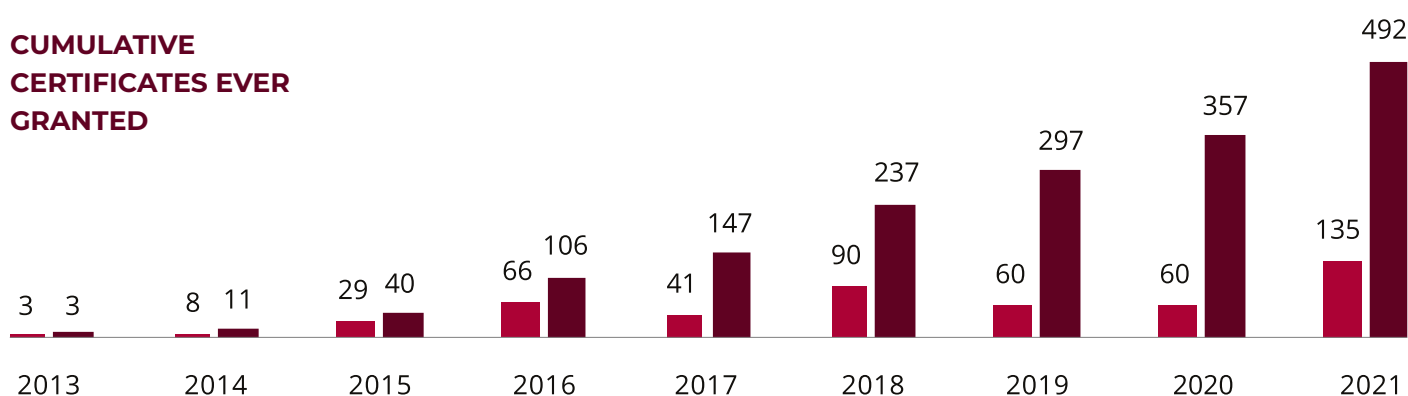
IV. CERTIFIED ORGANIZATIONS *

1. OVERVIEW OF EDGE CERTIFICATIONS

In 2021, 135 organizations, across different geographical areas and industries, successfully attained EDGE or EDGEplus Certification, thus either expressing their commitment, achieving certain milestones, or for some, successfully demonstrating a strong all-round performance in fostering a gender and intersectional equitable working environment.

CERTIFICATES GRANTED PER YEAR

CUMULATIVE CERTIFICATES EVER GRANTED



This took the total number of EDGE Certified organizations to 201 by the end of the year. Furthermore, it may be noted that the vast majority of organizations re-certifying their EDGE Certification in 2021 achieved EDGE Move level, the second level of EDGE Certification, which rewards and recognizes the achievement of certain milestones against the EDGE Standards.



* All data tables and charts included in section IV are per 31st December 2021.

