

THE LEAD NETWORK PLEDGE 2020
EMBRACING CHANGE: TRANSFORMATION THROUGH DIVERSITY

We commit to meaningfully accelerate gender parity and drive inclusion in the European Retail & CPG value chain by...

1. Striving to create new norms towards parity
2. Engaging in courageous conversations about ways to truly create inclusive cultures where everyone can thrive
3. Educating employees about the negative impact of bias on retention, development and advancement of women
4. Continuing to coach and mentor female & diverse employees, while also increasing sponsoring
5. Assessing current recruiting strategies and ensuring there are intentional efforts to hire, promote and pay equitably female & diverse employees
6. Instituting a diverse slating process committed to always selecting the best talent, and requiring 50% of those considered to be diverse
7. Creating transparent, contemporary practices and policies
8. Leveraging LEAD Network to share leading practices

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

...

We commit to a significant percentage point increase by 2023 (at least 5%) from our current corporate baselines, collectively increasing the LEAD industry scorecard baseline of 34% (2019) and to building a plan to achieve gender parity over the next decade.

Olaf Koch
CEO
METRO AG
18. May 2020

