



G20 EMPOWER

2020 Pledge and Signatories

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 June 2021)*

21st Century Vocational Incorporated Foundation

50&50 Gender Leadership

A2A

ABRH Associação Brasileira Recursos Humanos-Brasil



Accrenus

ACWA Power

ADIMRA

Ajinomoto Co., Inc.

Arcadis

Asia Pulp & Paper (APP) Sinar Mas

Auto-móvil SRL

Avery

AXA

Bank OCBC NISP

Barilla

Bayer

Behavioral Management Consulting Co

Binden Group

Biosidus

BMI Group

BNP Paribas

Bosch

Bouygues

BP Berau, Ltd.

British American Tobacco

Bupa Arabia

CEOE Campus

Coca Cola Amatil

Coface

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

Danone Specialized Nutrition

DBS Bank

DCH-Organización Internacional de Directivos de Capital



Deloitte Tohmatsu Group

Dr. Sulaiman AlHabib Medical Group

Emaar KSA

ENI

EY Japan

Fujitsu Limited

Gajah Tunggal Group

Geodis

Globant

Grab Indonesia

Grafica Latina SRL - Security Prints

Grupo Delia Flores

Grupo Muchnik

Hadiputranto, Hadinoto & Partners

HAKO MULIA ABADI

Indonesia Business Coalition for Women Empowerment (IBCWE)

Indonesia Global Compact Network (IGCN)

Indonesia Stock Exchange (IDX)

Indonesian Business Women's Association

Japan Institute for Women's Empowerment & Diversity Management

Japan Tobacco Inc.

Java Medinvest

JERA Co., Inc.

Johnson&Johnson

Keidanren Japan Business Federation

Kirin Holdings Co., Ltd.


Lenovo

ManpowerGroup

Mars Incorporated



Mediterranean Shipping Company Saudi
MetLife Spain and Portugal
Monte dei Paschi di Siena
MS&AD Insurance Group Holdings, Inc.
Nesma Company
Nikkei Woman Empowerment
NTT Data Italy
Olayan Saudi Holding Company
Oracle
Parentalk Indonesia
PepsiCo Saudi Arabia
Procter & Gamble Saudi Arabia
PT Amarta Mikro Fintek
PT Blue Bird Tbk
PT Kalbe Farma, Tbk
PT Komunikasi Kinerja
PT Martina Berto, Tbk (Martha Tilaar Group)
PT Nestlé Indonesia
PT Riau Andalan Pulp and Paper
PT Supra Boga Lestari, Tbk
PT Unilever Indonesia, Tbk
PT Van Aroma
PT. Procter & Gamble Home Products Indonesia
Republic National Distributing Company
Riyad Bank
Roman Dusenko Values Management
Royal Haskoning DHV
SABIC
Samba Financial Group



SAP Japan Co., Ltd.

Saudi Aramco

Scania

Sintesa Group

Slack Japan

SNAM

Sociolla

SOMPO Holdings Co., Ltd.

Sony Corporation

STIGOL&Asociados

Suncorp

Supervielle

Telkomtelstra

Tokio Marine Holdings, Inc

Toyota España

Universidad Siglo 21

Vopak

WHT Wine Partners

Wolox

XL Axiata

ZainKSA