201

Total Valid Certificates 2021

ASSESS

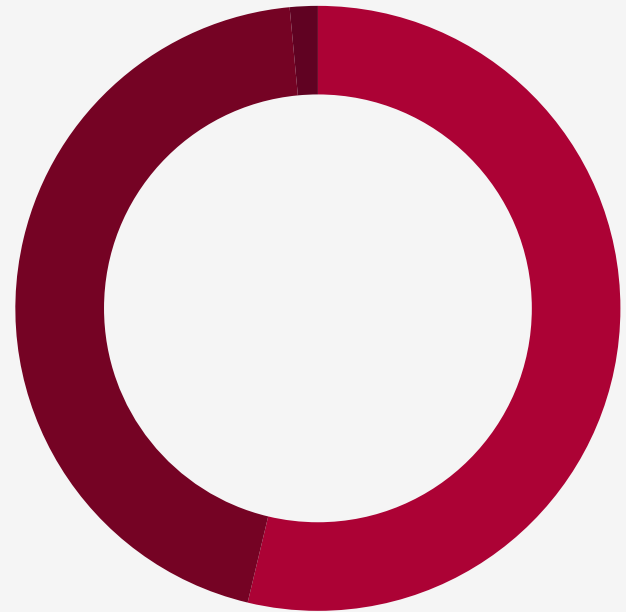
108

MOVE

90

LEAD

3



135

Total First and Recurrent EDGE Certificates granted in 2021

ASSESS

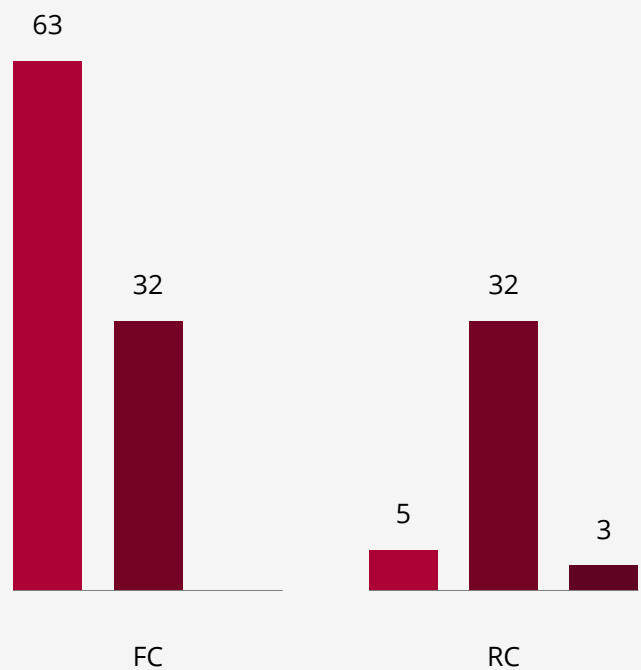
68

MOVE

64

LEAD

3



2. GEOGRAPHIC DISTRIBUTION OF EDGE
CERTIFIED ORGANIZATIONS

EDGE Certified
Organizations 2021
by Region

EUR

49%

APA

20%

NAM

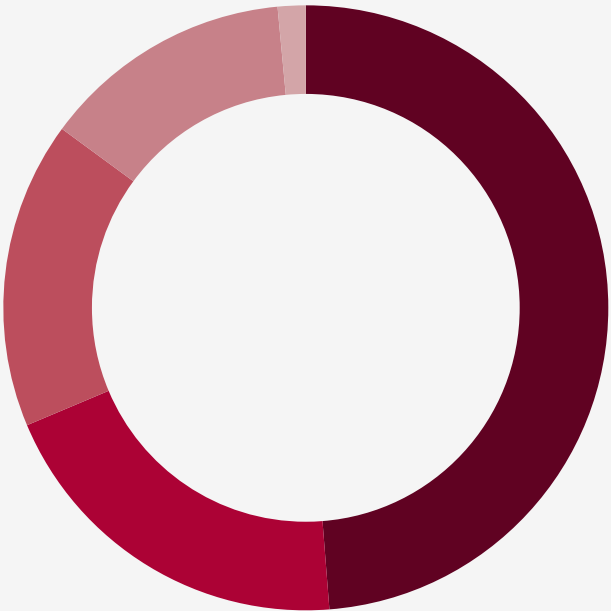
16%

LAM

13%

AFR

2%



Top 10 EDGE Certified
Organizations 2021
by Country

USA 23



Mexico 9



UK 15



Germany 9



Switzerland 14



Brazil 9



France 12



India 6



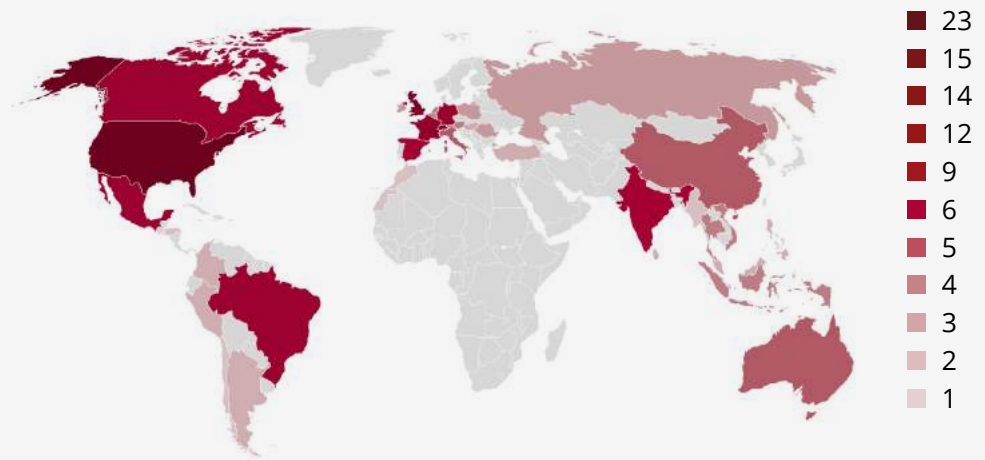
Canada 9



Spain 6



EDGE Certified Organizations 2021 by Country



3. EDGE CERTIFIED ORGANIZATIONS BY INDUSTRY



4. EXPERIENCES OF SELECTED EDGE CERTIFIED ORGANIZATIONS IN 2021

EDGE Certification helps organizations accelerate their progress toward gender and intersectional equity by offering them a holistic pathway proven to enhance their performance, improve their workplace culture and attract, retain, develop and motivate their top talent.

The EDGE Certification methodology fosters accountability and transparency of data and information, makes change visible inside and outside of the certifying organization, and brings credibility and integrity through third-party verification.

“The EDGE Certification methodology [...] brings credibility and integrity through third-party verification.”

This section features testimonials from a selection of EDGE certified organizations, showcases their commitment to workplace diversity, equity, and inclusion, and summarises their personal experiences and journey to EDGE Assess, Move, or Lead during 2021.



L'ORÉAL
U S A



ANGELA GUY

Chief Diversity and
Inclusion Officer of
L'Oréal USA

“L'Oréal USA's investment in EDGE and the EDGEplus certification underscores our responsibility to consistently measure gender equity through various dimensions of diversity – race/ethnicity, gender identity, disability, age and veteran status – in a sustainable way.”

L'Oréal USA EDGE Move & EDGEplus Certified



RÉMY BEST

Managing Partner

