

Press release, 7 March 2018

#equalitymeansbusiness

Over 60 Swiss CEOs send a clear signal

Swiss businesses are working towards achieving gender equality. With each year, there is progress, while not in big leaps, every step counts. Progress is also attributed to the steady efforts of the Advance initiative and impressive examples from some of the world's largest companies: Sandoz Switzerland, for instance, employs 66% women overall and 50% in management. At Biogen Switzerland a quarter of all its managers are female. Gender parity also prevails at IKEA Switzerland. At tomorrow's International Women's Day, more than 60 CEOs and opinion leaders have publicly committed to specific courses of action, and are supported by 15 business networks.

Advance is a leading Swiss organisation working to actively increase the number of women in management. Companies that take efforts to systematically integrate talented women can only benefit. The business case is clear: such companies are more innovative, productive, and profitable. The topic of gender, however, is not the only focus. The discussion surrounding work-family balance, for example, also requires having the men on board as family has long since ceased to be a women-only domain. True gender parity means an equal distribution of responsibilities in all spheres of life.

Positive pressure in the business world

The number of female members on executive and supervisory boards is increasing each year in Switzerland – albeit slowly, as is reflected in the Schilling Report 2018, published yesterday. 'This is why our initiative is so important,' says Alkistis Petropaki. The General Manager at Advance sees positive progress: 'We notice that culture, mentalities, and work structures are moving in the right direction every year. Our strong growth is also worth noting: our business network already has over 75 member companies. They are leading by example, which results in positive pressure on the whole business world.'

The solution: structural changes, voluntary "quotas" and targeted advancement programs

Many leading organisations take their responsibility seriously: they have recognized the advantages of mixed teams and are not waiting for "quotas" to be imposed. They take action voluntarily and announce them publicly on 8 March – with various approaches:

Novartis across divisions with **Sandoz** in particular focus on flexibility at work for both genders. Company support in managing the demands and priorities of career and personal life, enabling every associate to be their best self and realize their full potential, e.g. through the possibility for more time off and part-time positions - without being career killers - as well as the implementation of systematic job postings with 80-100% flexibility and job-share option, serve as strong talent levers. **EY** also offers flexible work models and an inclusive, open culture. The goal is to reach at least 25% female partners by 2020. For 2018, **Citi** developed transparency metrics for the hiring, advancement and retention of female employees on all levels. And **IKEA Switzerland** announces the launch of a programme aimed at facilitating the return to work after maternity leave. Mothers on maternity can be kept up to date on workplace developments during their absence and can participate in optional trainings during extended maternity leave. A three day onboarding upon their return additionally facilitates their re-entry to professional work life.

Voluntary, self-imposed “quotas” are another avenue: **Biogen** wants to increase the number of female managers to at least 40% by 2020. At the Luterbach site, 35% of all employees across all functions are female. **Accenture** has set out to reach a ratio of at least 30:70 in leadership positions by 2021; **Deloitte** is aiming for 30% by 2020 and **Adecco** 35%. **PwC** is working towards achieving at least 20% female partners within the same timeframe. Some companies have already met their intermediate targets: in 2017, more than 40% of board hires by **Egon Zehnder** were female; at **McKinsey**, almost 50% of recruits over the last two years are women.

What is also remarkable is that more and more industrial and technology companies are becoming involved in this public initiative. In addition to **ABB** and **Siemens** already participating in 2017, this year, **Schneider Electric**, **Bühler** and **Hilti** also decided to join the Advance initiative. Targeted empowerment programmes, such as mentoring, sponsorship, competence development and the sharing of best practices for an equality-promoting working environment, provide important benchmarks. Advance is offering its member companies just such a comprehensive program. **All statements are attached and can be found on www.equality-means-business.ch from 8 March.**

CEO panel as part of International Women’s Day tomorrow

In cooperation with the University of Zurich, Advance will be hosting an event for around 300 invitees tomorrow evening. **Kristine Braden**, President of Advance and Citi Country Officer for Switzerland, Monaco and Liechtenstein will open the event on "Gender Equality Means Business". The banker will present figures supporting the economic argument for the systematic integration of women. This will be followed by the CEO panel, in which **Simona Scarpaleggia** (IKEA Switzerland), **Nicole Burth** (The Adecco Group Switzerland) and **Simon Owen** (Deloitte Switzerland) will discuss the latest developments and drivers in their companies and share their outlooks on the way forward. The keynote will be given by **Allyson Zimmermann**, Executive Director of Catalyst Europe and recognized authority on the topic of inclusive leadership and diversity as a business imperative.

