



Impact  
Equities

## RobecoSAM Global Gender Equality Impact Equities

March 2020

For professional investors only – not for further distribution



# Impact indicators aligned with the SDG 5

The impact of companies in the Gender Equality portfolio measured as

## Gender diversity in the workforce

- Board of directors,**  
% of female
- Management positions,**  
% of female
- Total workforce,**  
% of female



## Retention rate

Company's ability to retain and attract female talent is measured by the proportion of the share of women in senior management positions to the share in junior management positions.

## Well-being: family care

- Child care facilities/contribution
- Flexible working arrangements
- Paid maternity leave
- Paid paternity leave

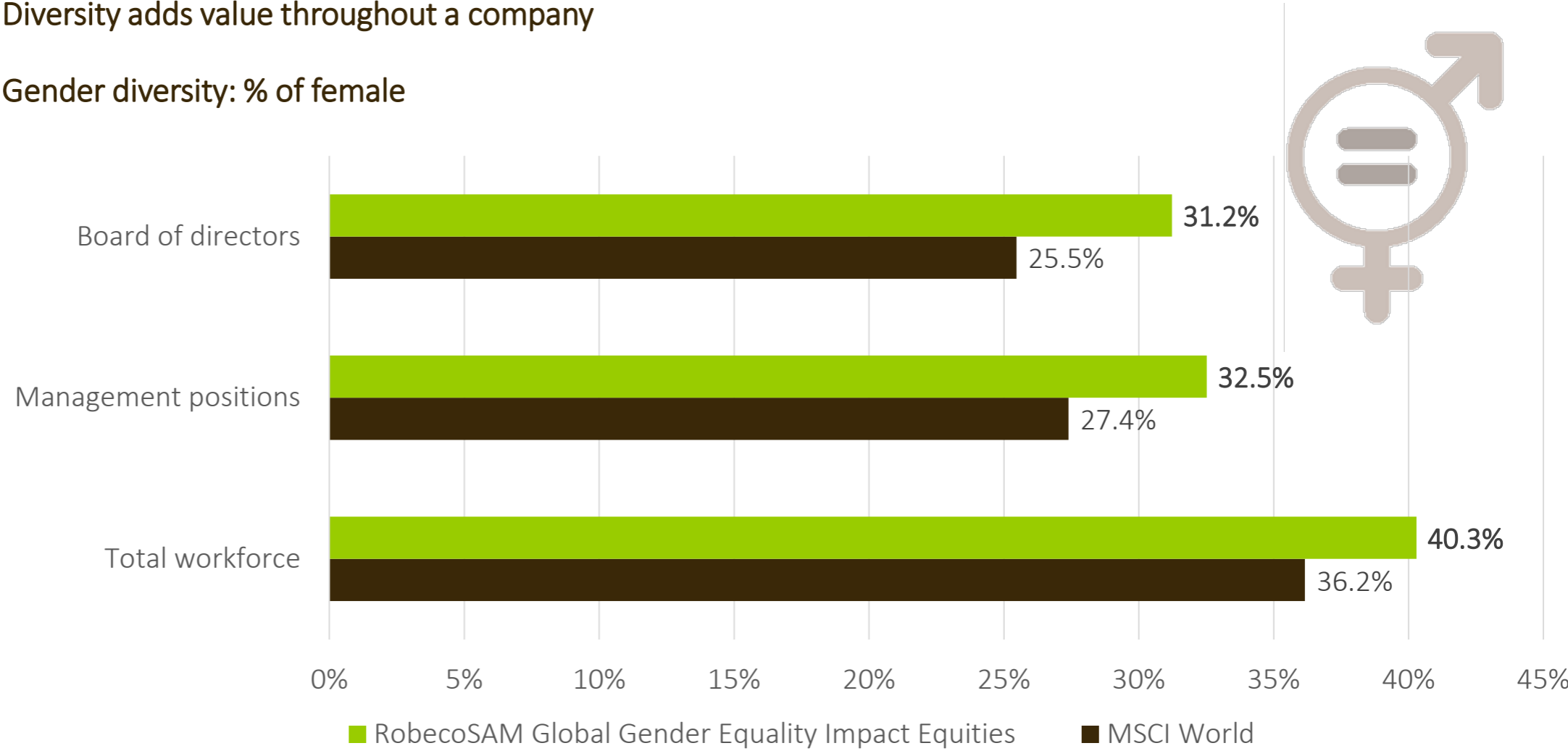
## Pay ratio: pay of female relative to male employee

