

2023 BLOOMBERG GENDER-EQUALITY INDEX GENDER (GEI) SURVEY REPORT

The Bloomberg Gender Equality Index (GEI) helps bring transparency to gender-related practices and policies at companies around the world. Messer Americas is a private party participant in the GEI. Our yearly participation allows us to benchmark and continually improve our policies and processes as part of our commitment to diversity and inclusion. In order to account for differing fiscal year starts a year's GEI submission is based on fiscal year data from two years prior. All 2023 Framework submissions represent data as of the company's 2021 fiscal year-end.

Messer Americas

Fiscal year-end 2021

Headquarters in USA

All data for the 2023 GEI must be representative of FY2021 data.

Section 1: Leadership & Talent Pipeline

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
1a. How many total directors are on the company's board?	6	6
1b. How many women are on the company's board?	0	0
1c. What percentage of the company's board is composed of women?	0.0%	0.0%
2. Is the company's current chairperson or equivalent position held by a woman?	No	No
3. Is the company's current Chief Executive Officer (CEO) or equivalent position held by a woman?	No	No
4a. How many executive officers does the company have?	15	15

4b. How many executive officers are women?	3	3
4c. What percentage of the company's executive officers are women?	20.00%	20.00%
5. Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives?	No	Yes

TALENT PIPELINE

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
6. Does the company require a gender-diverse slate of candidates for all management roles?	No	No
7. What percentage of the company's senior management are women?	26.3%	26.6%
8. What percentage of the company's middle/other management are women?	36.1%	19.4%
9. What percentage of the company's entry level positions are held by women?	16.6%	54.5%
10. What percentage of the company's revenue-producing roles are held by women?	34.4%	25.1%
11. What percentage of the company's information technology (IT) workforce are women?	17.5%	16.4%
12. What percentage of the company's engineering workforce are women?	10.7%	12.0%

RETENTION & RECRUITING

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
13. What percentage of the company's total employee workforce are women?	35.7%	35.8%
14. What percentage of employees promoted during the fiscal year were women?	41.7%	44.7%
15. What percentage of employees that left the company during the fiscal year were women?	55.0%	54.7%
16. What percentage of employees hired during the fiscal year were women?	52.0%	49.5%
17. Does the company have a targeted recruiting strategy to increase women hires?	No	Yes
18. Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	No	Yes

RETENTION & RECRUITING IN THE TIME OF COVID-19

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
19a. Did the company suspend hiring during the fiscal year due to the introduction of COVID-19 to the working environment?	N	N
19b. Of total employees furloughed or required to take an extended leave of absence during the fiscal year as a direct or indirect result of COVID-19 on the working environment, what percentage were women?	24.3%	0.0%
19c. Of total employees terminated during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	19.8%	0.0%
19d. Of total employees assigned reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	15.2%	32.1%

19e. Of total employees volunteering reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	0.0%	0.0%
For US Employees: 20a. What percentage of the company's total United States (US) employee base is women?	12.6%	12.7%
For US Employees: 20b. What percentage of the company's women employees in the United States (US) self-identify as a member of an underrepresented racial or ethnic group?	29.2%	29.2%
For US Employees: 21. Did the company publish the US EEO-1 report for the fiscal year?	Yes	Yes

EXPLORATORY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
For US/UK Companies: 22a. How many directors on the company's board self-identify as a member of an underrepresented racial or ethnic group?	Not asked in 2022	0
For US/UK Companies: 22b. What percentage of the company's board self-identifies as a member of an underrepresented racial or ethnic group?	Not asked in 2022	0
For US/UK Companies: 22c. How many directors on the company's board self-identify as both a woman and member of an underrepresented racial or ethnic group?	Not asked in 2022	0
For US/UK Companies: 22d. What percentage of the company's board self-identifies as both a woman and member of an underrepresented racial or ethnic group?	Not asked in 2022	0
For US/UK Companies: 23a. How many of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	Not asked in 2022	4

