

Case study: SDG 5 Gender equality

SDG 5 Achieve gender equality and empower all women and girls

5.1 End all forms of discrimination against all women and girls everywhere

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Numbers are used for "outcome targets", letters are used for "means of implementation targets". For a list of all targets of SDG 5, see globalgoals.org/5-gender-equality.

SDG 5 aims to "achieve gender equality and empower all women and girls". Credit Suisse contributes to at least six of the nine targets underpinning this goal (see list on the left).



Why this matters

Political, economic and social equality is not only vitally important for women but also benefits entire communities since the empowerment of women and girls promotes economic growth and development. Further, many companies recognize that gender diversity has a positive impact on the performance of teams and the business as a whole.

How we contribute

At Credit Suisse, the diversity of our workforce is a source of wide-ranging skills and expertise, creates broad networks and fosters an inclusive and open corporate culture. This helps us to work together effectively across the bank and deliver high-quality products and services to our clients. We are committed to providing and promoting equal opportunities, as enshrined in our Group-wide Code of Conduct.

Our internal diversity and inclusion experts work closely with our businesses around the globe to ensure that a diversity and inclusion framework is firmly embedded in our corporate culture. They partner with managers in the planning and implementation of initiatives to promote an inclusive working environment.

Recognizing the positive impact of gender diversity on the performance of teams and the business as a whole, we want to ensure appropriate female representation in management positions. We run special programs to foster the development of female professionals within and outside our organization. Over the past seven years, Credit Suisse has continuously increased the proportion of women in senior management positions. In 2019, the Board of Directors approved the appointment of two more women to the Group Executive Board. Moreover, Credit Suisse is a signatory to the Women in Finance Charter – a pledge to support the progression of women into senior roles across our UK legal entities. The Executive Committees of the UK legal entities, and the leadership teams of each respective Executive Committee member, aim to achieve a minimum of 35% female representation by end-2020.

Real Returns is our program for experienced professionals who are returning to work after an extended career break. Launched in 2014 in the US and the UK, the program has since been extended to multiple locations across the globe. Running for around

twelve weeks, Real Returns gives the participating professionals the opportunity to return to the workplace through a tailored program of challenging project work, training, mentoring and new networking opportunities. Between 2014 and 2019, 360 professionals – the majority of whom were women – have taken part in 22 courses. Over 60% of participants subsequently obtained a permanent position at Credit Suisse.



Furthermore, we have established regional development and mentoring programs specifically designed to foster female talent, e.g. the Switzerland “Mentoring Advisory Group” that was launched in 2009. By end-2019, more than 1,000 employees had participated in the group, and more than 750 participants have benefited from our parental transition coaching for employees beginning or returning from paternal leave.

Credit Suisse supports multiple internal employee networks worldwide that serve as a platform for the exchange of knowledge and experience. For example, the Networks for Women aim to raise awareness of the many challenges facing working women and to support women in achieving their career potential. The Networks for Families strive to increase awareness of the importance of family topics during each stage of an employee’s life and promote a corporate culture in which employees can successfully combine professional and family commitments.

Other Credit Suisse initiatives include an annual strategic review of gender distribution across all divisions and functions, use of technology to reduce potential unconscious bias in our recruitment process and enabling flexible working.

Credit Suisse’s continuous commitment to diversity and inclusion in the workplace has been recognized by various external parties. For example, we are proud to be included in the Bloomberg

Gender Equality Index for 2020.

Credit Suisse’s in-house think-tank, the Credit Suisse Research Institute, has contributed to new insights and discussions on gender diversity in business. The CS Gender 3000 report examines the link between gender diversity and superior company performance and how this is evolving over time. The research covers over 3,000 companies across 56 countries. It analyses the number of women in senior management positions, how this is changing over time by region and industry sector, and how this is impacting company performance.

Credit Suisse also addresses female empowerment across the globe through our Corporate Citizenship programs. Today, one billion women worldwide are not included in the formal financial system. Our Financial Inclusion Initiative (see also case study on SDG 8), funded by the Credit Suisse Foundation, aims to strengthen our partner organizations’ ability to serve the diverse financial needs of people at the base of the income pyramid. Our partnership with Women’s World Banking is one example. We support its Leadership & Diversity for Innovation Program – a curriculum for senior executives to develop the tools and skills needed to serve low-income women or advance gender diversity in their own institution. Our Financial Education for Girls Program aims to increase the financial knowledge of girls and young women and to raise their awareness of their social and economic rights, thus helping them to build a better future for themselves. Our not-for-profit partners deliver this program in schools alongside a broader life skills curriculum. The focus is on countries and locations where girls and young women are particularly disadvantaged because of their gender, socio-economic background and cultural environment, such as China, Brazil, India, Sri Lanka, Rwanda and Tanzania. Girls are also encouraged to start small enterprises to gain useful experience in order to earn a livelihood in the future. From 2014 to 2019, 127,900 adolescent girls worldwide benefited from financial education and life skills classes.

Our impact

Recognizing the positive impact of gender diversity on the performance of teams and the business as a whole, Credit Suisse is committed to fostering diversity and inclusion and has a variety of programs in place to provide and promote equal opportunities for all. Beyond our own organization, our Financial Inclusion Initiative and our Financial Education for Girls Program focus on empowering women and girls globally.

Further information

credit-suisse.com/diversity
credit-suisse.com/financialinclusion
credit-suisse.com/financialeducation

Our contribution to SDG 5

Topic	Diversity and inclusion	Financial Education for Girls
Objective	Promoting gender diversity and an inclusive working environment	Increase the financial knowledge of girls and young women and raise awareness of their social and economic rights
Impact	<ul style="list-style-type: none"> ▪ Increase in the proportion of women in senior management positions by 1 percentage point each year since 2013, to 22% in 2019 ▪ Real Returns program, between 2014 - 2019: <ul style="list-style-type: none"> ○ 360 professionals ○ have completed 22 courses 	From 2014 to 2019: <ul style="list-style-type: none"> ▪ 1,547 schools have benefited from our support ▪ 127,900 adolescent girls worldwide have benefited from financial education and life skills classes ▪ 3,760 teachers have been trained