“The EDGE Move certification confirms we're taking the right steps, in perfect alignment with our ambition to be an employer of choice. We'll continue to work relentlessly towards a culture of inclusion and increase women's representation at all levels of the organisation, through fair and equitable treatment in recruitment and promotion.”

Pictet Global EDGE Move Certified





JESSICA ANDEREN
IKEA Switzerland
CEO and CSO

“At IKEA we believe that equal pay for equivalent work and leadership development have a positive impact on the co-worker experience, as well as our business. One part of this is the frequent certification process with EDGE... and we are very proud to have been certified once again with EDGE Lead, the highest level of this certification.”

IKEA Switzerland **EDGE Lead Certified**



VICENTE CANCIO
CEO Zurich Spain

“We are proud to become one of only three companies in the world that have reached the highest level of EDGE certification, as well as being the first and only company in Spain to have this certification since 2015.”

Zurich Spain **EDGE Lead Certified**





STEVEN PUIG

Executive President of
Banco BHD León

“With this certification, we can continue to add value to our banking proposal, supporting women in their good business ideas, following international standards of gender equality important for the economic development of the Dominican Republic.”

Banco BHD León **EDGE Assess Certified**



MARIA LEANDER

Secretary General at
the EIF

“The EDGE Certification recognises the collective commitment at the European Investment Fund to realise gender equity from top to bottom and guides us on our next steps to foster an environment where all differences are valued, and our staff share an equal sense of community, reward and development.”

European Investement Fund **EDGE Assess Certified**



V. EDGE CERTIFICATION STANDARDS DEVELOPMENTS

1. EDGE METHODOLOGY ENHANCEMENTS IN 2021

2021 again saw the EDGE Certified Foundation undertake enhancements to the EDGE Certification Standards and Methodology, primarily to deepen the focus on the topic of the prevention of sexual harassment and discrimination. The topic was identified and prioritised during the ongoing EDGE Standards review processes, and the EDGE Certified Foundation engaged with leading international stakeholders in the field to extend the existing methodology.