Media contact for further information, interview requests and image material

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www.equality-means-business.ch



Advance
WOMEN IN SWISS BUSINESS

International Women’s Day 2018

**Gender Equality Means Business –
Invitation to our Celebration Event**

Aula University of Zurich, 2nd floor (KOL G 201)
Rämistrasse 71, 8006 Zurich
Thursday, March 8th – Starting at 5.30pm

About Advance

Advance is the leading association of Swiss companies that actively advocates for more women in management. Gender-diverse teams make better decisions and are more innovative, productive, and profitable. Gender equality is a competitive advantage – a win-win for men and women alike. Advance supports member companies by offering an integrated programme that specifically promotes gender equality and, in particular, equal opportunities in business.

Founding members

ABB – CEMBRA MONEY BANK – CREDIT SUISSE – IKEA – MCKINSEY & COMPANY – PWC – SANDOZ – SIEMENS – SWISS RE – IMPACT

Members

ABERDEEN – ACCENTURE – ADECCO – ALCON – ALIXPARTNERS – ALLIANZ – ASTRA ZENECA – AXPO – BANK FOR INTERNATIONAL SETTLEMENTS – BDO – BIOGEN – BÜHLER – CITI – CLARIANT – DART – DEINDEAL – DELOITTE – DEUTSCHE BANK – DOW – EIDG. PERSONALAMT EPA – EMMI – EY – FRANKE – GOOGLE – GSK – HILTI – HSBC – JOHNSON & JOHNSON – J.P. MORGAN – KPMG – LEATHWAITE – LGT CAPITAL PARTNERS – LOMBARD ODIER – LONZA – MANPOWER – MIGROS – NESPRESSO – NESTLÉ – NOVARTIS – NZZ MEDIENGRUPPE – PFIZER – PICTET – DIE POST – RAIFFEISEN – RANDSTAD – RICOLA – ROBECOSAM – ROCHE – ROTHSCHILD & CO – SBB CFF FFS – SCHNEIDER ELECTRIC – SHIRE – SKYGUIDE – SRG SSR – SWISSCOM – SYNULSE – TAMEDIA – TAGHEUER – THOMSON REUTERS – UBS – WALDERWYSS RECHTSANWÄLTE – XL CATLIN – ZÜHLKE – ZÜRICH – ZÜRCHER KANTONALBANK

Sponsors for 8 March 2018 event

LONZA – EY – ACCENTURE

Network partners

BUSINESS & PROFESSIONAL WOMEN SWITZERLAND – FEMALE BUSINESS SEMINARS – GLEICHSTELLUNGS CONTROLLING – LEAN IN CHAPTER SWITZERLAND – PROFESSIONAL WOMEN'S GROUP – PROFESSIONAL WOMEN'S GROUP OF BASEL – PROFESSIONAL WOMEN'S NETWORK ZUG & ZÜRICH – THE LEAGUE OF LEADING LADIES – RESEARCH INSTITUTE FOR INTERNATIONAL MANAGEMENT UNIVERSITÄT ST.GALLEN – WOMEN IN DIGITAL SWITZERLAND – WECONNECT INTERNATIONAL – INSEAD WOMEN IN BUSINESS – WIN – WOMENWAY – VERBAND FRAUENUNTERNEHMEN

