

**Advancing Gender
Equity and Local
Empowerment within
Supply Chain
Leadership and
Workforce Development**



Agenda



BUILDING
GENDER-BALANCED
TALENT PIPELINES
THROUGH INCLUSIVE
HIRING AND LOCAL
EDUCATION
PARTNERSHIPS



EMPOWERING WOMEN IN
OPERATIONAL AND
LEADERSHIP ROLES
THROUGH MENTORSHIP
AND SKILLS
DEVELOPMENT
PROGRAMS



ENGAGING WOMEN-LED
SMES AND COMMUNITY
SUPPLIERS TO
STRENGTHEN LOCAL
ECONOMIC
PARTICIPATION

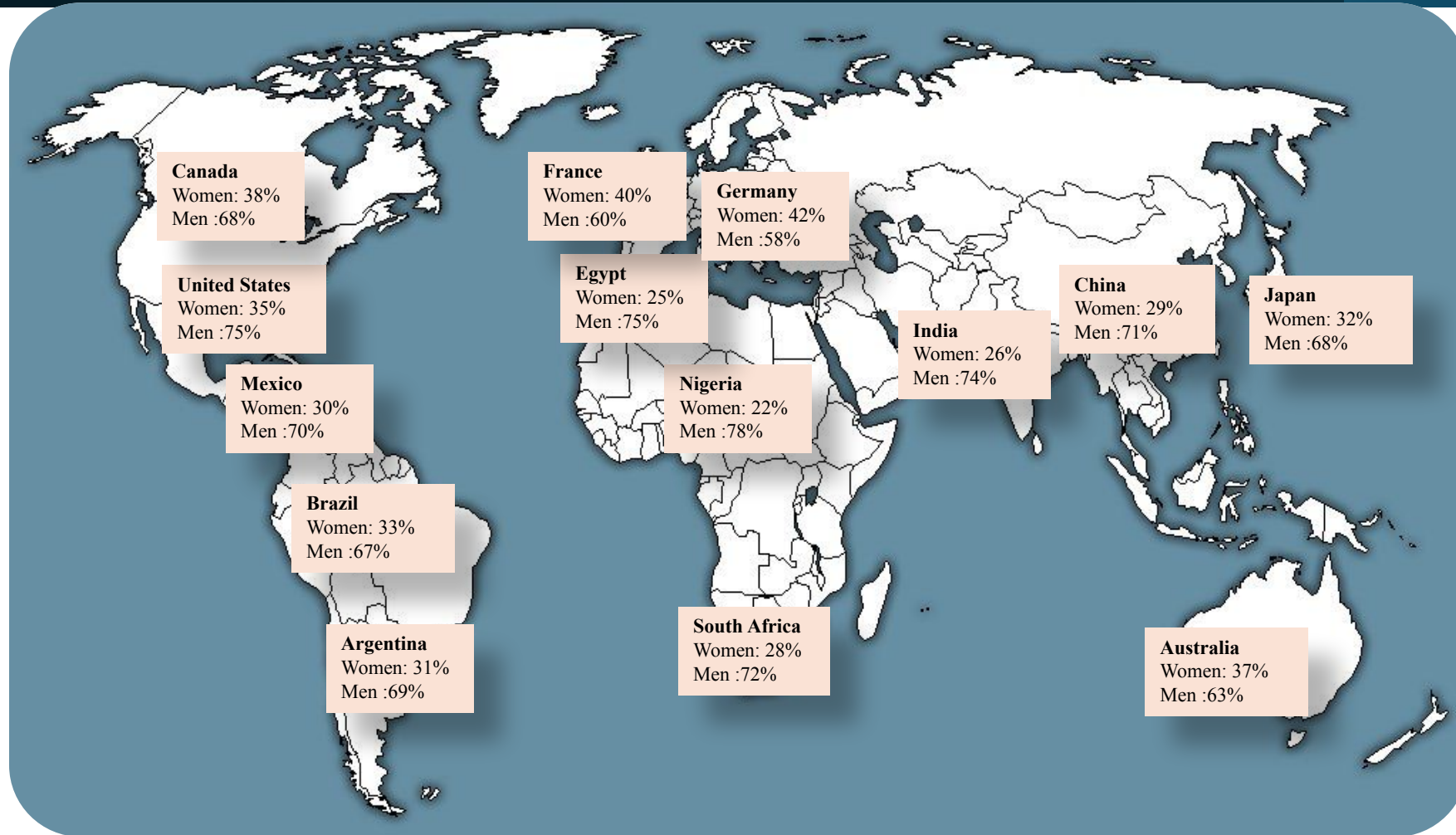


EMBEDDING GENDER
EQUITY AND SAFETY
STANDARDS ACROSS
SUPPLIER AUDITS AND
PROCUREMENT
FRAMEWORKS



TRACKING PROGRESS
WITH GENDER
SCORECARDS,
RETENTION METRICS,
AND TRANSPARENT
REPORTING

WHERE ARE WE IN 2024?