For US/UK Companies: 23b. What percentage of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	Not asked in 2022	26.6
For US/UK Companies: 23c. How many of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	Not asked in 2022	3
For US/UK Companies: 23d. What percentage of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	Not asked in 2022	20.00%
For US/UK Companies: 24. Does the company capture representation of employees self-identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) in leadership positions?	Not asked in 2022	No
For US/UK Employees: 25. Does the company publicly share a specific, time-bound action plan with targets to increase the representation of underrepresented racial and ethnic groups in leadership positions?	Not asked in 2022	Yes

Section 2: Equal Pay & Gender Pay Parity

EXEXECUTIVE PAY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
26. What percentage of the company's top 10% compensated employees are women?	16.1%	15.3%

EQUAL PAY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
27. Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?	Yes	Yes
28. Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	No	No

RAW PAY GAP METRICS

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
29a. For what percentage of the company's workforce can the company provide consolidated pay data?	100.0%	100.0%
29b. What is the company's percentage of women in the top pay quartile globally?	11.5%	11.8%
29c. What is the company's percentage of women in the upper middle pay quartile globally?	16.7%	15.5%
29d. What is the company's percentage of women in the lower middle pay quartile globally?	41.2%	31.6%
29e. What is the company's percentage of women in the lower pay quartile globally?	83.2%	84.2%
29f. What is the company's global mean (average) raw gender pay gap?	2.72%	3.49%
30. Does the company publicly share a specific, time-bound action plan to close its gender pay gap?	No	N/A

Section 3: Inclusive Culture

GLOBAL PARENTAL LEAVE

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
31a. What is the minimum number of weeks of fully paid primary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	0	0
31b. What is the minimum number of weeks of fully paid secondary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	0	0

US PARENTAL LEAVE

Question	2022 Answer (2020 data)	Answer (2021 data)
For US Employees: 32a. How many weeks of fully paid primary parental leave does the company offer to employees in the US?	8	8
For US Employees: 32b. For those employees in the US that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	8	8
For US Employees: 32c. How many weeks of fully paid secondary parental leave does the company offer to employees in the US?	0	0
For US Employees: 32d. For those employees in the US that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	N/A	N/A

RETURN TO WORK

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
33. Of women who returned from parental leave during fiscal year 2020, what percentage remained employed by the company 12 months after their return?	81%	80%
34. Does the company provide access to on-site lactation rooms?	No	Yes

INSURANCE AND BENEFITS

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
35. Does the company's workforce receive adoption assistance through company and/or government support?		
35a. Global workforce receives adoption assistance	Yes	Yes
35. US workforce receives adoption assistance	No	NO
36. Does the company's workforce receive insurance coverage for fertility services through company and/or government support?		
36a. Global workforce receives insurance coverage for fertility services.	No	No
36b. US workforce receives insurance coverage for fertility services.	Yes	Yes
37. Does the company's workforce receive insurance coverage for egg-freezing through company and/or government support?		
37a. Global workforce receives insurance coverage for egg-freezing	No	No
37b. US workforce receives insurance coverage for egg-freezing	No	No

38. Does the company's workforce receive insurance coverage for contraception through company and/or government support?		
38a. Global workforce receives insurance coverage for contraception	Yes	Yes
38b. US workforce receives insurance coverage for contraception	Yes	Yes
39. Does the company's workforce receive insurance coverage for gender reassignment/affirmation services through company and/or government support?		
39a. Global workforce receives insurance coverage for gender reassignment/affirmation services	Yes	Yes
39b. US workforce receives insurance coverage for gender reassignment/affirmation services	Yes	Yes
40. Does the company offer mental health support or consultation services to global employees?	Not asked in 2022	Yes

FAMILY CARE

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
41a. Is the global workforce eligible to receive back-up child care services or child care subsidies through company and/or government support?	No	No
41b. Is the global workforce eligible to receive back-up elder care services or elder care subsidies through company and/or government support?	No	No
Did the company provide fully paid time off for bereavement?	Yes	Yes