www.advance-women.ch

Statements

Company / Person	Quotes in original language
Remo Lütolf Country Managing Director ABB Switzerland	<p>I believe gender equality is simply a must for every professionally run business in Switzerland. That's why diversity is a cornerstone of our performance culture at ABB. The principle of equal opportunity is an integral part of our company philosophy. Everyone must have the same chances for success, and I firmly believe that we can truly achieve success together only with a foundation built on diversity.</p>
Thomas Meyer Senior Country Managing Director Switzerland Accenture	<p>We believe the future workforce is an equal workforce. On our journey towards that target, our goal is to reach a 30:70 gender ratio for our leadership (level manager and above) by 2021 in Switzerland. We therefore plan the following activities for 2018: targeting gender balanced recruiting at all levels, advancing talented women in the same pace as men, ensuring management coaching for all our women.</p>
Nicole Burth CEO The Adecco Group Switzerland	<p>We believe that gender equality and inclusion drive competitiveness. Therefore, we enforce an increase in the quota of our female leaders to 35% by 2020. To achieve this, we insist internally on presenting at least one female profile for each of our leader positions.</p>
Dr. Benedikt Hoffmann General Manager Alcon Switzerland and Austria	<p>Embracing diversity and flexible working models are the best way to find successful and sustainable solutions for the challenges and opportunities that we encounter in our personal and business life. Therefore, I commit to diversity and advancing flexible working for Alcon employees in Switzerland and Austria whenever possible.</p>
Beatrix Morath Managing Director & Market Leader Switzerland AlixPartners	<p>I believe that gender equality is a key success factor for business. AlixPartners has set three years' goals for diversity by level and community and commits to measure performance against these goals. Concrete actions to achieve these are among others: The establishment of a firm-wide flexible work arrangement policy, the rollout of a training on Diversity and Personal Respect to all employees ensuring engagement and support, the creation of a Working Women Employee Resource Group and Diversity events to foster discussions among business leaders.</p>
Jörg Zinsli COO und Mitglied der Geschäftsleitung, Vorsitzender des Diversity & Inclusion Board Allianz Suisse	<p>Wir verpflichten uns zu einer durch Chancengleichheit geprägten Zusammenarbeit und glauben daran, dass gender diverse Teams den Unternehmenserfolg steigern, indem sie unsere Wettbewerbsfähigkeit und Innovationskraft stärken. Um ein ausgewogenes Geschlechterverhältnis im Management zu erreichen, fördern wir flexible Arbeitsmodelle. Deshalb ist es uns wichtig, dass Führungspositionen auch mit einem Pensum von 80% oder im Jobsharing wahrgenommen werden.</p>
Werner Schiesser CEO, Delegate to the board of Directors & Partner BDO Switzerland	<p>I believe that gender equality means business. Therefore, I commit to promoting an open dialogue, to encourage and support young talented women in their career plans and promote options to combine family and career.</p>
Dr. Natascha Schill Managing Director Biogen Switzerland AG	<p>I believe that gender equality means business. Therefore, we commit to further role modeling inclusive behavior - one of Biogen's core values - to continue increasing the percentage of female leaders from 24% to 40% by 2020 at our new manufacturing location Luterbach in Switzerland. At our Luterbach location, currently 35% of our employees across all levels and departments are women, already well above the industry average.</p>
Stefan Scheiber CEO Bühler Group	<p>I believe gender equality means business. Therefore, I commit to strengthening Bühler's diversity and inclusion efforts on a global scale. This commitment is fully backed by our Board of Directors and management who agree that raising the proportion of women in our workforce is a vital component of this endeavor. In 2018, our global management pledged to a 1% year-over-year increase in the share of women they employ. This is an important step in our continuing mission to recruit, retain and advance diverse talent.</p>

