

THE UNITED KINGDOM

With a score of 0.67, the *Gender Diversity Index* ranks the United Kingdom in the third position among the 19 European countries covered by this analysis. This score is 0.05 points lower than the top country¹⁹.

The UK's percentage of women at the executive level is the third highest recorded (24%) (tied with Finland), right after Sweden (25%). It also is the country with the third highest percentage of women on committees (43%).

133 British companies are included in the 2021 dataset, 106 of which were also included in the 2020 dataset. Of these:

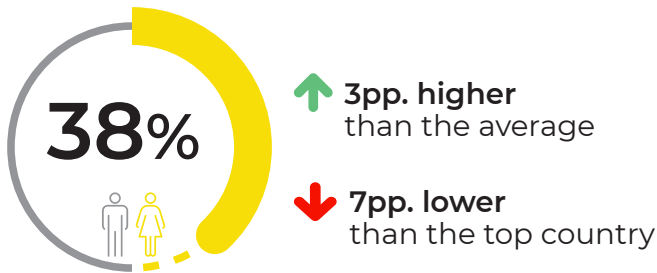
- > 59 improved their score over the past year;
- > 45 have seen their score decrease since 2020;
- > the most considerable improvement was recorded by Games Workshop, a company with a small executive team.

¹⁹ Norway has the top score in the GDI 2021: 0.72.

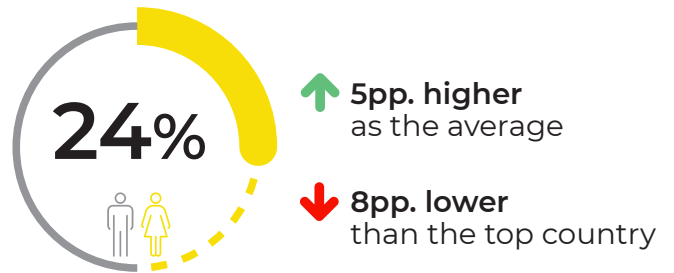
THE UNITED KINGDOM

Women representation in leadership positions

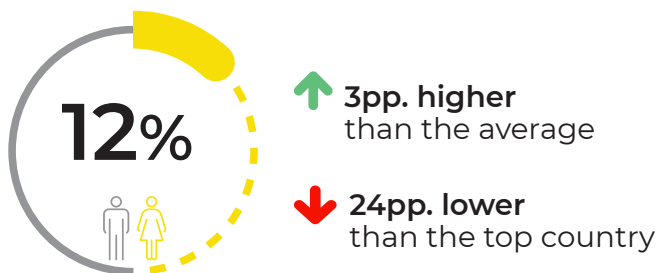
BOARD OF DIRECTORS / SUPERVISORY BOARD



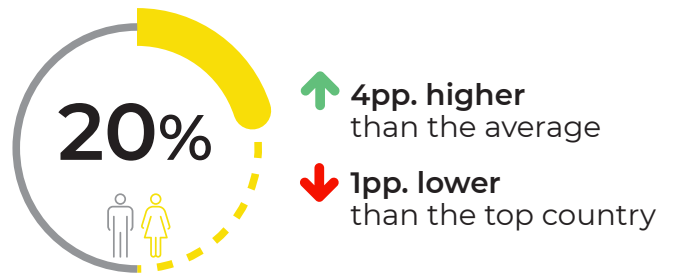
EXECUTIVE LEVEL



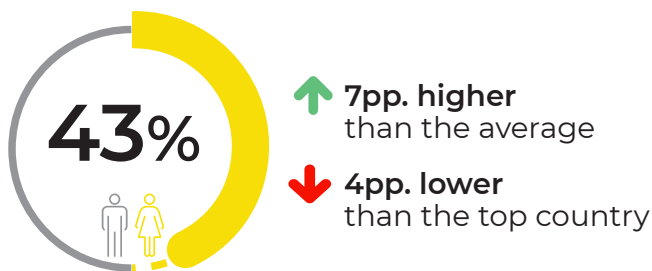
CHAIR OF BOARD OF DIRECTORS / SUPERVISORY BOARD