- Executive level (base salary)
- Management level (base salary + other cash incentives)
- Non-management level
- Management level (base salary)

# Gender diversity in the workforce

Diversity adds value throughout a company

Gender diversity: % of female

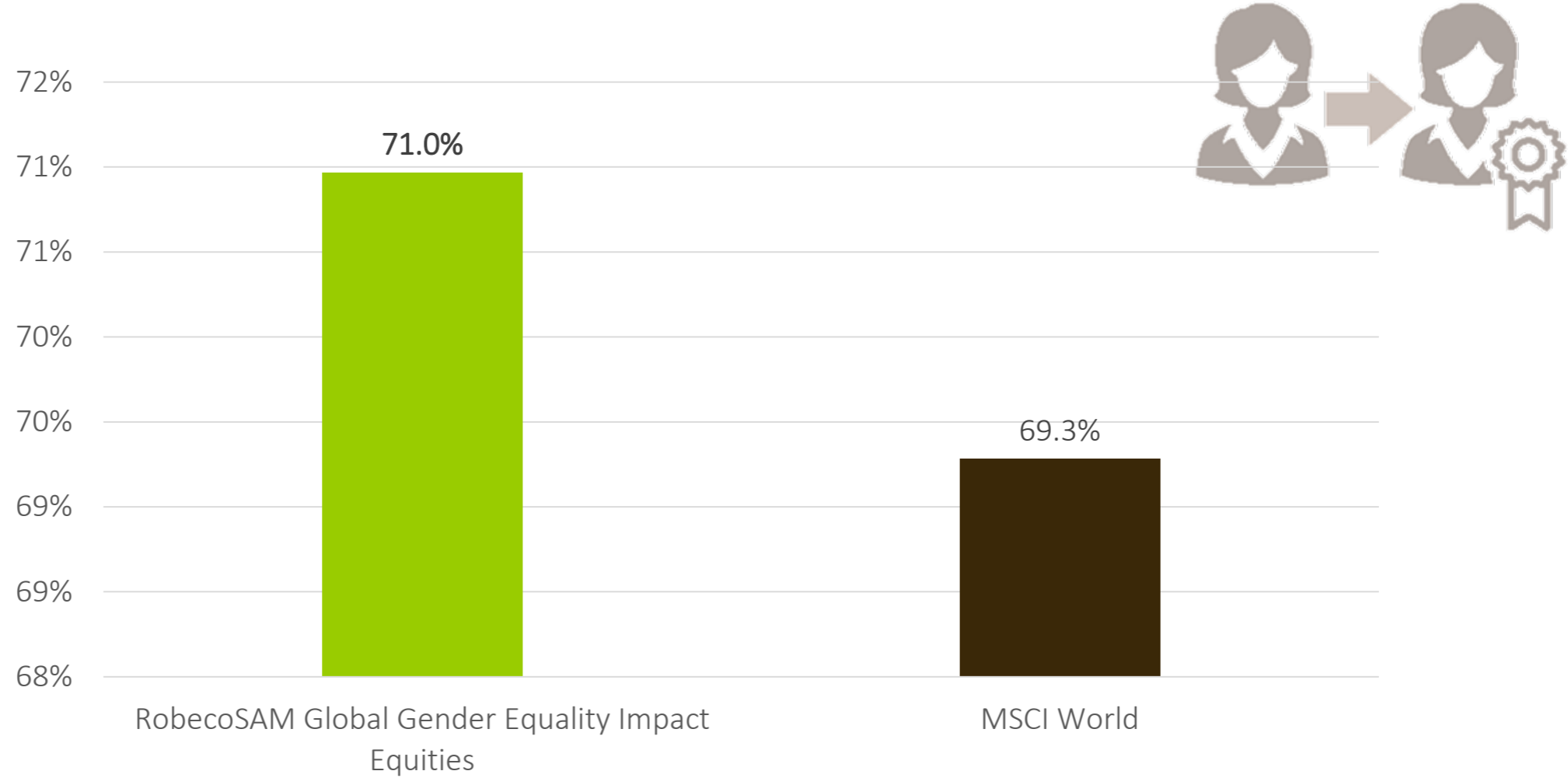


Source: RobecoSAM

All numbers relate to the RobecoSAM Corporate Sustainability Assessment, data available in September 2019. The RobecoSAM Global Gender Equality Impact Equities portfolio composition was taken from end of September 2019. If no company data was available, the industry average was applied.