<p>Robert Oudmayer CEO Cembra Money Bank</p>	<p>I believe that gender equality means business. Therefore, I commit to keeping promoting the Bank's tradition to support our employees – women and men – to combine work and family life by offering flexible working solutions such as part time, flex time or home office whenever possible. At Cembra we have an overall share of women of 48%, and 30% of women in leading positions. We commit to continuing to hire, retain and promote women across all levels of the Bank.</p>
<p>Kristine Braden Citi Country Officer Switzerland, Monaco and Liechtenstein, President of Advance</p>	<p>At Citi Switzerland, we believe that #EqualityMeansBusiness. This year, we are committed to delivering two key drivers to create a more diverse team where every employee has a fair opportunity for growth, promotion and reward. We will do so by embedding transparency metrics on our hiring, promotion and retention of women across all levels of the organization and raising awareness of our flexible working hours arrangements.</p>
<p>Thomas Gottstein CEO Credit Suisse (Schweiz) AG</p>	<p>I believe that gender equality means good business. Therefore, we have stipulated a target of increasing the ratio of women throughout our top three management layers in the Swiss Universal Bank Division of Credit Suisse to 20% by 2020.</p>
<p>Daniel Aghdami Managing Partner DART Talent & Executive Search</p>	<p>I believe in the undeniable virtues of a diverse workforce. My team and I are committed to supporting our clients in reaching their diversity goals. 38% of our executive hires in 2017 were women, contributing to a net increase of female talent in senior roles for our financial services clients. Our target of ensuring a minimum of three women on every shortlist remains in place, and has proven a valuable tool in our commitment to greater, merit-based diversity in the investment management sector in Switzerland. Furthermore we continue to lead by the example of our own diverse workforce and equal hiring conditions.</p>
<p>Simon Owen CEO Deloitte Switzerland</p>	<p>Gender equality is important for businesses to attract and retain the best talent. In 2017, we committed to increase our senior female leadership by 2020 by 10% to 30%. One year into our commitment, we have already increased the percentage of senior female leadership by 4%. In addition to this ongoing commitment to increase senior female leadership, Deloitte Switzerland is committed to increase the number of women in technology roles in our organisation by 5% within the next year.</p>
<p>Peter Hinder CEO Deutsche Bank Switzerland and Head of Wealth Management EMEA</p>	<p>We need the best talents to be competitive and cope with demographic change. We aim to attract more women to join, stay and excel in our bank and actively support them to develop into higher positions with our female talent initiative that runs for the second year. We are proud to be EDGE certified and a member of Advance to continue on this path to improve gender balance in our bank and management.</p>
<p>Heinz Haller Executive Vice President Dow Europe GmbH and President Europe, Middle East, Africa and India</p>	<p>Dow strives to have a truly inclusive & diverse culture by proactively engaging both women and men, customers and suppliers, and the communities where we operate.</p>
<p>Dr. iur. Barbara Schaerer Direktorin Eidgenössisches Personalamt</p>	<p>Die ausgeglichene Vertretung der Geschlechter ist ein wichtiges personalpolitisches Ziel der Arbeitgeberin Bundesverwaltung. Wir konnten den Anteil der Frauen speziell auch im höheren Kaderbereich in den letzten Jahren kontinuierlich steigern und sind mit 20 Prozent auf einem Niveau angelangt, das sich durchaus sehen lässt. Wir sind uns aber bewusst, dass es nach wie vor Anstrengungen braucht.</p>
<p>Marcel Stalder CEO EY Switzerland</p>	<p>I believe that gender equality means business. Therefore, I am committing to an inclusive and open culture with flexible working structures that allow women and men to thrive and ultimately support our leadership commitment to achieve a ratio of 25% female partners by 2020.</p>
<p>Christoph Loos CEO Hilti Group</p>	<p>Mixed teams bring better results. As an integral part of our Champion 2020 business strategy, diversity plays a significant role. Being inclusive makes us more innovative, more flexible and ultimately stronger. This is an exciting journey, we focus on attracting the best talents from all backgrounds, we invest heavily in creating an inclusive environment and we put in place people development and reward systems which are transparent, traceable and non-discriminatory, to make Hilti a great place</p>

	to work for everyone. We improve our gender mix steadily and we are pleased to see the number of female team members growing at all levels, including on leadership positions.
Franco Morra CEO HSBC Private Bank (Suisse)	I believe that gender equality means better business. Therefore, I commit to making HSBC the employer of choice for female talent in Swiss banking. We will pursue this goal by mentoring & sponsoring high potential female colleagues to support them in their career ambitions, and by continuing to actively recruit women at all levels. In order to better serve our diverse client base, we aim to build an environment where diversity of thought is valued and where we thrive together.
Simona Scarpaleggia CEO IKEA Switzerland, Co-Chair UN Panel on Women's Economic Empowerment	I believe in gender equality and therefore at IKEA we commit to establishing an opt in communication flow during maternity leave and a three day on-boarding after maternity leave that will bring mothers up to speed about work place developments, facilitating their return. High potentials are offered optional trainings during their extended maternity leave that will allow them to return better qualified to their jobs and further pursue their careers. The measure will be in place by September 1st, 2018.
Paolo Moscovici General Manager JPMorgan (Suisse)	We believe that gender equality means business. Therefore, the JPMorgan (Suisse) Management Committee and I commit to implementing a program to train managers to better support pregnant employees and those returning from maternity or adoption leave, to ensure their continued success in the workplace.
Helena Trachsel Leiterin der Fachstelle für Gleichstellung von Frau und Mann Kanton Zürich	Unsere Fachstelle setzt sich aktiv für die Umsetzung von Gleichstellung ein. Insbesondere fördern wir mit dem Prix Balance einen Kulturwandel hin zu einer Arbeitswelt, die es Frauen und Männern ermöglicht, Karriere, Familie und Angehörigen-Betreuung zu vereinbaren. 2018 verschaffen wir Vorbild-Unternehmen dadurch starke Visibilität.
Stefan Pfister CEO KPMG Switzerland	I believe that gender equality means business. Therefore, I keep enforcing gender parity among newcomers, and supporting our talents - both women and men.
Fridtjof Helemann Chief Human Resources Officer Lonza	I believe that gender equality means business. Therefore, I commit to giving women visibility through allocating 30% of key strategic growth projects to female leaders including exposure and full P&L responsibility.
Felix Wenger Managing Partner McKinsey & Company Switzerland	I believe that gender diversity is the right thing to do, but also makes sound business sense. Companies with a high gender diversity at executive levels attract and retain talent more easily, and our research shows they are also the better performers. We have worked a lot on diversity, and I am proud to report that almost 50% of our recruits over the last two years are women - we as a firm are committed to continue on this path.
Christophe Cornu CEO Nestlé Switzerland	International Women's Day is an excellent opportunity to raise awareness on Gender Balance within all partner companies. At Nestlé Switzerland, we will be holding a series of internal events on the subject of Leading together – women and men of all generations to discuss on how we can accelerate our diversity and inclusion journey. All these actions taken at local level will contribute to the Nestlé Group achieving its global objective to be a gender-balanced company by 2018 by creating the enabling conditions in its work environment to achieve annual increases in the percentage of women managers and senior leaders.
Matthias Leuenberger Country Delegate and acting Country President Novartis Switzerland	We believe that gender equality means business. Therefore, we commit to an inclusive company culture and to fostering equal opportunities. As one of our concrete measures, we have introduced a one month's paternity leave in Switzerland and are driving a global effort to increase the number of women in leadership roles.
Urs Honegger CEO PriceWaterhouseCoopers Switzerland	I believe gender equality means business. Therefore, the management board and I are committed to increasing the proportion of women partners in our pipeline to 20% by 2020. To achieve this, I want to engage in an open discussion about our culture and values, delegate co-ownership for women employees to the management board and foster equal promotion opportunities and equal pay for women.
Dr. Patrik Gisel	Ich bin überzeugt, dass sich die Chancengleichheit zwischen Mann und

