

HOW DIVERSITY CORRELATES WITH FINANCIAL PERFORMANCE

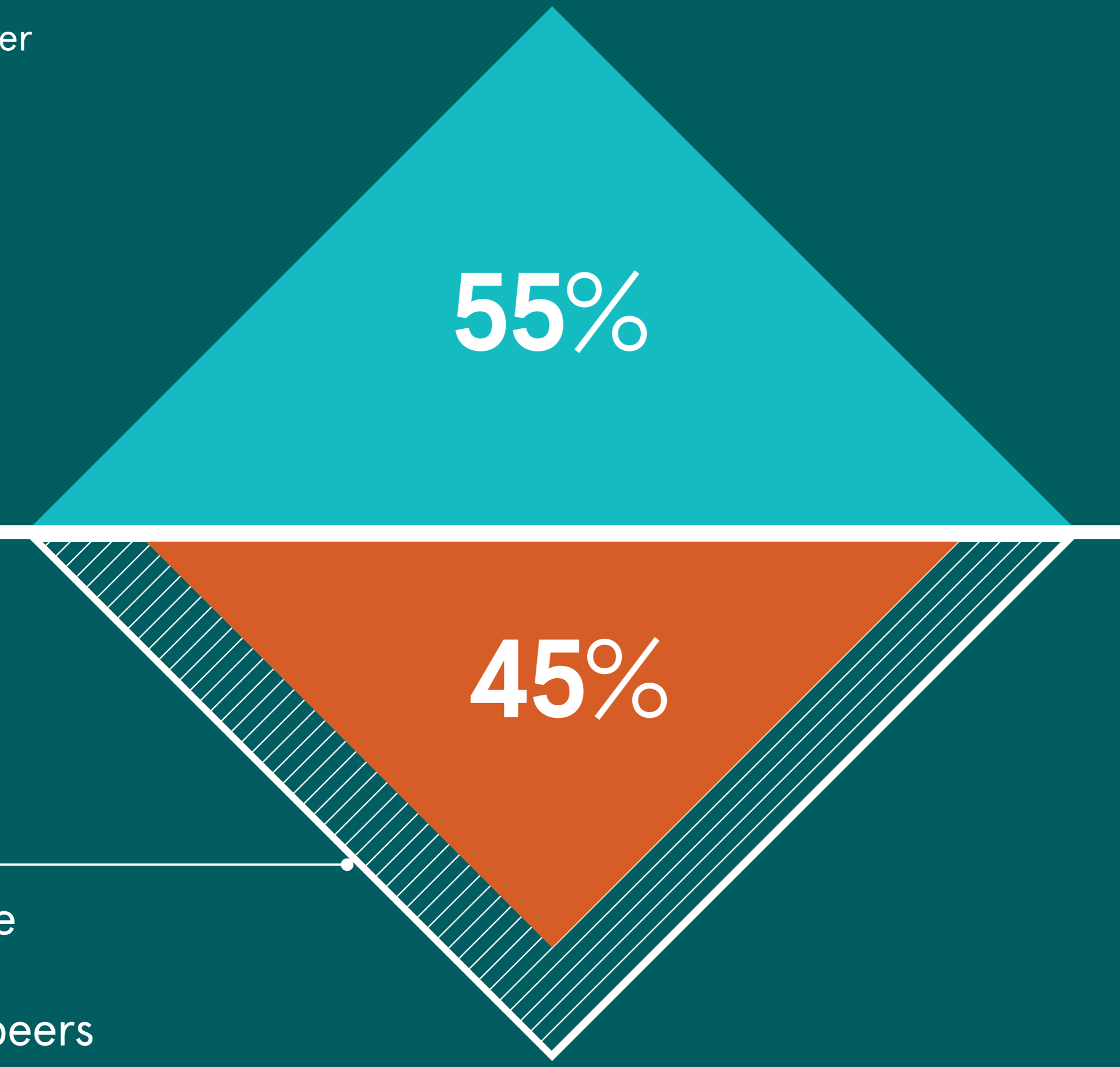
Comparing operating profit margins of companies in the top and bottom quartiles for diversity on executive teams with the average

- Top quartile
- Bottom quartile
- Likelihood of companies with more gender diverse executive teams to financially outperform less diverse peers

