

COMMERCE

## Kering, Este Lauder Cos. among most inclusive companies: Bloomberg

January 26, 2022



*Burberry is furthering its support of gender equality. Image credit: Burberry*

By LUXURY DAILY NEWS SERVICE

Several luxury brands and groups have been included in the Bloomberg Gender-Equality Index (GEI) in recognition of their inclusivity commitments.

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The GEI evaluates the performance of public companies across five different areas: female leadership and talent pipeline; equal pay and gender pay parity; inclusive culture; anti-sexual harassment policies and pro-women brand. French luxury conglomerate Kering, British fashion label and U.S. beauty group The Este Lauder Companies all landed on the GEI.

### Welcoming workplaces

This year's Index, which is not ranked, includes 418 companies headquartered in 45 countries and regions across 50 industries

This is the fifth consecutive year both Kering and The Este Lauder Cos. have appeared on the Index.

It is also the second year Kering has achieved a score of 100 percent in equal pay and gender pay parity. Este Lauder has also worked to improve its index score over time.



*The Estée Lauder Cos. has ranked on the GEL for five straight years. Image credit: The Estée Lauder Cos.*

"We are honored to be included in the Bloomberg Gender-Equality Index in recognition of our leadership in women's advancement," said Sara E. Moss, vice chairman at The Estée Lauder Companies, in a statement.

"At ELC, we firmly believe it is our responsibility and our privilege to use our resources and platform to expand gender equality and equity around the world," she said. "As a company founded by a woman, with a global workforce of 82 percent women and over 55 percent of women at leadership levels, we are committed to collectively and transparently advancing the conversation, to continue to progress and take actions to achieve gender equality."

This is Burberry's second consecutive year being included in the GEL, scoring above the index average and performing above average regarding the female leadership, inclusive culture and pro-women brand categories.

"Gender equality is critical to creating a more inclusive workplace and is a key pillar of our global D&I strategy," said Erica Bourne, chief people officer at Burberry, in a statement.

"We are committed to holding ourselves and our industry to account to ensure we create an environment where everyone feels they belong, has a voice, and can reach their full potential."

Diversity and inclusion are increasingly becoming priorities across luxury sectors, and brands are tackling these issues with respect to several underserved and underrepresented communities.

While the journey toward complete equality and inclusion is far from complete, luxury companies have been making strides in supporting the LGBTQ+ community, from initiatives and Pride Month campaigns to restructuring hiring and employment processes ([see story](#)).

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