



*Gender Diversity Disclosures*

## Reference For Gender Diversity Disclosures

### I. Purpose

As a reference for external disclosures, companies are recommended to disclose the following gender diversity metrics in either their annual or corporate social responsibility reports. This acts as a standard reference for disclosures of metrics for companies to advocate their commitment towards the gender diversity agenda.

### II. Benefits

There are several areas that companies can benefit as part of gender diversity metrics disclosure requirements.

- Strategic positioning in the war for talent, especially in attracting the best talent.
- Attractiveness to investors that values strong diversity programmes within companies.
- Enhanced corporate governance through compliance to regulatory or legal requirements (for some countries with gender diversity legislations or requirements).

### III. Metrics & Definitions

AREA	METRICS	DEFINITIONS
<b>Gender Composition</b>	% of women in the organisation's workforce	Refers to the number of women employees out of the organisation's total workforce.
	% of women on the board	Refers to the number of women out of the organisation's board of directors.
	% of women at senior management level	Refers to the number of women out of the organisation's entire senior management team.
	% of women at management level	Refers to the number of women employees out of the organisation's management team.
	% of women at executive level	Refers to the number of women out of the total number of executives in the organisation.
	% of women at non-executive level	Refers to the number of non-executive women out of the total number of non-executives in the organisation.
<b>Salary</b>	Women to men salary ratio	Refers to the salary ratio of women compared to men for the organisation's total workforce.
<b>New Hires</b>	% of women new hire	Refers to the number of women hired out of the organisation's total number of new hires.
<b>Attrition Rate</b>	% of women attrition	Refers to the number of women that have left the company out of the total number of employees that have left the company.
<b>Training Programmes</b>	% of women training participants	Refers to the number of women training participants out of the total training participants in the year.
<b>Policy Disclosure</b>	N/A	Disclosure of gender diversity policies within the organisation.