

## The LEAD Network CEO Gender Equity Pledge Embracing Change: Transformation through Diversity

We commit to meaningfully accelerate gender equity and drive inclusion in the CPG & Retail industry by...

- Building inclusive cultures where everyone can thrive
- Educating ourselves and all employees about the positive impact of inclusive leadership
- Actively sponsoring women and employees from historically marginalised groups
- Assessing current recruitment strategies and being intentional about fair, objective and inclusive hiring practices, including requiring diverse and balanced candidate slates
- Creating transparent, fair, and inclusive pay equity, benefits and leave policies, and promotion policies
- Actively and consistently measuring hiring and retention rates, promotion trends, and engagement rates of women and employees from historically marginalised groups
- Holding leaders accountable for positive DEI results
- Remaining steadfastly committed to diversity, equity and inclusion even in the face of uncertainty

...resulting in a significant increase in the representation of women at the Director level and above.

We commit to collectively increasing the LEAD Network Gender Diversity Scorecard (GDS) in the CPG & Retail industry by five percentage points, from 39% (2025) to 44% by 2029, and to building a plan to achieve gender equity over the next decade.



Name Signatory: \_\_\_\_\_

Title Signatory: \_\_\_\_\_

Name Company: \_\_\_\_\_

Date: \_\_\_\_\_