

Board of Directors – gender quotas:
A nice bad idea, or the future
of Governance?



Career Women's Forum
1200 Geneva

www.cwf.ch

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2018

*Corporate
Sponsors' statements*



Building and leveraging an inclusive and diverse team is the richest source of talent, new ideas and deep insights.

Sylvie Moreau,
President Coty
Professional Beauty

At PwC Switzerland, we focus on gender targets. Our most effective instrument for reaching 20% female leaders by 2020 is our Partner Pipeline Discussion which our business leaders actively support to develop our female talents. To lead by example by preventing gender wage discrimination, we are Equal Salary Certification ambassadors.

Urs Honegger,
CEO

Lexmark values individual differences and fosters an open and inclusive environment to attract, retain and develop our diverse global workforce. We focus on diversifying succession of top leaders, providing workplace flexibility that is conducive to family life, and supporting women-specific network groups within multiple locations around the globe.

Elodie Fresnel,
Emea HR Director

The leading role of women is crucial to make sustainable business more successful. WBCSD raised awareness about and celebrated the leading role of women in business & sustainability through: Launch of Leading Women Awards in 2017 to celebrate women's leadership; Leading Women Awards 2018 – launch in April, Awardees announced in October 2018; Announcement of "Panel Pledge" to end WBCSD participation in men-only panels & calls for equal representation

Peter Bakker,
President & CEO

STMicroelectronics employs 35% women out of 45,500 employees worldwide, and our Supervisory Board counts 1/3 of women. ST is a high-tech company; we believe that diversity brings value for innovation and product leadership. Initiatives include specific leadership programs for women, inclusion workshops, and promotion of STEM in schools.

Jean-Louis Champseix
Group Vice President
Head Of Corporate
Sustainability And
Learning & Development

At the heart of international relations and development lies the transformative issue of gender equality. It is our shared responsibility to apply it in everything we do. As an academic institution welcoming students and faculty from all over the world we have included respect for diversity as a core value in our charter. Gender equality is an integral part of such value.

Jacqueline Coté
Director of Public
Relations

Very few companies have done more than IBM to advance diversity and inclusion – we have been at this for more than a century. This year, IBM was honored with the Catalyst Award for building a workplace that values diversity and inclusion. IBM is the first tech company to be honored in 25 years and the only company to have won four times.

Dr. Christian Keller
General Manager
IBM Switzerland

Deloitte sends a wake-up call to Swiss companies: According to a survey by Deloitte and swissVR, Swiss boards of directors are broadly rejecting gender quotas proposed by the Swiss Federal Council. However, rather than just battling quotas, companies should be proactively searching for female board members – and fast.

Reto Savoia,
Vice-CEO
Deloitte Switzerland

