



EMPOWER Pledge and Signatories

EMPOWER Pledge

We, the EMPOWER Pledge signatories support women's advancement to leadership positions in the private sector by:

1. Setting measurable internal targets and / or action plans to increase the number of women in leadership in our companies;
2. Applying a gender lens in our provision of leadership opportunities for women, reviewing the board(s) and senior managers' compositions, and enabling women to access and be part of all levels of seniority;
3. Collecting gender data to internally measure progress on women's advancement in leadership;
4. Fostering supportive and inclusive cultures to dismantle barriers to women's advancement to leadership, including combatting stereotypes, removing barriers, and striving to end all forms of gender-based discrimination;
5. Encouraging the building of a positive ecosystem in the world of work through measures such as: equal pay, flexible work policies, family leave, social dialogue, community initiatives, wellbeing programs, employee networks, and training, mentoring and sponsorship; and
6. Actively collaborating to share our learnings on best practices to advance women's recruitment and advancement in the corporate world, supporting one another, advocating for women, and enhancing global communication.



Signatories *(as of 24th October 2020)*

ACWA Power

Ajinomoto Co., Inc.

AXA

Bayer

Competence Centre for Diversity and Inclusion at the University of St. Gallen

DBS Bank

Deloitte Tohmatsu Group

Emaar The Economic City

EY Japan

Geodis

Grupo Diarq

HAKO MULIA ABADI

JERA Co., Inc.

KEIDANREN (Japan Business Federation)

Kirin Holdings Co., Ltd.

Lenovo

ManpowerGroup

Mars Incorporated

Nikkei Woman Empowerment

Procter & Gamble

Samba Financial Group

SAP Japan Co., Ltd.

Saudi Aramco

SOMPO Holdings Co., Ltd.

Sony Corporation

Suncorp

Tokio Marine Holdings

Women's Forum for the Economy & Society

XL Axiata

ZainKSA

21st Century Vocational Incorporated Foundation