Vorsitzender der Geschäftsleitung Raiffeisen Schweiz	Frau positiv auf die ökonomischen Resultate von einem Unternehmen auswirkt. Wir arbeiten intensiv daran, in unseren HR- und anderen Führungsprozessen Chancengleichheit als zentrales Element zu etablieren. Das neue Führungsverständnis soll auch Teilzeitarbeit für Väter und Mütter ermöglichen und so flexibler Führungspositionen anbieten.
Rebecca Guntern Head BACH & Country Head CH Sandoz	As we know from our own experiences, and from the awareness work done by our Diversity & Inclusion department, each of us has a unique way of thriving and doing our best work. And with respect to our changing environment in terms of technology, we need to ensure that we provide flexibility to attract and retain talent who need to be productive on their own terms, at times that work for them. Talking about flexible working, especially one aspect is key for me: the systematic advertisement of job postings with 80-100% flexibility plus option of job-share. I think that this will also contribute towards creating an even more diverse and inclusive culture and significantly increase the number of women in senior and middle management. If we want to be a leader in improving and extending peoples' lives, we must create a culture where people can have more control over how they contribute to our Purpose. Therefore I commit to develop and implement a flexible working action plan in 2018.
Bernd Brandl Managing Director SAP Switzerland	I commit to actively contributing to SAP's goal of increasing the share of women in leadership by 1% year-over-year to reach 30% women in leadership by 2022.
Andreas Meyer CEO SBB	Mit gemischten Teams werden wir unsere Ambitionen schneller und besser erreichen. Mehr Frauen in Führungsteams unterstützen dieses Ziel, indem sie neue Perspektiven einbringen und die männlich geprägte Kultur in unserem Unternehmen positiv beeinflussen. Wir sind überzeugt, dass uns heterogene Teams mit hoher Vielfalt an Wissen, Kompetenzen, Denkweisen und Herkunft fitter für die zukünftige Arbeitswelt machen. Um die Führungskultur weiter zu entwickeln, bearbeiten wir das Thema Diversity & Inclusion ab 2018 in Workshops mit Führungsteams auf allen Managementstufen und unterstützen damit diesen wichtigen Veränderungsprozess.
Dr. Barbara Frei Zone President Schneider Electric	At Schneider Electric, we firmly believe that gender equality and inclusion are good for business and economy at large. Therefore, we commit to a new Flexibility at Work Policy enabling women and men on all organizational levels to benefit from homeoffice, jobsharing and part-time career options.
Susanne Ruoff CEO Swiss Post Ltd	I am convinced that increased diversity and a higher proportion of women in management positions supports our business and the economy. That is why we will continue to empower women in our company. Flexible working options are essential for men as well as women for whom full time employment is not suitable or possible. However, diversity goes beyond gender. We must bring together employees both younger and older, people from different cultures and regions of Switzerland, and people with different skills. It is this diversity that brings us closer to our customers.
Rute Fernandes General Manager Shire Switzerland	I believe that diversity and gender balance means business. Therefore, I commit to supporting and leveraging the Women@Shire and the Early Career Professionals@Shire initiatives to build a diverse and balanced leadership in Switzerland.
Siegfried Gerlach CEO Siemens Schweiz AG	Bei Siemens Schweiz wollen wir den Frauenanteil in Führungspositionen nachhaltig erhöhen. Eine gezielte Förderung von Frauen soll genauso zum Erreichen dieses Ziels beitragen wie flexible Arbeitszeitmodelle und Unterstützung bei Betreuungsthemen. Ich persönlich unterstütze u.a. die Aktivitäten unseres internen Women's Network, das ist in den letzten Jahren um das Vierfache gewachsen ist. Alleine in der Schweiz umfasst dieses Netzwerk bereits über 180 Frauen in unterschiedlichsten Positionen. Ausserdem haben wir, mittlerweile sehr erfolgreich, für Frauen mit technischem Hintergrund, ein Entwicklungsprogramm in Zusammenarbeit mit SVIN - der Schweizerischen Vereinigung für Ingenieurinnen - implementiert.
Alex Bristol	I believe that gender equality means business. Therefore, I commit to