# Retention rate

## Companies' ability to retain women



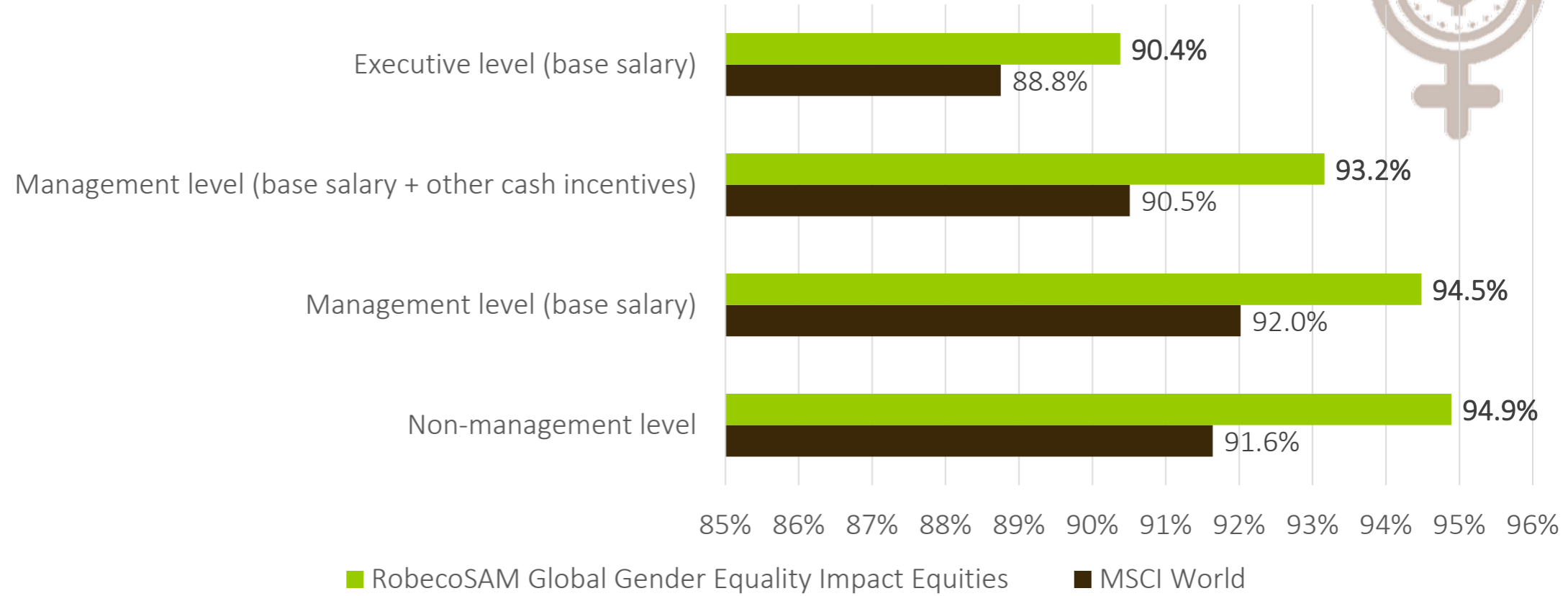
Source: RobecoSAM

All numbers relate to the SAM Corporate Sustainability Assessment, data available in September 2019. The RobecoSAM Global Gender Equality Impact Equities portfolio composition was taken from end of September 2019. If no company data was available, the industry median was applied. Because of characteristics of the sample distribution, the median is a more appropriate indicator of central value than the average.

