We, the EMPOWER Pledge signatories support women's advancement to leadership positions in the private sector by:

1. Setting measurable internal targets and / or action plans to increase the number of women in leadership in our companies;

2. Applying a gender lens in our provision of leadership opportunities for women, reviewing the board(s) and senior managers’ compositions, and enabling women to access and be part of all levels of seniority;

3. Collecting gender data to internally measure progress on women's advancement in leadership;

4. Fostering supportive and inclusive cultures to dismantle barriers to women's advancement to leadership, including combatting stereotypes, removing barriers, and striving to end all forms of gender-based discrimination;

5. Encouraging the building of a positive ecosystem in the world of work through measures such as: equal pay, flexible work policies, family leave, social dialogue, community initiatives, wellbeing programs, employee networks, and training, mentoring and sponsorship; and

6. Actively collaborating to share our learnings on best practices to advance women’s recruitment and advancement in the corporate world, supporting one another, advocating for women, and enhancing global communication.

**Signatories (as of July 2021)**

21st Century Vocational Incorporated Foundation
50&50 Gender Leadership
A2A
ABRH Associação Brasileira Recursos Humanos-Brasil
Accrenus
ACWA Power
ADIMRA
Ajinomoto Co., Inc.
Arcadis
Asia Pulp & Paper (APP) Sinar Mas
Auto-móvil SRL
Avery
AXA
Bank OCBC NISP
Barilla
Bayer
Behavioral Management Consulting Co
Binden Group
Biosidus
Bluenergy Group
BMI Group
BNP Paribas
Bosch
Bouygues
BP Berau, Ltd.
British American Tobacco
Bupa Arabia
CEOE Campus
Coca Cola Amatil
Coface
Competence Centre for Diversity and Inclusion at the University of St. Gallen
Danone Specialized Nutrition
DBS Bank
DCH-Organización Internacional de Directivos de Capital
Deloitte Tohmatsu Group
Dr. Sulaiman AlHabib Medical Group
EJE&CON
Emaar KSA
ENI
EY Japan
Fujitsu Limited
Gajah Tunggal Group
Geodis
Globant
Grab Indonesia
Grafica Latina SRL - Security Prints
Grupo Delia Flores
Grupo Muchnik
Hadiputranto, Hadinoto & Partners
HAKO MULIA ABADI
Indonesia Business Coalition for Women Empowerment (IBCWE)
Indonesia Global Compact Network (IGCN)
Indonesia Stock Exchange (IDX)
Indonesian Business Women's Association
Japan Institute for Women's Empowerment & Diversity Management
Japan Tobacco Inc.
Java Medivest
JERA Co., Inc.
Johnson&Johnson
Keidanren Japan Business Federation
Kirin Holdings Co., Ltd.
KPMG Saudi
Lenovo
ManpowerGroup
Mars Incorporated
Mediterranean Shipping Company Saudi Arabia
MetLife Spain and Portugal
Monte dei Paschi di Siena
MS&AD Insurance Group Holdings, Inc.
Nesma Company
Nikkei Woman Empowerment
NTT Data Italy
Olayan Saudi Holding Company
Oracle
Parentalk Indonesia
PepsiCo Saudi Arabia
Procter & Gamble Saudi Arabia
PT Amarta Mikro Fintek
PT Blue Bird Tbk
PT Kalbe Farma, Tbk
PT Komunikasi Kinerja
PT Martina Berto, Tbk (Martha Tilaar Group)
PT Nestlé Indonesia
PT Riau Andalan Pulp and Paper
PT Supra Boga Lestari, Tbk
PT Unilever Indonesia, Tbk
PT Van Aroma
PT. Procter & Gamble Home Products Indonesia
Republic National Distributing Company
Riyad Bank
Roman Dusenko Values Management
Royal Haskoning DHV
SABIC
Samba Financial Group
SAP Japan Co., Ltd.
Saudi Aramco
Scania
Sintesa Group
Slack Japan
SNAM
Sociolla
SOMPO Holdings Co., Ltd.
Sony Corporation
STIGOL&Asociados
SUNBULAH
Suncorp
Supervielle
Telkomtelstra
Tokio Marine Holdings, Inc
Toyota España
Universidad Siglo 21
Vopak
WHT Wine Partners
Wolox
XL Axiata
Zain KSA