

Improve Your ESG Score: Equileap

About Equileap

Equileap is an independent, specialized data provider and the leading organization providing data and insights on gender equality in the corporate sector. Equileap was launched in 2016 to accelerate progress towards gender equality in the workplace by helping the growing number of gender lens investors to make responsible investment decisions.

Gender lens investing has grown from \$645 million to a \$8 billion industry in the last five years. Using a broad scope of gender metrics, Equileap is helping investors to focus on the social aspect of ESG integration, portfolio analysis, stewardship and managing reputational risks.

Equileap has built dozens of indices with index providers like Solactive, Morningstar and Euronext. Equileap also counts over 50 clients who licence its data for use in their investment process. The largest of the funds tracking the Equileap Global Gender Equality 100 Leaders Index has surpassed \$1.5 billion assets under management.

Equileap's Gender Equality Scorecard™

Equileap assesses 4,000 companies across 23 developed markets on 19 criteria including gender balance at all levels of the company, the gender pay gap, policies relating to paid parental leave and

anti-sexual harassment, and gender audit – which make up Equileap's proprietary Gender Equality Scorecard. For each gender criterion, one or several metrics have been identified to evaluate it. A score and weighting are allocated to each criterion to reflect that some issues may be more important for furthering gender equality than others.

Trusted DE&I partner

Equileap works with key gender equality and DE&I experts to select the critical metrics for promoting equity in the workplace within the current global environment surrounding gender equality. EDGE Certified Foundation is one of those key stakeholders and this is reflected in the synergies between Equileap's gender metrics and EDGE's proven methodology. There is also a specific question in the Category on Commitment, Transparency and Accountability of the Scorecard which highlights the importance of gender equality certification:

Has your company undertaken and been awarded an independent gender audit certificate by an Equileap recognized body?

EDGE Certification is an Equileap-approved gender audit. As such, this question presents a direct scoring opportunity for EDGE Certified organizations, and one which improves in line with the different certification levels: EDGE Assess, EDGE Move and EDGE Lead.



We included EDGE Certification as one of the scoring criteria in the Equileap Indices because we want to see companies go through a gender audit. The EDGE Certification is a rigorous, independent assessment and universally accepted methodology.”

Diana van Maasdijk, Equileap's Co-Founder and Chief Executive Officer.

Demonstrating gender equality leadership

Currently, very few organizations completing the Scorecard are scoring points for independent gender audit certification: in 2021, just over 1% of companies evaluated by Equileap had been awarded a certification. Being EDGE Certified, therefore, can help organizations that want to improve their Equileap score, get ahead of the competition in their country or industry, and improve their visibility to the investment community using a gender lens to inform their investment strategies.

Reducing the burden

EDGE Certification has reached widespread adoption by organizations around the world and in many different industries. These EDGE Certified organizations choose to be independently verified

against the highest standard in diversity, equity and inclusion and they use EDGE Certification to make their DE&I progress visible to the outside world. By following EDGE's methodology to become EDGE Certified, these companies also have the necessary information to hand when it comes to ESG reporting. Therefore, being EDGE Certified helps to reduce the overall time and effort spent on reporting, which can be a heavy burden, especially given that organizations face a large number of different ESG ratings and rankings.

In addition to Equileap, EDGE Certified Foundation connects with a number of other data providers and ESG indices, helping to shape and form the backbone of their assessment methodology in DE&I. Being EDGE Certified will continue to support your workplace DE&I progress and ensure this progress contributes positively to the ESG-related data and information that is financially relevant to the investment community.

In 2022 L'Oréal received an Equileap score of 69% and it was ranked 14th globally. Eight country entities of L'Oréal are EDGE Certified.

Our 3-Step Approach To EDGE Certification



Use EDGE Empower® to measure, benchmark, plan and manage DE&I change.

Use EDGE Empower® to measure where you stand on your DE&I journey, benchmark your organization against the EDGE Global Standards and against your peers, define your action plan for moving forward, and manage implementation of DE&I change through your organization.



Get your outputs and actions independently verified and attain EDGE Certification.

Get your outputs and actions from phase 1 independently verified by an EDGE-approved third-party auditor and attain one of the three levels of EDGE Certification – Assess, Move, or Lead.



Use your EDGE Certified Seal to communicate your achievements and commitment to DE&I progress.

Use your EDGE Certified Seal to display a visible recognition of your DE&I achievements and to communicate your commitment to diversity, equity and inclusion to relevant internal and external audiences.

About EDGE Certified Foundation

Founded in 2009, the EDGE Certified Foundation is the custodian behind EDGE Certification, the leading standard for DE&I, centred on a gender and intersectional equity approach.

Officially launched at the World Economic Forum in 2011, the EDGE Standards and Certification help create a fairer place to work for employees, attract, develop, motivate and retain higher performing, diverse talent and teams, and deliver genuine

ESG value to the investor community. Through its Academic, Scientific and Global Advisory Councils, EDGE Certified Foundation brings further rigour, discipline and thought leadership to help create a world of equal opportunities, where men and women across their different gender identities, sexual orientation, race/ethnic origins, working with a disability status, and nationalities, are equally valued and respected in all aspects of economic, political and social life.

See how EDGE Certification can help you improve your ESG Score at edgeempower.com