

The LEAD Network CEO Pledge: Growth and Performance Through Inclusion

We commit to inclusion-driven growth and performance in the CPG & Retail industry, with gender equity as our defining priority. Progress for women is progress for all.

We pledge to:

- Build inclusive cultures where everyone can thrive
- Educate ourselves and all employees about the positive impact of inclusive leadership
- Actively sponsor women and create opportunities for equal advancement for all
- Strengthen our recruitment practices, being intentional about fair, objective, and inclusive hiring
- Create transparent, fair, and inclusive pay, benefits, leave and promotion policies
- Measure what matters by consistently tracking, analyzing, and acting on retention, promotion and engagement trends
- Hold leaders accountable for progress
- Stay the course by remaining committed to inclusion, fairness and gender parity even in the face of uncertainty

....resulting in a meaningful and sustained increase in the representation of women at the Director level and above in our industry.

We track our collective progress through the LEAD Network Gender Diversity Scorecard and report transparently about our path to gender equity across the industry. Currently, women in leadership roles sits at 39%. We commit to raising that number toward gender parity, not through shortcuts, but through embedded systemic change and deep, deliberate work so that progress holds.



Name Signatory: _____

Title Signatory: _____

Name Company: _____

Date: _____