New questions were added to the EDGE Policies & Practices Questionnaire, so as to assess the intention of organizations in managing the topics of sexual harassment and discrimination prevention training, prohibition of non-disclosure agreements and private arbitration for related claims filed by employees. Equally, new EDGE Employee Survey questions were introduced to assess employees' perceptions of the accessibility of the reporting process around sexual harassment and discrimination cases, and their perceptions of how effectively cases are dealt with within their organization.

2. EDGE APPROVED AUDITOR TRAININGS IN 2021

Dedicated training activities were undertaken during 2021 targeted to both approved and experienced EDGE auditors as well as new EDGE auditors from the three EDGE Certification Bodies, FLOCERT, Intertek and SGS.

25 auditors across the three EDGE Certification Bodies participated in a one-day calibration training session addressing multiple elements of the EDGE Standards and Methodology, outlining key elements of the pre-audit, audit and post-audit phases and enabling the sharing of specific audit procedures, techniques and experiences.

16 new auditors successfully completed an introductory training to the EDGE Certification Standards and Methodology. This training included the completion of a series of tailored e-learning modules, a dedicated Q&A session with the EDGE Certified Foundation team, and the opportunity to shadow an EDGE audit from an experienced EDGE auditor.



VI. AMPLIFYING OUR BRAND

Notable Seminars and Conferences

The EDGE Certified Foundation, its Board members and Council members actively led and participated in prominent seminars, conferences, webinars and events on the topic of gender and intersectional equity during 2021. Highlights include:

HERMINIA IBARRA

Charles Handy Professor
of Organizational Behavior at
London Business School and
member of the World Economic
Forum's Expert Network



In September 2021, the EDGE Certified Foundation partnered with leadership and career-development guru Herminia Ibarra and Sabina Mehmood, Product Manager of the Gender Equality Index (GEI) at Bloomberg, to discuss why sponsorship will make the difference in a virtual, post-pandemic workplace.

As part of this webinar, Herminia Ibarra, the Charles Handy Professor of Organizational Behaviour at London Business School and a member of both the WEF's Expert Network and EDGE's Academic and

Scientific Advisory Council, shared her expertise on:

- What sponsorship is and why it matters.
- How to cultivate mutually beneficial relationships likely to blossom into true sponsorship.
- The ingredients for effective career conversations.
- Managing universal 'like me' biases.
- The common challenges related to 'difference' in sponsoring relationships and how to overcome them.



**SPONSORSHIP: HOW TO
REMAIN INCLUSIVE IN A
POST-PANDEMIC WORLD**
Webinar

ANIELA UNGURESAN

The EDGE Certified Foundation
Co-Founder



EDGE was prominent during the Building Bridges 2021 event in Geneva, Switzerland. The EDGE Certified Foundation Co-Founder, Aniela Unguresan, presented at the Sustainable Finance Geneva / Gender Lens Initiative for Switzerland (GLIS) session. The theme of the 2021 event was “fostering effective collaborations to drive change and accelerate progress in ESG topics, and support real-world impact aligned with the SDGs”, and EDGE’s interaction focused on the EDGE Certification Standard as a tangible product to support organizations in enhancing gender and intersectional equity in the workplace.

The now annual Building Bridges event provides a collaborative platform aimed at accelerating the transition to more sustainable economies globally and promoting the role of the financial community as a key player on this journey.



BUILDING BRIDGES 2021
Geneva, Switzerland



DAVID PRITCHETT

Managing Director of the EDGE
Certified Foundation



As part of the GLIS 2021 series of webinars, EDGE was invited to present the EDGE Certification Standards and assessment methodology for gender and intersectional equity. David Pritchett, Managing Director of the EDGE Certified Foundation had the pleasure to share this webinar session with the International Finance Corporation (IFC) and Pictet Group and to discuss their experiences of becoming EDGE Certified.