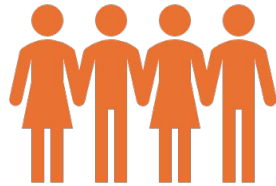


Findings:

- Women represent 40% globally- a 1% decrease from 2023- but this varies by region and sector
- 2023 marked a historic high in executive-level representation, with 26% of CSCO roles held by women. [gartner.com]2024 saw a sharp decline in CSCO representation to 11%, the lowest since 2019. [awesomeleaders.org]
- Mid-level roles (Senior Manager, Director, VP) showed strong gains in 2024
- Supervisor and management roles remained flat

Source: sedex, Awesomeleaders.com, Gartner 2024 reports, supplychaindigital

BUILDING GENDER-BALANCED TALENT PIPELINES



Inclusive Hiring Strategies

Retention strategies
Bias-Free Recruitment
Community Outreach



Local Education Partnerships

Early Exposure & Skill Development
Talent Pipeline Management Framework
Mentorship & Networking

EMPOWERING WOMEN IN OPERATIONAL AND LEADERSHIP ROLES



STRUCTURED MENTORSHIP PROGRAMS

Formal matching systems between mentors and mentees

Peer mentoring circles to foster community and shared learning.

Executive sponsorship to connect women with senior leaders who advocate for their advancement



LEADERSHIP DEVELOPMENT TRACKS

Workshops and training in strategic thinking, negotiation, and decision-making.

Rotational assignments to expose women to cross-functional leadership roles.

Executive coaching for high-potential women preparing for vp roles.



OPERATIONAL SKILLS BUILDING

Technical training in logistics, manufacturing, and digital supply chain tools.

On-the-job learning through stretch assignments and project leadership.

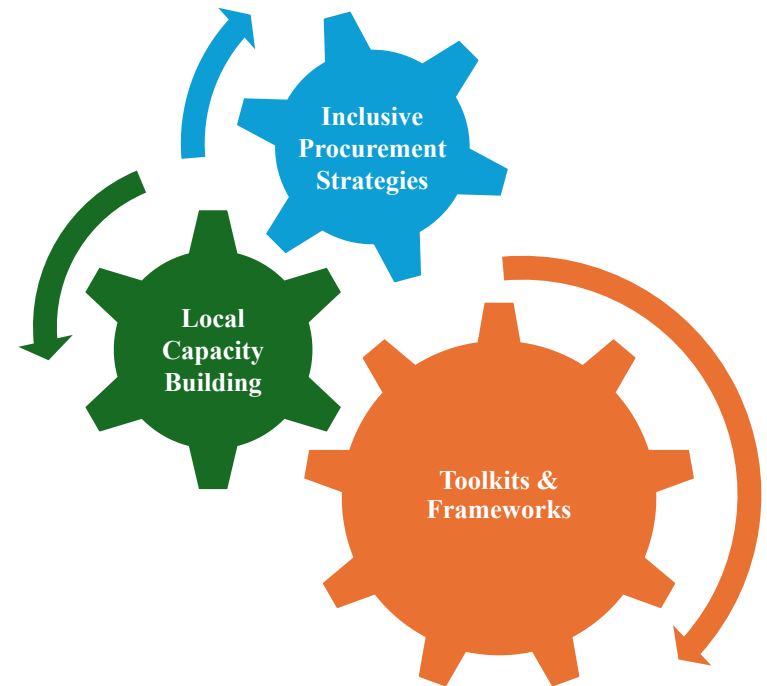
Certifications in supply chain management, lean six sigma, and safety compliance.

ENGAGING WOMEN-LED SMES AND COMMUNITY SUPPLIERS

WHY ?

- ❖ There are over **7 million women-owned SMEs** in emerging markets
- ❖ Women-led businesses tend to **hire more women**, creating a **multiplier effect** in communities.
- ❖ Inclusive supplier networks foster **innovation, local development, and economic equity**.

HOW?



TRACKING PROGRESS

% of Women Hired in
Supply Chain Roles

Gender Diversity in
Applicant Pool

Bias-Free Recruitment
Metrics

Retention Rate of Women
Employees

Promotion Rate by Gender

Pay Equity Index

Employee Engagement
Scores by Gender

Gender Representation in
Leadership Pipeline

of Partnerships with Local
Schools/Universities

of Female Students in
Internships/Apprenticeships

Conversion Rate from
Internship to Employment

Mentorship Program
Engagement

Training Completion Rate