FLEXIBLE WORK ENVIRONMENT

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
43. Does the company offer an option to control and/or vary the start or end times of the workday or workweek (e.g. flextime)?	Yes	Yes
44. Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?	Yes	Yes

ENGAGEMENT

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
45a. Did the company conduct an employee engagement survey for all employees during the fiscal year?	Yes	Yes
45b. If the company conducted an employee engagement survey, were results assessed by gender?	No	No
45c. Does the company's employee engagement survey address diversity and inclusion (D&I)?	Not asked in 2022	Yes
46. Does the company have employee resource groups for women?	Yes	Yes
47a. Does the company offer all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?	Not asked in 2022	Yes
47b. What percentage of managers completed company provided unconscious bias training?	Not asked in 2022	0.23%
48. Do senior managers have clear diversity and inclusion (D&I) goals included as part of their annual performance reviews?	No	No

EXPLORATORY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
For US/UK Employees: 49. Does the company offer gender inclusive parental leave policies?	Not asked in 2022	No
For US/UK Employees: 50. Does the company provide gender inclusive restrooms?	Not asked in 2022	No
For US/UK Employees: 51a. Does the company have employee resource groups for underrepresented racial or ethnic groups?	Not asked in 2022	Yes
For US/UK Employees: 51b. Does the company have employee resource groups for employees who self-identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)?	Not asked in 2022	No

Section 4: Anti - Sexual Harassment Policies

ANTI - SEXUAL HARASSMENT POLICIES

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
52. Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	Yes	Yes
53. Are employees required to complete sexual harassment training at least once a year?	No	No
54. For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?	Yes	Yes

55. Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?	Yes	Yes
56. Does the company require employees to take sexual harassment claims to private arbitration?	No	No

EXPLORATORY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
57. Does the company have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on the following? <i>Check all that apply.</i>		
57a. Discrimination and harassment based on race and ethnicity in the workplace	Not asked in 2022	Yes
57b. Discrimination and harassment based on sexual orientation and/or gender identity in the workplace	Not asked in 2022	Yes

Section 5: External Brand

SCREENING FOR BIASES

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
58. Does the company evaluate all advertising and marketing content for gender biases prior to publication?	Yes	Yes
59. Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	N/A	Yes

SUPPLY CHAIN

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
60. Does the company have a supplier diversity program that includes women suppliers/vendors?	No	No

RE-ENTERING THE WORKFORCE

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
61. Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	No	No

CLIENT ENGAGEMENT

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
62. Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	No	No
63a. Does the company track the client or customer base by gender?	N/A	N/A
63b. Does the company track customer satisfaction feedback by gender?	N/A	N/A
63c. Does the company measure the retention of women clients or customers in any of its businesses?	N/A	N/A
64a. Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?	N/A	N/A
64b. Where applicable, does the company track repayment rates by gender?	N/A	N/A

EDUCATION

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
65. Does the company conduct and/or sponsor any of the following types of programs targeting women in the community? <i>Check all that apply.</i>		
65a. Financial education programs	No	No
65b. Health or insurance education programs	No	No
65c. STEM education programs	No	No

PUBLIC SUPPORT FOR WOMEN

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
66. Has the company given monetary support during the fiscal year to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?	No	No
67. Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women's Empowerment Principles?	No	No
68. Is the company a verified active participant to the United Nations (UN) Global Compact?	No	No
69. Is the company EDGE certified, or in the process of certification, in any markets?	No	No

EXPLORATORY

Question	2022 Answer (2020 data)	2023 Answer (2021 data)
70. Does the company give monetary support to any non-profit organization(s) with a primary mission of advocating for the following? <i>Check all that apply.</i>		
70a. Racial and ethnic equality in the workplace	Not asked in 2022	No
70b. LGBTQ+ equality in the workplace	Not asked in 2022	No