# Pay ratio

Average pay of female relative to male employee at different levels

Average women salary relative to men in %



Source: RobecoSAM

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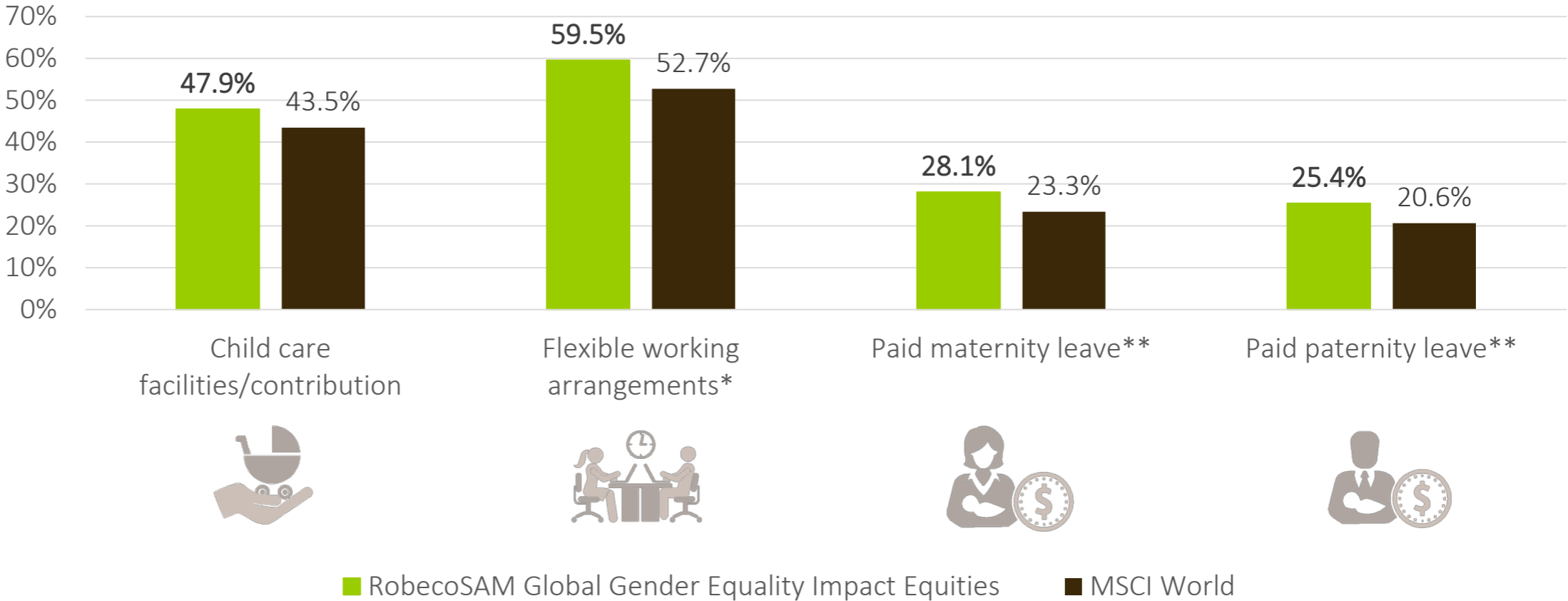
# Employee well-being

\* Company offers benefits in terms of flexible working hours or possibility of working from home

\*\* In excess of legally required minimum

## Ensure flexibility of caring responsibilities

% of companies offering



Source: RobecoSAM

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# Impact by Category and SDG