Gender Lens Initiative for Switzerland has a mission to enhance the Swiss contribution to SDG5 (Gender equality and women's empowerment) through public-private partnerships, research, products development and promotion, organizational model assessments, awareness-building events and media coverage.



GLIS 2021
Webinar



SIMONA SCARPALEGGIA

Board member of the EDGE
Certified Foundation



As part of the WEI 2021 International Conference on Women's Economic Empowerment, Simona Scarpaleggia – a Board member of the EDGE Certified Foundation during 2021, joined a panel discussion on *The Impact of the COVID-19 Pandemic and Implications for Reform, Response, and Resilience*. As part of this high-level panel session, Ms. Scarpaleggia underlined the critical role of the private sector in addressing the devastating impact of the pandemic on women and girls, and the importance of commitment, action and accountability on the part of the private sector.

In December 2021, Simona Scarpaleggia, attended the Global Leadership Challenge 2021 as Senior Advisor on SDG 5 - Gender Equality. The yearly event fosters intergenerational dialogues between promising young leaders and Senior Advisors to jointly address some of the most pressing challenges of our time and discuss practical actions to achieve Sustainable Development Goals.



**WEI 2021 & GLOBAL
LEADERSHIP CHALLENGE**



**ST.GALLEN
SYMPOSIUM**

VII. PARTNERSHIPS AND COLLABORATIONS



FLOCERT
www.flocert.net

1. EDGE APPROVED CERTIFICATION BODIES

FLOCERT is a leading global certification body, providing sole certification to Fairtrade and offering verification services for social and environmental standards as well as private codes of conduct. Founded in 2003, FLOCERT remains mission-driven and dedicated to working with all types of organizations, from small producers to internationally recognized brands, in order to promote fairness in global trade. With five international offices conducting business in around 120 countries, FLOCERT specializes in offering global reach with local expertise.



INTERTEK
www.intertek.com

INTERTEK is a leading quality solutions provider to industries worldwide. From auditing and inspection, to testing, training, advisory, quality assurance and certification, INTERTEK adds value for its customers by helping improve the quality and safety of their products, assets and processes. With a network of more than 1,000 laboratories and offices and over 36,000 people in more than 100 countries, INTERTEK supports companies' success in the global marketplace, by helping customers to meet end users' expectations for safety, sustainability, performance, integrity and desirability in virtually any market worldwide.



SGS
www.sgs.com

SGS is one of the world's leading inspection, verification, testing and certification companies. With more than 94,000 employees, SGS operates a network of more than 2,600 offices and laboratories around the world. Verification and certification are core services: enabling organizations to demonstrate that processes, products, services or systems are compliant with national and international standards and regulations, as well as customer-defined standards. SGS offers services across different regions and markets by combining global coverage with local knowledge and experience and expertise in virtually every industry.



2. OUR PARTNERSHIPS

The DOW JONES SUSTAINABILITY INDEXES (DJSI) were the first global indices to track the financial performance of the leading sustainability-driven companies worldwide. The DJSI, jointly created by S&P Dow Jones Indices and SAM, combines the experience of an established index provider with the expertise of a specialist in sustainable investing to select the most sustainable companies from 61 sectors.

EQUILEAP is the leading organization providing data and insights on gender equality in the corporate sector. The company researches and ranks over 3,500 public companies around the world using a unique and comprehensive Gender Equality Scorecard™ with 19 criteria, including the gender balance of the workforce, senior management, and board of directors, as well as the pay gap, parental leave, and sexual harassment. EDGE Certification is an approved gender audit for the Equileap Gender Equality Scorecard™ criteria by which companies are scored.

The Bloomberg Gender-Equality Index (GEI) tracks the financial performance of public companies committed to disclosing their efforts to support gender equality through policy development, representation and transparency. By publicly releasing detailed, consistent and comparable gender-related data, the companies included in the Bloomberg Gender-Equality Index are setting a new standard for data reporting. EDGE Certification is one of the scoring criteria included in the Bloomberg Gender-Equality Index.