CEO Skyguide	doing everything in my power to increase the share of women in upper management at skyguide to 13%, making our company more diverse and thus, I believe, much more successful in the future.
Gilles Marchand Generaldirektor SRG	Die SRG verpflichtet sich, die Diversität innerhalb des Unternehmens zu fördern. Wir schaffen dazu die notwendigen Rahmenbedingungen, z.B. mit einer gelebten Teilzeitkultur: Mehr als die Hälfte der Mitarbeitenden arbeiten Teilzeit, fast die Hälfte davon sind Männer.
Urs Schaeppi CEO Swisscom AG	Gemischte Teams erbringen bessere Leistung. Deshalb erweitern wir unsere Nachfolge ab 2018 noch gezielter mit weiblichen Talenten und involvieren uns als Konzernleitung noch direkter in die Förderung weiblicher Talente.
James C. Smith President and CEO Thomson Reuters	I believe that gender equality means business. Therefore, I commit to developing the talents and championing the contributions of our female employees as equal partners in our success, as we march toward gender parity at all levels of our organization.
Axel P. Lehmann President UBS Switzerland	We are committed to hiring, retaining and promoting more women at all levels across the firm and will continue to build on our aspiration to increase the ratio of women in management roles to one-third. Wir wollen auf allen Ebenen des Unternehmens mehr Frauen einstellen, halten und fördern. So setzen wir uns weiter dafür ein, den Anteil von Frauen in Managementfunktionen auf einen Drittel zu erhöhen. Nous tenons à recruter, retenir et promouvoir davantage de femmes à tous les niveaux et dans tous les secteurs de la banque. Nous aspirons à continuer d'augmenter la proportion de femmes dans des postes de direction pour qu'elle soit d'un tiers.
Dr. iur. Ueli Sommer Rechtsanwalt, Partner Walder Wyss Attorneys at Law	I believe that gender equality means business. At Walder Wyss, we are committed to business and women. Therefore, I commit to supporting women in our business to make it to the top by personally coaching all women in my team.
Michael Ruesch Country Manager Insurance XL Catlin	I profoundly believe in gender equality and in the power of diversity. We commit to make UZH a great place to study and work for people from all walks of life.
Juan Beer CEO Zurich Insurance	I believe that gender equality means business. Therefore, I commit to continuing with our equal pay for equivalent work standards and to raising female ratio on all management levels. I further commit to strengthening our female career paths from an early stage on and will increase our female mentoring & sponsoring.
Michele Bernasconi Leiter Distribution und Diversity Champion, GL-Mitglied AXA	Diversity bringt Mehrwert - sowohl für Arbeitgeber als auch fürs Business. Daher setze ich mich persönlich dafür ein, Vielfalt auf allen Ebenen zu fördern. Unter anderem unterstütze ich als Sponsor eine Mitarbeiterin in ihrem beruflichen Werdegang, fördere flexible Arbeitsmodelle und engagiere mich für mehr Frauen in der Distribution.
Valentin Vogt Präsident des Verwaltungsrates Burckhardt Compression Holding AG und Präsident des Schweizerischen Arbeitgeberverbandes	Gemischte Teams erbringen bessere Leistungen. Deshalb setze ich mich als Präsident des Arbeitgeberverbandes seit Jahren aktiv mit konkreten Aktionen für mehr Frauen in Verwaltungsräten ein. Zum Beispiel mit zehn praxiserprobten Handlungsempfehlungen für die Schweizer Wirtschaft.
Monika Rühl Vorsitzende der Geschäftsleitung economiesuisse	Vier von fünf Geschäftsstellen sowie die operative Geschäftsleitung von economiesuisse sind in Frauenhand. Im Sinne von Chancen statt Quoten engagiert sich economiesuisse zudem für die Vereinbarkeit von Familie und Beruf. So unterstützen wir alle Mitarbeitenden bei den Aufwendungen für die externe Kinderbetreuung.
Peter Teuscher Founder & Managing Director BSD Consulting	I believe that gender equality means business. Therefore, I commit to promoting a flexible and results-oriented culture that allows for private/professional-life compatibility from 80% onwards for all genders and positions within my company.
Dr. iur. Jana Nevrlika Cofounding Strategist LL.M. MBA	I commit to supporting female founders by providing one pro-bono workshop a month to female startup organizations to support female founders to think big and do their cofounding set up right.

