

# Akzo Nobel

Sector  
Chemicals

Indices

## Highlights

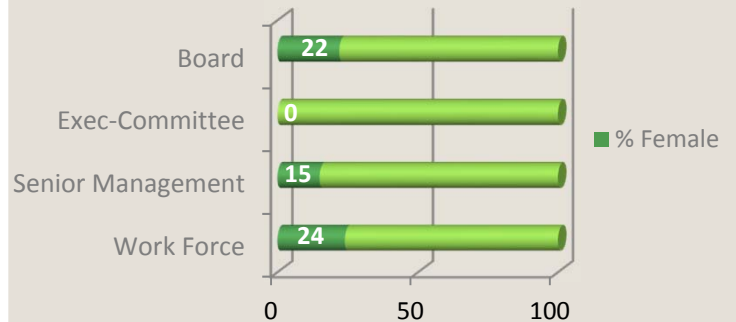
### Equality & diversity performance

11<sup>th</sup> in sector (59/100)

### Key Related Sector Challenges

Although the chemicals workforce is increasingly white-collar and university-trained, gender “diversity” remains an issue for the chemicals sector which is still struggling to attract more women to technical functions.

### Gender Balance



## Gender Equality

- Akzo Nobel has set a target of 20% of woman executives in 2015.
- A dedicated global working team and steering committee oversees and supports the implementation of this policy.
- Monitoring KPI's of females in total workforce/management levels and salary differences.  
The Diversity & Inclusion initiative includes training which is being rolled out across the company.
- The % of woman in top management positions has increased from 8% in 2008 to 15% in 2012. The % of females in junior management positions (first line management) stood at 23% in 2012.

## Best Practices

### ... Creating Female Opportunity & Leadership

- A **Diversity and Inclusion (D&I) initiative** is designed to increase the number of roles for women and non-Westerners at all levels within the company. Four businesses have made a detailed and business-specific analysis of the D&I challenges for their part of the company.
- The **'Women in Leadership program'** is developed for women executives and executive potentials, focusing on **improving talents of potential woman candidates in leadership positions.**
- Akzo Nobel is one of the few companies to track and report on **indicators related to salary gaps between male and female employees at different levels.**

The Company did not appear to face any visible allegations linked to gender discrimination