OMFIF is an independent think tank for central banking, economic policy and public investment, which focuses on global policy and investment themes relating to central banks, sovereign funds, pension funds, regulators and treasuries. For the 2021 Gender Balance Index (GBI), which tracks the presence of men and women in decision-making positions in financial institutions, OMFIF partnered with EDGE in order to deliver the most comprehensive study to date of diversity in the top levels at central banks, sovereign funds, public pension funds and commercial banks.



DOW JONES SUSTAINABILITY INDEXES (DJSI)
www.spglobal.com



EQUILEAP
www.equileap.com



BLOOMBERG
www.bloomberg.com



OMFIF
www.omfif.org



APPENDIX

EDGE LEAD CERTIFIED

ORGANIZATIONS AT

31/12/2021

IKEA Switzerland
L'Oréal Brazil
Zurich Insurance Company – Spain

EDGE MOVE CERTIFIED

ORGANIZATIONS AT

31/12/2021

Abt Associates Australia Pty. Ltd.
Abt Associates Inc
Allianz Australia Insurance Ltd
Allianz China Life Insurance Co., Ltd
Allianz Compania de Seguros y Reaseguros SA
Allianz Compania de Seguros y Reaseguros SA
Allianz Deutschland Gruppe
Allianz Elementar Versicherungs-AG (Austria)
Allianz France
Allianz Global Corporate & Specialty SE (Germany)
Allianz Holdings PLC
Allianz Ireland p.l.c.
Allianz Italy S.p.A.
Allianz Life Insurance Company of North America
Allianz Partners India (AWP Assistance Private Limited & AWP Services Private Limited)
Allianz Partners Italia (AWP P&C S.A.)
Allianz Partners SAS and Allianz Partners P&C
Allianz SE
Allianz Services Germany
Allianz Services Romania
Allianz Sigorta A.S.
Allianz Technology GmbH (Austria)Allianz Technology SE, Germany
Allianz Technology Thailand Co., Ltd
Alphanam Investment Joint Stock Company
AWP Espana P&C S.A.
AWP France / Fragonard Assurances

AWP Health & Life SA, Ireland
Banco de México
Banque Lombard Odier & Cia SA
Banque Pictet & Cie (Europe) SA
Banque Pictet & Cie SA
Chevron U.S.A. Inc.
Comisión Federal de Competencia Económica
Danper Trujillo SAC
Deloitte Vietnam
Euler Hermes Romania
European Bank for Reconstruction and Development (EBRD)
European Central Bank
Firmenich & Cia. Ltda
Firmenich & Cie SAS
Firmenich Aromatics (China) Co. Ltd
Firmenich Aromatics (India) Private Ltd.
Firmenich Asia Private Ltd
Firmenich Belgium S.A. Main Office & Factory
Firmenich de Mexico S.A de C.V
Firmenich Inc.
Firmenich S.A.
Firmenich SA (Spain)
Holcim (Colombia) S.A.
Holcim Switzerland AG
IDB Invest +
IFF Argentina
IFF Austria
IFF Brazil
IFF Canada
IFF China
IFF France
IFF Germany
IFF Hungary
IFF India
IFF Indonesia
IFF Israel
IFF Mexico
IFF Netherlands
IFF Peru
IFF Russia
IFF Singapore
IFF Spain
IFF Thailand
IFF Turkey
IFF UK
IFF USA

Inter-American Development Bank – IDB +
Lloyd's
L'Oréal Australia
L'Oréal Canada +
L'Oréal India
L'Oréal USA +
Pictet Asset Management Ltd.
PT Asuransi Allianz Life Indonesia
PT Firmenich Indonesia
Standard Chartered Bank (Malaysia) Berhad
Standard Chartered Bank Sri Lanka
UNICEF (global)
Union Cycliste Internationale
United Nations Development Programme UNDP
Zurich Financial Services Australia
Zurich Ireland
Zurich Mexico

