

Koninklijke DSM

Sector
Chemicals

Indices

Highlights

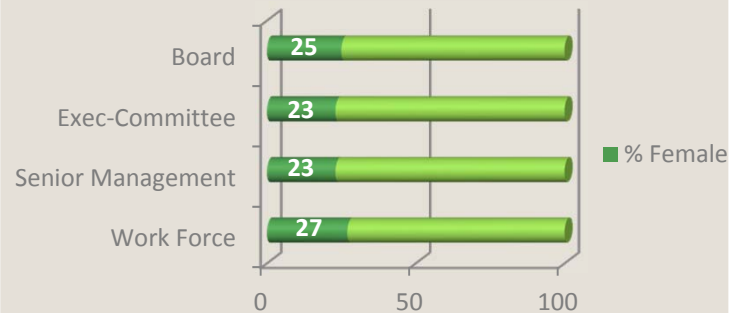
Equality & diversity performance

7th in sector (66/100)

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



Formalised targets set in 2012 include; 21% of women in executive positions by 2015.



The role of the DSM Diversity Council, is to facilitate diversity and support all DSM businesses in creating a sustainable inclusive environment.



The % of women in management positions has increased by 3 % points over the last 5 years, to stand at 23% in 2012. The target for 2008-2011 to achieve an average of 25% of executives joining from outside the company to be women, wasn't met with reporting figures of 20%.

Best Practices

... Creating Female Opportunity & Leadership

- In addition to recruiting female executives from the external market, DSM also makes an effort to recruit **female executives** from its **internal pool of women candidates**.
- In 2012, DSM recruited a total of 719 professionals (graduates and experienced hires), of whom 41 percent were women. The company wants to keep its focus on the diversity of these hires (nationality/gender) and **build a strong diverse talent pipeline** to achieve sufficient 'diverse critical mass' in the organization.

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