<p>Simone Stebler Consultant Egon Zehnder Switzerland</p>	<p>At Egon Zehnder, we strongly believe in the power of diverse teams. We have a longstanding history of providing our clients with solutions that mirror our own commitment to diversity and gender equality. Last year, more than 40% of our board hires in Switzerland were female. It is our aim to continue being the partner of choice for our clients in realizing their diversity agenda.</p>
<p>Esther-Mirjam de Boer Geschäftsleiterin GetDiversity GmbH</p>	<p>Ich bin überzeugt, dass Diversität und mehr Frauen in der Führung gut sind fürs Geschäft und für unsere Wirtschaft. Deshalb werden wir im Unternehmen für jede Vakanz in Verwaltungsräten und Geschäftsleitungen mindestens 50% weibliche Kandidaturen vorschlagen.</p>
<p>Guido Schilling Managing Partner guido schilling ag</p>	<p>A strong gender diversity is vital for the Swiss economy to reach its full potential. I am contributing by living up to my principle: "Seek and you shall find". Consequently, on each of our shortlists we will present at least two candidates from the minority.</p>
<p>Michèle Ruoff Senior Client Partner Executive Search Korn Ferry</p>	<p>Gender equality means business. Therefore, I commit to including female candidates in my searches whenever possible and I continue to mentor and encourage female talents in the supply chain, operations and digital field. This journey will drive diversity in business and ensures we will see more role models of women in senior executive and board positions who can act as sponsors and take decisions for diverse talents in key business positions.</p>
<p>Karina Storinggaard Cofounder & CEO Think Yellow</p>	<p>I strongly believe in gender equality and its many positive consequences. Think Yellow was founded on this belief. We are committed to accelerating the achievement of UN SGD5 gender equality goals through gender lens investment. We enable private individuals to invest toward making a positive impact on gender equality in the workplace and beyond.</p>
<p>Magnus Hartog-Holm Ambassador Swedish Embassy in Bern</p>	<p>I believe that gender equality means business. Therefore, I commit to continuing our work with the Swedish Feminist Foreign Policy and arrange at least one event on the theme equal representation during the year. We will also engage another Embassy to make a commitment at the International Women's Day 2019.</p>
<p>Valérie Vuillerat Founder & Managing Partner Hiversity</p>	<p>Research proves that diversity is a key component for building products that a heterogenous group of customers love. Therefore, I commit to fostering the creation of more diverse product teams among my corporate clientele by allocating 20% of my time for individual and group coaching in such mandates.</p>
<p>Dr. Anina Cristina Hille Lecturer Lucerne University of Applied Sciences and Arts Leader of Women's Business</p>	<p>I believe gender equality means business. Therefore, I commit to fostering the visibility of implemented actions to increase the number of female leaders. Together with Women's Business Inspirations.</p>
<p>Prof. Dr. Harald Gall Dean, Faculty of Business, Economics and Informatics & Member of the MBA Executive Committee University of Zurich</p>	<p>A strong gender diversity is important for a successful Executive MBA program at the University of Zurich. We are therefore committed to increasing female participation in our EMBA-classes to 30% by 2020.</p>
<p>Prof. Dr. Winfried Ruigrok Dean of the Executive School University of St. Gallen</p>	<p>I believe that gender equality means business. Therefore, I commit to at least 30% women in our executive education programs until 2020.</p>
<p>Prof. Dr. Michael O. Hengartner President of the University of Zurich</p>	<p>I commit to transparency and gender awareness throughout the professorial hiring process. Therefore, the University of Zurich will implement gender monitoring of the recruitment processes across all faculties and issue university-wide guidelines on conflicts of interest</p>
<p>Prof. Dr. Gudrun Sander Director Competence Centre for Diversity and Inclusion CCDI University of St. Gallen</p>	<p>We strongly believe in gender diversity. The St. Gallen Diversity Benchmarking provides actionable insights into how companies can improve their gender diversity. We aim to increase the number of participating companies to 50 by the end of 2019.</p>
<p>Elisabeth Bosshart Zentralpräsidentin Business & Professional Woman BPW</p>	<p>Business & Professional Women engagieren sich auf verschiedenen Ebenen für die Gleichstellung von Frauen in der Wirtschaft. Wir machen mit Projekten wie dem Equal Pay Day öffentlich auf bestehende Ungleichbehandlungen aufmerksam und stossen eine breite</p>