GENDER

21%

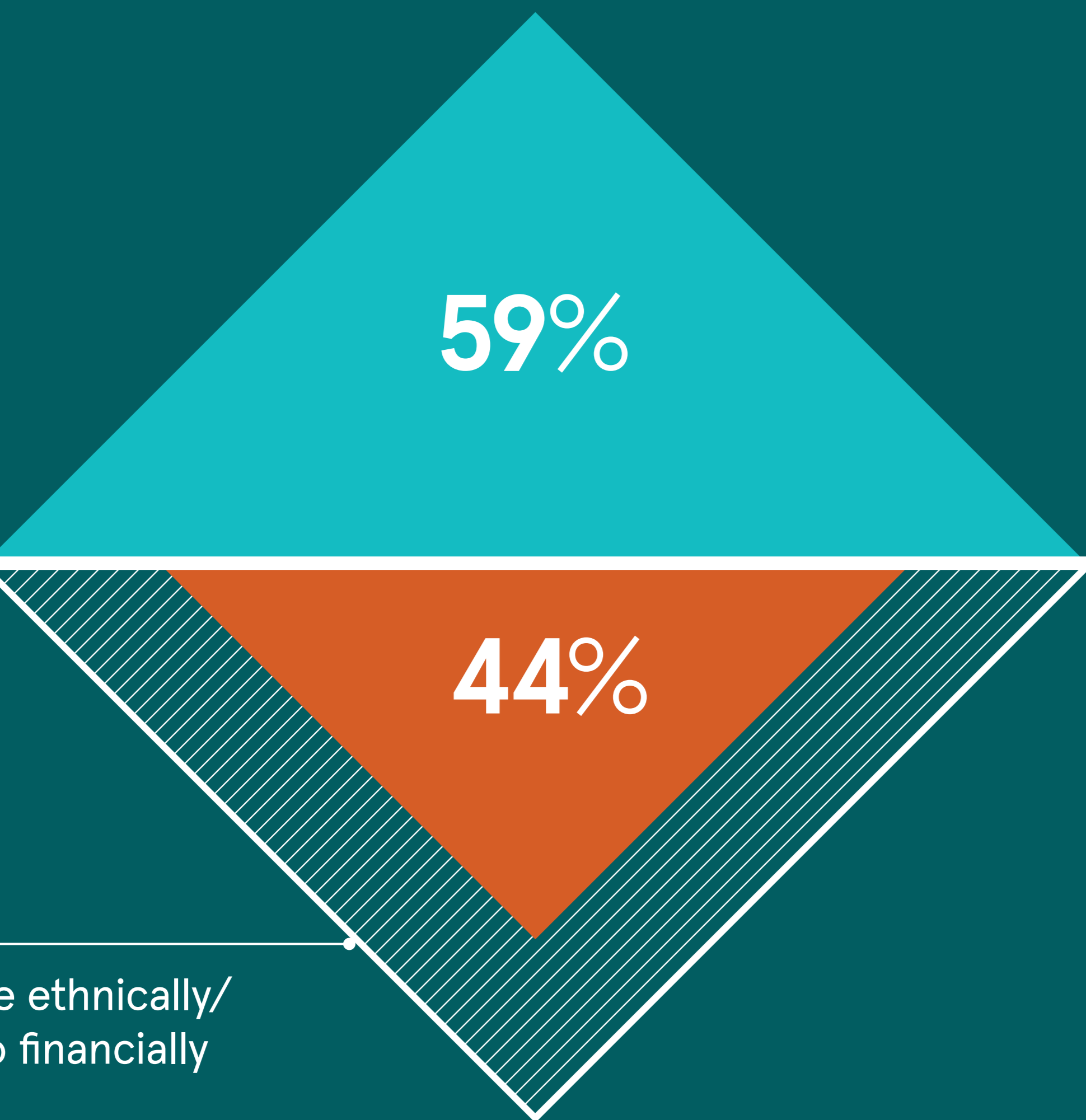
more likely for companies with more gender diverse executive teams to financially outperform less diverse peers



ETHNICITY/CULTURE

33%

more likely for companies with more ethnically/culturally diverse executive teams to financially outperform less diverse peers