EDGE ASSESS CERTIFIED

ORGANIZATIONS AT

31/12/2021

Alberta Investment Management Corporation (AIMCO)
Allianz Benelux S.A.
Allianz Brazil
Allianz Bulgaria
Allianz Global Corporate & Specialty SE (France)
Allianz Global Corporate & Specialty SE (UK)
Allianz Global Risk Canada
Allianz Global Risk US
Allianz Hungaria Zrt
Allianz Insurance Egypt
Allianz Malaysia Berhad
Allianz Nederland Groep N.V.
Allianz Partners Canada
Allianz Partners Germany
Allianz Partners International Assistance Services (Beijing) Co. Ltd
Allianz Partners Multiasistencia Espana (SERCOMA, Multiasistencia and Sigma)
Allianz Partners Poland
Allianz Partners United States





Allianz Pojistovna, a.s.	Euler Hermes Poland	World Bank Group (global)
Allianz Services India Private Limited	Euler Hermes Services	World Resources Institute (WRI)
Allianz Slovenska poistovna a.s.	Euler Hermes UK	Zurich Argentina Cia. de Seguros S.A.
Allianz Suisse Gruppe	Euler Hermes United States	Zurich Chile S/A
Allianz Technology SE, India	European Investment Bank	Zurich Minas Brasil
Ardian France	European Investment Fund	Zurich Santander Brasil Seguros e Previdencia S.A.
Ardian Italy	European Space Agency	Zurich Santander Seguros Mexico
Ardian UK	Fédération Internationale de l'Automobile	
Ardian US	Gruppo Zurich Italia	
Asian Infrastructure Investment Bank - AIIB	Infonavit	
AWP Assistance UK Ltd	Integrated Diagnostics Holdings	
AWP Australia Pty Ltd	International Committee of the Red Cross (ICRC)	
AWP Austria GmbH AWP P&C S.A.	International Finance Corporation (global)	
AWP Mexico SA de CV	International Monetary Fund	
AWP Service Brazil LTDA	L'Oréal Philippines	
AWP Services Thailand Co. Ltd	L'Oréal Russia (ZAO L'Oréal)	
AXA Investment Managers Germany	L'Oréal Suisse	
AXA Investment Managers S.A.	Management Systems International - MSI	
AXA Investment Managers UK	National Development Bank PLC	
AXA Investment Managers US	Nextcare Claims Management LLC (Dubai)	
Banco BHD León	OECD	
Banco Centroamericano de Integración Económica - CABI	One Allianz Ayudhya Thailand	
Bayport Colombia S.A.	Ontario Teachers' Pension Plan (OTPP)	
Caisse de dépôt et placement du Québec - CDPQ	OPTrust	
Capgemini Brasil	Pfizer LLC - Pfizer Innovation LLC	
Capgemini Technology Services Maroc	Philippine National Bank	
Caribbean Development Bank	Philips Electronics NL BV	
Catalent Inc.	Power Generation Joint Stock Corporation 3 (GENCO 3)	
CDC Group +	PT Asuransi Allianz Utama Indonesia	
Council of Europe Development Bank	Radio Télévision Suisse (RTS)	
CPP Investment Board (CPPIB)	Red Engineering Design Ltd dba ENGIE Impact +	
CPP Investment Board UK (CPPIB UK)	Regional SAB de CV (Banregio)	
Datasite LLC	Rhodes PNG Ltd	
Datasite UK Ltd.	Sage Publications Ltd.	
Dow Europe	SC Allianz Tiriad Asigurari SA	
Electrabel BU Generation	Southern Power Corporation (EVNSPC)	
ENGIE Brasil Participações	Standard Chartered Bank (Singapore) Limited	
ENGIE Insight Services Inc dba ENGIE Impact +	Swiss Reinsurance Company LTD	
Euler Hermes Belgium	TUIR Allianz Polska S.A.	
Euler Hermes Germany SA	Université de Genève +	
Euler Hermes Italy	Victoria Hospital	
Euler Hermes Netherlands		

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Vorstadt 2 CH-6300
Zug, Switzerland

www.edge-cert.org
info@edge-cert.org