	gesellschaftliche Diskussion an. Die öffentliche Diskussion legt die Basis dafür, dass EntscheidungsträgerInnen in Wirtschaft und Politik ihre Positionen überdenken und ihr Verhalten ändern. Wir lobbyieren bei Parlamentarierinnen und Parlamentariern für die Anliegen berufstätiger Frauen und die Anpassung der gesetzlichen Rahmenbedingungen und nehmen Stellung zu Gesetzesvorlagen, die Frauen im Beruf und insbesondere in Führungsfunktionen betreffen. Wir unterstützen Frauen durch Mentoring und gezielte Weiterbildung, z.B. durch das Programm Women on Boards dabei, fit zu sein für Führungsaufgaben in verschiedenen Positionen. Wir fordern die Unternehmen auf, die Beteiligung von Frauen auf allen Hierarchieebenen zu fördern und bieten ihnen Unterstützung für die Umsetzung dieser Ziele an.
Dr. Karin Jeker Weber Females Business Seminars Geschäftsführerin All about Marketing	I believe that gender equality means business. Therefore, we train up to 200 women each year and team up with companies to make female leadership happen.
LEAN IN Switzerland	At LEAN IN Switzerland, we believe that gender equality means business. In 2018 we therefore commit to organizing 6 workshops for our members and colleagues to help them build the skills necessary to advance faster in their careers, supporting dozens of women through our mentoring initiative THRIVE and supporting other females in creating their own LEAN IN Circles.
Ana Paula Tediosi President PWG Zurich	At PWG we strongly believe gender equality means business. Therefore, we commit to organizing three events around this crucial topic in 2018. The first one on "Women empowering themselves" with Martin Grieder, CMO Sonova AG.
Alexandra Marcoin-Karacsonyi Founder & President PWN Geneva-Lausanne	At PWN Geneva-Lausanne we strongly believe that gender equality means business. Therefore we commit to renew our cross-gender mentoring program in 2018.
Janice Mueller President PWN Zug & Zurich	At PWN Zug & Zurich we strongly believe gender equality means business. Therefore, we commit to supporting the professional development of 15 women in our network through our mentoring programme in 2018.
Janine Fuchs Board Member WE SHAPE TECH	At WE SHAPE TECH we are convinced that gender equality means business. Therefore, we commit to empowering young women by transforming potential into action and talent into leaders. Through events, workshops and networking activities we foster diversity and inclusion in tech and innovation.
Maggie Berry Executive Director for Europe & Switzerland WEConnect International	At WEConnect International, we believe that gender equality means business. In Switzerland, we commit to hosting three events that will bring together women-owned businesses and multi-national corporations with a focus on creating business connections and procurement opportunities which will increase gender diversity in corporate supply chains.
Kristin Engvig Founder & Managing Director WIN & WIN Conference	I believe gender equality means business. Therefore, we commit to empowering, developing and connecting 1000 women and men through our programs in 2018.
Patricia Widmer Programme Head Women Back to Business	At Women Back to Business, we believe that gender equality means business. Therefore, we commit to supporting more than 40 highly educated women on the way back to their careers through our programme in 2018, and contribute to closing the gender gap.