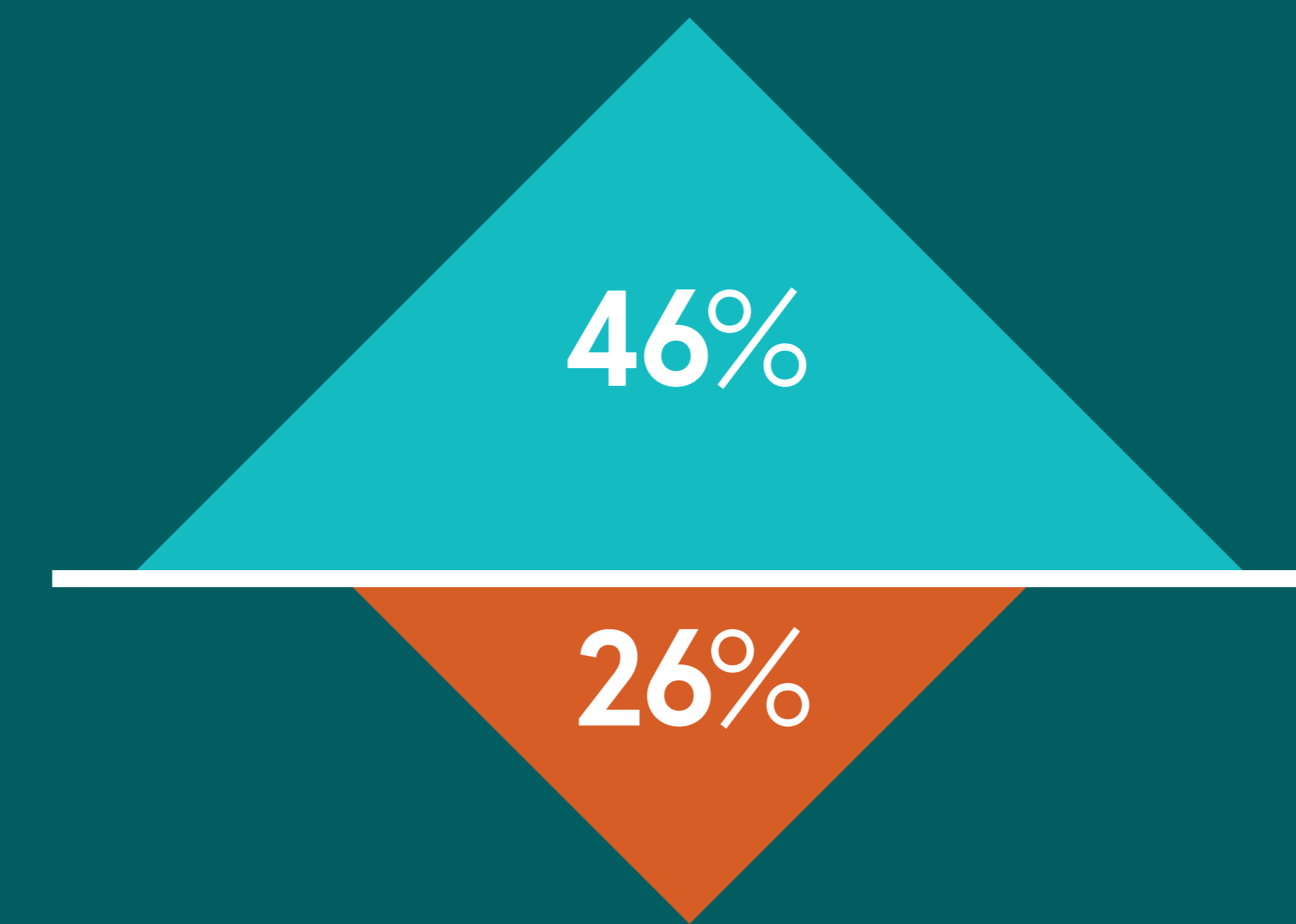


McKinsey 2018

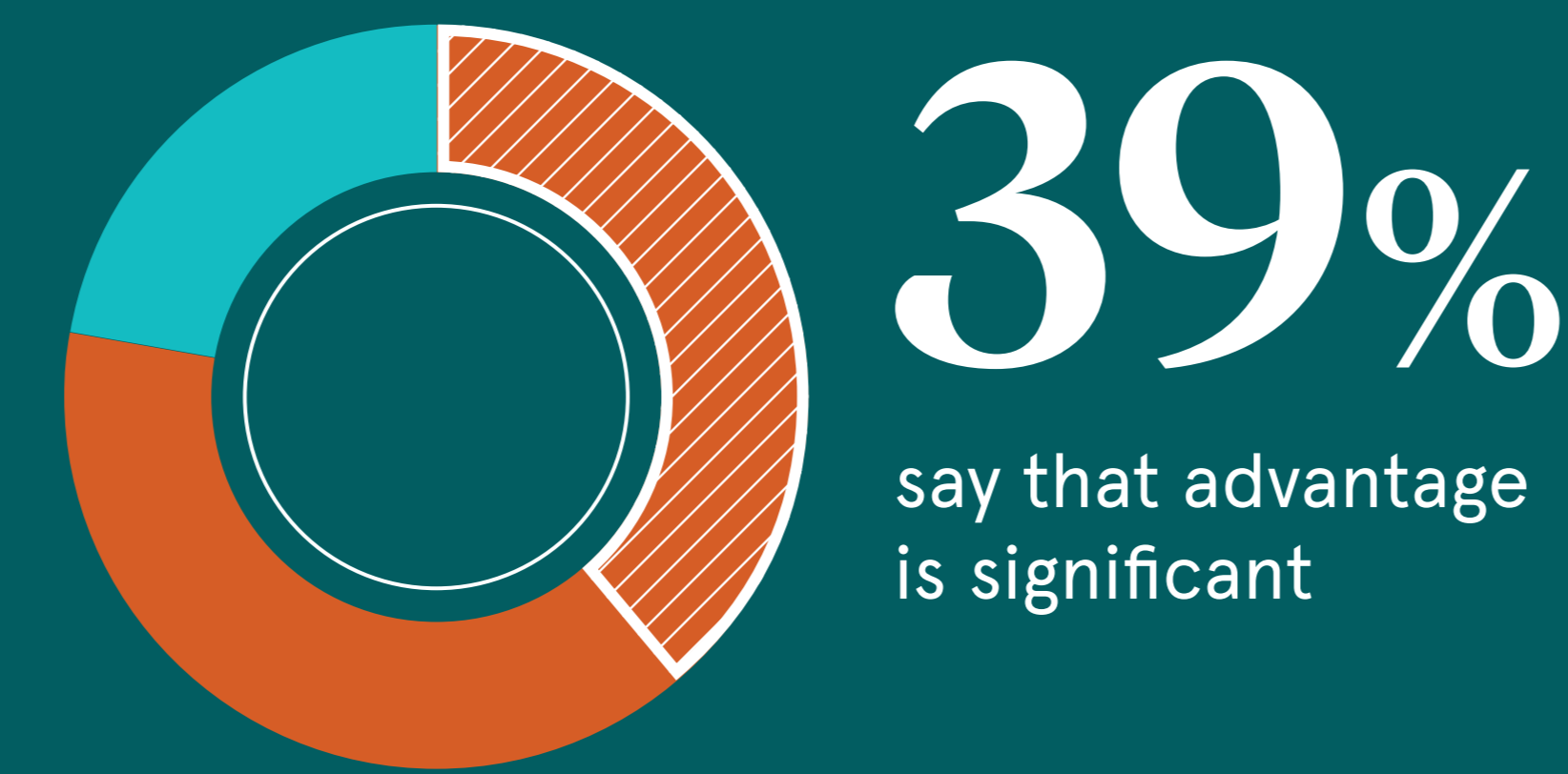
DIVERSE LEADERSHIP AND INNOVATION

Total company revenue from new products and services launched over the past three years (otherwise known as 'innovation revenue'), by diversity levels within leadership