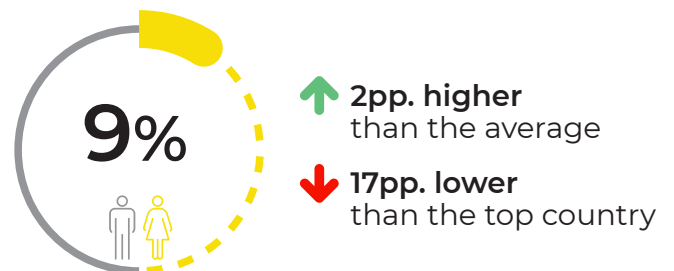
CFO



BOARD AND CONTROL COMMITTEES



CEO



↓ **42%** of companies saw a decrease in GDI since 2020



↑ **55%** of companies that are in both 2020 and 2021 datasets saw an increase in GDI since 2020

The UK has 25 companies (19%) with a GDI score equal to or higher than 0.80, a total of 48 companies (36%) with a GDI score higher than 0.70. In comparison, 44% of entities have an Index score equal to or higher than the average. The top 5 UK companies also feature in the overall top 20 companies.

COMPANY	RANK	GDI	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
OVERALL AVERAGE		0,59	30	35	19	36		
TOP COMPANY	1	1	50	50	54	43		
Future	2	1,01	50	38	83	15	✗	✓
Centrica	2	1,01	50	50	50	53	✗	✗
Diageo	11	1,04	50	55	47	68	✗	✗
Assura	11	1,04	53	50	50	55	✗	✗
Admiral Grp	16	0,93	45	50	45	50	✓	✓

List of all companies in the UK including overall ranking and country ranking:

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
2	1	1,01	Centrica	47	13	0,84	Schroders
2	1	1,01	Future	47	13	0,84	Severn Trent
11	3	1,04	Diageo	47	13	0,84	British Land Company
11	3	1,04	Assura				
16	5	0,93	Admiral Group	54	16	0,83	M and G
18	6	0,92	Auto Trader Group	54	16	0,83	Unilever plc
28	7	0,89	Royal Mail	54	16	0,83	Ig group
28	7	0,89	Taylor Wimpey	69	19	1,19	Halma
33	9	0,88	BHP Group plc.	69	19	0,81	Wpp
33	9	0,88	London Stock Exchange Group	69	19	0,81	Dechra Pharmaceuticals
39	11	0,86	Astrazeneca	75	22	0,80	Softcat
39	11	0,86	Imi	75	22	0,80	Burberry

THE UNITED KINGDOM

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
75	22	0,80	National grid
85	25	0,79	Tate and lyle
85	25	0,79	Avast plc
92	27	0,78	Derwent london
100	28	0,77	Hargreaves Lansdown
100	28	0,77	Mondi
100	28	0,77	Land Securities
100	28	0,77	Pearson
100	28	0,77	Easyjet
100	28	0,77	Direct Line Insurance Group
113	34	0,76	Bp
135	35	0,74	Sainsbury (j)
135	35	0,74	Intercontinental Hotels Group
135	35	0,74	Man Group
146	38	0,73	Vodafone Group
146	38	0,73	Bellway
146	38	0,73	Genus
154	41	0,72	Pennon Group
154	41	0,72	Sage Group
154	41	0,72	Glaxosmithkline
154	41	0,72	Ashmore Group
163	45	0,71	Compass Group
163	45	0,71	St.James's Place Capital
163	45	0,71	United Utilities Group
179	48	0,70	Close Brothers Group
179	48	0,70	Relx plc
179	48	0,70	Natwest Group
188	51	0,69	Aviva
188	51	0,69	Entain

