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The Business Case for Gender Equality in the Workplace

Marla Garin-Alvarez VP for Sustainability Sustainability Office



Harness the Power of Data



#1 in Asia #16 in the World

99 Years

Economic Participation & Opportunity Educational Attainment Health & Survival Political Empowerment

Global Gender Gap Report

World Economic Forum 2020

Gender Diversity
in the workforce (Asia)

Highest representation

in the workforce in senior leadership

Lowest (10.2%) in pay gap

between men/women

Gender Diversity Benchmark Asia 2019

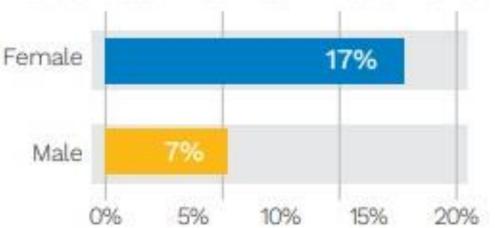




76% Female employees

59% Female senior officers

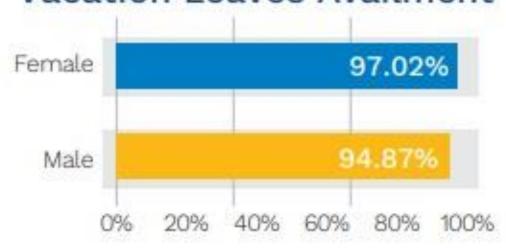
Parental Leaves Availment



99% Return to Work Rate

(after Parental Leave)

Vacation Leaves Availment



Sick Leaves Availment



Gender Equality in the Context of Sustainability



Three Pillars of Sustainability



Environmental

Renewable fuels

Greenhouse gas (GHG) emissions

Energy efficiency

Climate risk

Water management

Recycling processes

Emergency preparedness



Social

Health and safety

Working conditions

Employee benefits

Diversity and inclusion

Human rights

Impact on local communities



Governance

Ethical standards

Board diversity and governance

Stakeholder engagement

Shareholder rights

Pay for performance

BDO's Human Capital Sustainability Strategy

BDO is committed to promote a work environment that fosters diversity, equity, and inclusion, where everyone receives fair and equal treatment, equal rights, and opportunities regardless of gender, ethnicity, race, age, religion, sexual orientation, and disability, and are valued for their unique contributions to BDO's success.