- Above-average diversity scores
- Below-average diversity scores



Boston Consulting Group/Harvard Business Review 2018

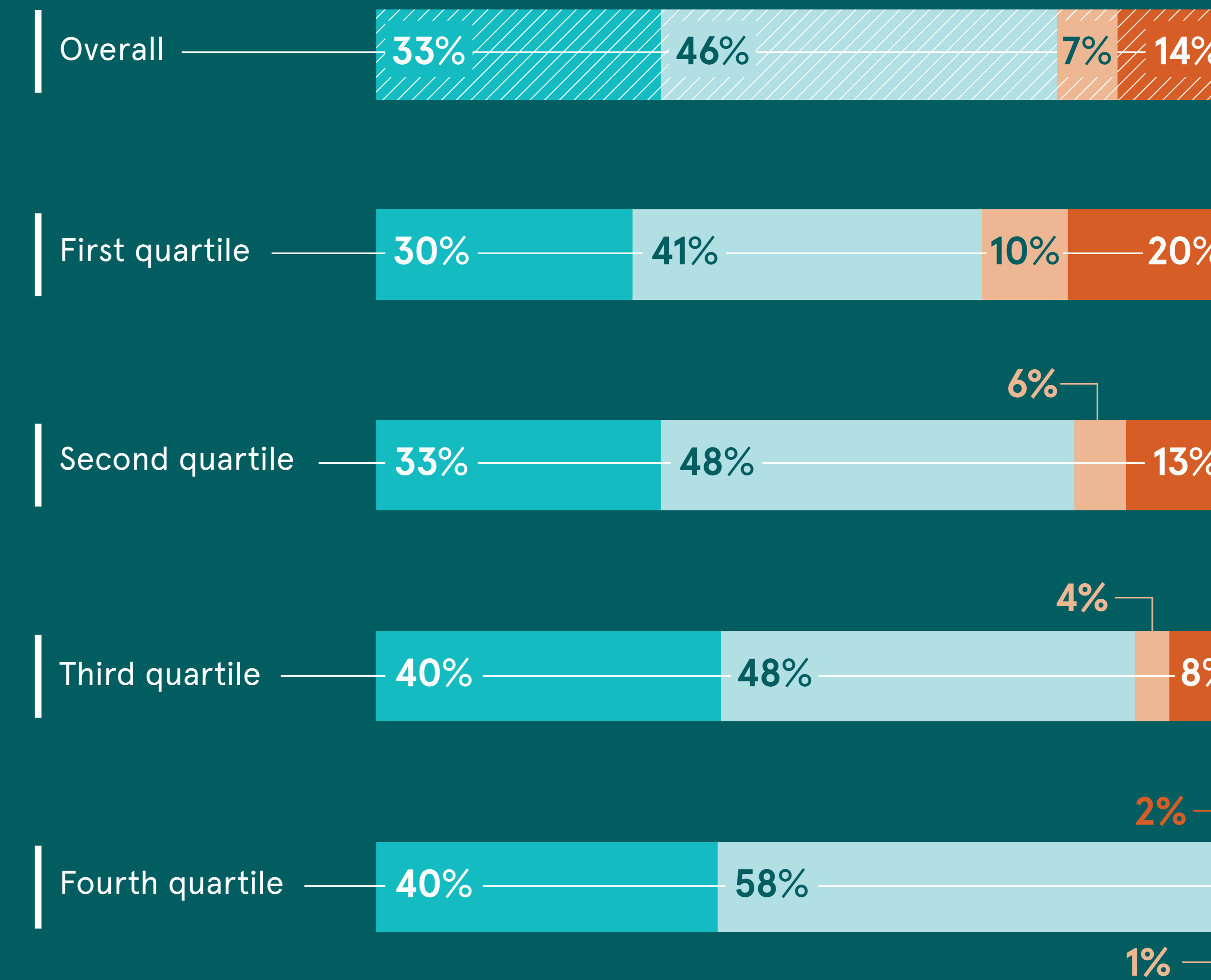


Deloitte 2018

GENDER DIVERSITY, BY LEVEL OF FINANCIAL PERFORMANCE

Gender split in executive teams, by companies with above-average operating profit margins

- Male staff executive
- Female staff executive
- Male line executive
- Female line executive