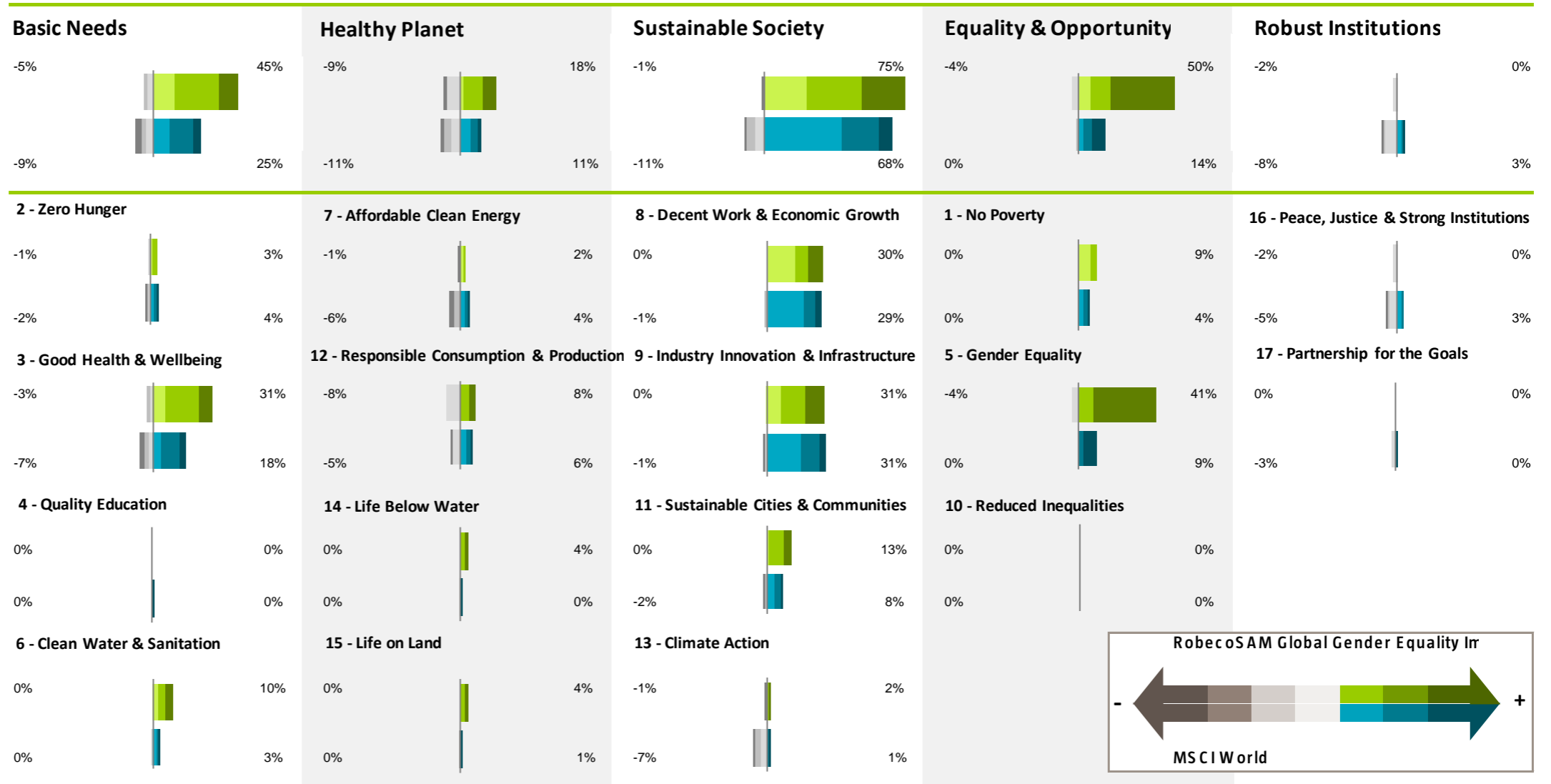
Each bar chart shows the impact of the portfolio and benchmark respectively to each SDG.

The aggregate of the individual SDG impact rolls up to the portfolio impact on each Impact Category.

A company may have an impact on several SDGs and Impact Categories. Therefore, the area of all bars above will usually be above 100%.