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
188	51	0,69	Itv
196	54	1,32	Games Workshop
196	54	0,68	Bt Group
205	56	0,68	Johnson Matthey
212	57	0,67	Britvic
212	57	0,67	Smith and Nephew
220	59	0,66	Ferguson plc
220	59	0,66	Anglo American
220	59	0,66	Meggitt
220	59	0,66	Rio tinto
220	59	0,66	3i Group plc.
236	64	0,65	Hiscox
236	64	0,65	Diploma plc
236	64	0,65	Smiths group
236	64	0,65	Kingfisher
236	64	0,65	Lloyds Banking Group
236	64	0,65	Victrex
253	70	0,64	Rentokil Initial
260	71	0,63	Experian
260	71	0,63	lag
260	71	0,63	Virgin Money UK
260	71	0,63	Bunzl
277	75	0,62	Vistry Group plc
277	75	0,62	Greggs
277	75	0,62	Croda International
277	75	0,62	Rotork
277	75	0,62	Hsbc
277	75	0,62	Marks and Spencer Group
277	75	0,62	Travis perkins
277	75	0,62	Standard Chartered

OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY	OVERALL RANKING	COUNTRY RANKING	COMPANY GDI	COMPANY
293	83	0,61	Prudential	367	104	0,56	Whitbread
293	83	0,61	Howden Joinery Group	382	108	0,55	Homeserve
293	83	0,61	Countryside Properties plc	398	109	0,54	Ashtead group
293	83	0,61	Aveva group	409	110	0,53	Weir group
312	87	0,60	Berkeley Grp hldg	409	110	0,53	Phoenix group hdg.
312	87	0,60	Scottish and Southern Energy	409	110	0,53	Morrison (william) Supermark
312	87	0,60	Spectris	409	113	0,53	Convatec plc
312	87	0,60	Tui	420	114	0,52	Imperial brands
312	87	0,60	Hikma Pharmaceuticals	433	115	0,51	Quilter
312	87	0,60	Dr martens	433	115	0,51	Hays
312	87	0,60	Associated British Foods	433	115	0,51	Inchcape
323	94	0,59	Reckitt Benckiser Group	433	115	0,51	Barclays
323	94	0,59	Royal Dutch shell a	433	115	0,51	Intertek group
342	96	0,58	British american Tobacco	459	120	0,49	Thg
342	96	0,58	LEGAL and GENERAL GROUP	472	121	0,48	Barratt Developments
342	96	0,58	Standard Life Aberdeen	472	121	0,48	Polymetal International
342	96	0,58	Informa	498	123	0,45	Bae systems
342	96	0,58	Intermediate Capital Group	509	124	0,44	Grafton grp
342	96	0,58	Coca-Cola hbc	520	125	0,43	Wizzair
360	102	0,57	Ds smith	532	126	0,41	Rolls royce hldg
360	102	0,57	Tesco	536	127	0,40	Antofagasta
367	104	0,56	Electro-components	560	128	0,38	Glencore plc
367	104	0,56	Londonmetric Property plc	560	128	0,38	B&m european Value Retail
367	104	0,56	Dcc	571	130	0,37	Deliveroo
				571	130	0,37	Evraz
				604	132	0,28	Carnival
				606	133	0,27	Primary health Props

THE UNITED KINGDOM

List of companies in the United Kingdom which could not be included in the analysis due to the fact that information on certain levels of governance was not publicly available, but are part of the wider database:

COMPANY	% women in leadership – absolute count	% women on the board	% women in executive level	% women in committees	Female chair of Board	Female CEO
Iwg Plc	43	43	N/A*	69	✗	✗
Jd Sports Fashion	25	25	N/A*	50	✗	✗
Melrose Industries	42	38	N/A*	56	✗	✗
New Wh Smith	36	33	N/A*	48	✗	✗
Next	36	40	N/A*	35	✗	✗
Ocado	15	17	N/A*	40	✗	✗
Persimmon	36	40	N/A*	52	✗	✗
Rightmove Group	60	56	50	58	✗	✗
S4 Cap. Ord Shs	25	27	N/A*	33	✗	✗
Segro	42	42	N/A*	46	✗	✗
Spirax-Sarco	28	38	N/A*	53	✗	✗
Tritax Big Box Reit	22	33	N/A*	36	✗	✗
SUdg Healthcare Public	33	36	N/A*	44	✗	✗
Unite Group Plc	27	30	N/A*	38	✗	✗

* This information was not found at the time of desk research. Desk research was done from June to August 2021, this data therefore reflects what was found / not found on the day these particular companies were researched. Please note that the situation or information available may have evolved since then.