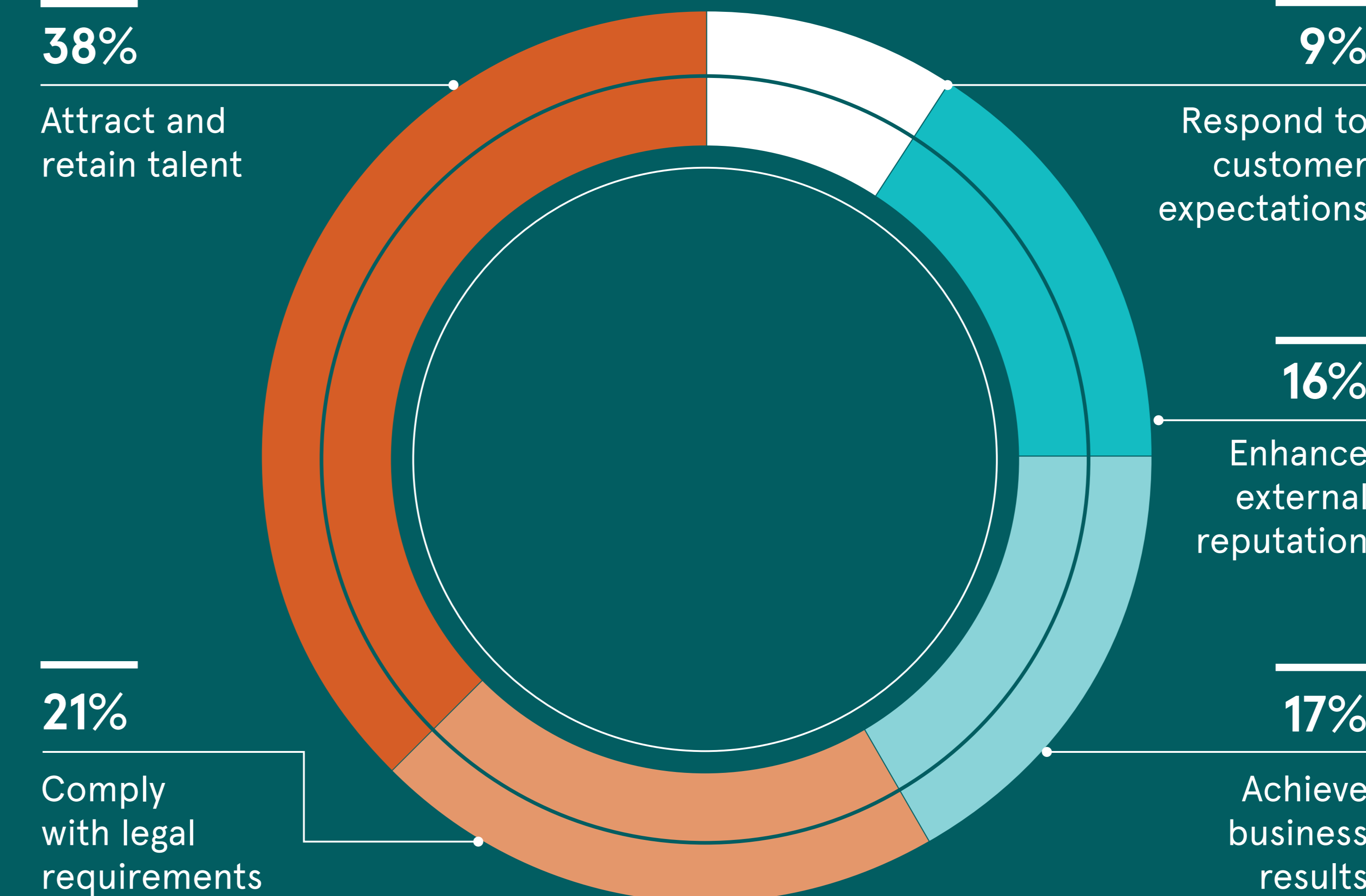


Figures may not add up to 100 due to rounding

McKinsey 2018

PRIMARY OBJECTIVES OF DIVERSITY AND INCLUSION PROGRAMMES

Few business leaders are actually targeting business performance with D&I efforts



PwC 2017

TOP EFFECTS OF INCLUSIVE GROWTH ON BUSINESS

Executives were asked to select their top three



Deloitte 2018

DIVERSITY DIVIDEND

The moral and ethical reasons for diversity in the workplace are clearcut, and businesses should play their part in improving the standing of under-represented members of society. However, diversity is more than just an issue of fairness. The financial drivers are less well known and this lack of knowledge can often stand in the way of changing the status quo. So can improving diversity actually have an impact on the bottom line, and what can be done to drive change in an organisation?