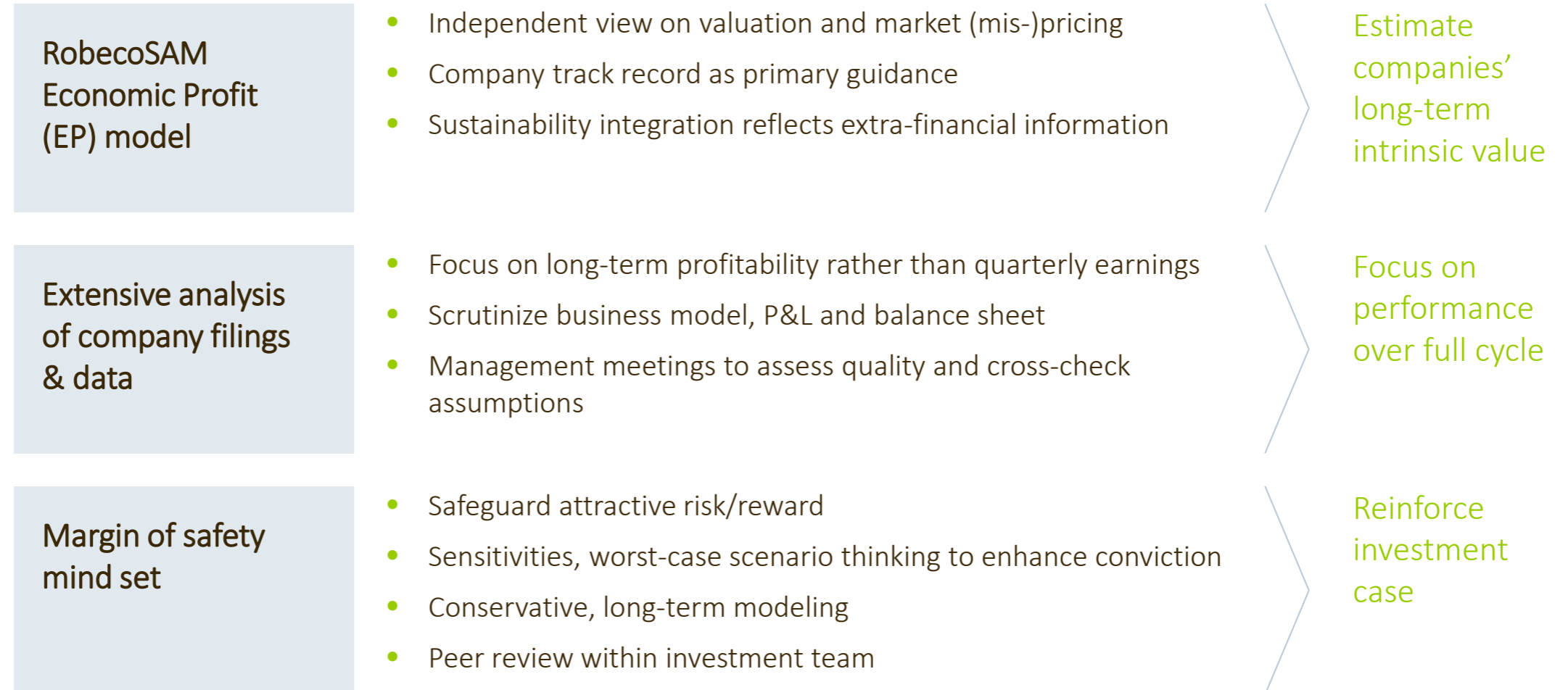
## RobecoSAM Global Gender Equality Impact Equities vs. MSCI World

Data as of 30.09.2019



# Fundamental valuation

## Long-term profitability versus current valuation



Source: RobecoSAM



# Media & Stakeholder Analysis (MSA)

- MSA helps to verify a company's involvement and management of critical economic, social and environmental issues or crisis situations
- MSA can reduce a criteria score by 80% or more.
- MSA cases emerge when there are significant contradictions with sustainability criteria
- Cases must be **financially material**, and there must be direct and credible **evidence of management failure**
- Assessment of cases considers the case and the **management response to the issue**



Source: RobecoSAM, RepRisk

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