

To provide competitive advantage, gender equality must be built into your company's business model, its corporate strategy, and culture.

1. TALKING ABOUT GENDER EQUALITY

Navigate the national conversation about gender, sexual harassment, and gender pay gap and be confident to both lead change and communicate authentically. Contemporary companies can authentically spotlight gender equality when they use it as a strategy to advance progress in culture and performance.



>>>gender equality: the strategic treatment

2. GOOD GOVERNANCE FOR GENDER EQUALITY

Gender equality is founded and sustained by good corporate governance. Active monitoring by the board demonstrates genuine commitment and facilitates transparent reporting & open conversations for board members. Embedding gender equality in governance artefacts can create visible progress & accountability, promoting confidence for investors.



3. CORPORATE STRATEGY & GENDER EQUALITY

Give gender equality the "strategic treatment" by embedding the projects in your corporate strategy, & then establishing gender equality goals grounded in measurable data and evidence. Capture the value created by gender equality in impact, opportunity, and risk mitigation for long term sustainability and corporate performance.



4. GENDER EQUALITY FOR ADVANCING CULTURE

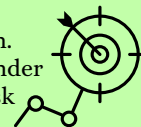
Gender equality strengthens culture and creates behaviour change beyond policies and training. Accountability at the board for progress in gender equality signals deliberate engagement from senior leadership for change. A deliberate gender- lens on strategy and on the systems & processes that underpin corporate governance drives values, beliefs and behaviors that strengthen culture.



5. STRENGTHEN RISK MANAGEMENT

Gender Equality could be considered a universal corporate risk; impacting corporate culture, compliance, governance, workplace safety, operational performance and reputation. When gender equality is given the strategic treatment, gender equality initiatives can mitigate and strengthen overall risk management.

In an ESG framework, gender equality initiatives can create clear and measurable "S" and "G" indicators.



6. ANNUAL REPORTING & MONITORING PROGRESS

Debating a spotlight on gender equality? Uncertain of the company's narrative to present your strategy and progress? Reap the benefits of clear guidance for investors with the company's gender equality strategy, goals, and commitment. Report the value generated by the opportunity and impact of gender equality as well as the scope for risk mitigation.



EquityJV engagements

- Work with Boards and the C-Suite, or individual executives.
- Guide the creation of a solid gender equality narrative to navigate stakeholder management.
- Create the company's gender equality strategy and be able to build on the expertise of the HR or People & Culture teams.
- Develop assessable D, E & I indicators suitable for C-Suite performance contracts.
- Introduce board discussions about strategic gender equality, and gender equality governance practice and principles.
- Collaborate with the board secretariat or governance managers to recognise where gender equality shows up, and enhance relevant corporate artefacts.
- Get the right data and evidence to create measurable indicators. Elevate board discussions with material reporting
- Develop measures for the company's gender equality initiatives that make reporting routine.
- Understand how to demonstrate progress towards strategic goals & thereby boost corporate culture.
- Assess the effectiveness of internal policies and practices aimed at progressing gender equality.
- Gender equality: create action beyond corporate aspiration: a methodology to demonstrate not just the "what", but also the "how" a corporate strategy embeds gender equality.
- Statutory Reporting: What do the company's stakeholders want to see when it comes to gender equality?
- ESG: using uncomplicated "Social" measures
- Work with audit, risk, and strategy functions to leverage gender equality projects and mitigate corporate risk