



- We cannot get to Net Zero by 2050 without technological innovation
- Problem-solving is better with a **cognitively-diverse** team
- Teams focused on diversity and inclusion deliver highest levels of engagement leading to:
  - ✓ **83%** uplift in ability to innovate
  - ✓ **31%** uplift in responsiveness to customer needs
- Inclusive companies are 1.7x more likely to be innovation leaders in their market
- Companies with above average diversity on their management teams report **19%** higher innovation revenue
- Companies in the top quartile for executive team diversity are **21%** more likely to have above average profitability

Harvard Business Review 2017: 'Teams solve problems faster when they're more cognitively diverse' <https://hbr.org/2017/03/teams-solve-problems-faster-when-theyre-more-cognitively-diverse>

Deloitte Australia - 'Waiter, is that inclusion in my soup? A new recipe to improve business performance' <https://www2.deloitte.com/content/dam/Deloitte/au/Documents/human-capital/deloitte-au-hc-diversity-inclusion-soup-0513.pdf>

Josh Bersin research 2015 - 'Why Diversity and Inclusion Has Become a Business Priority' - 450 global companies over a 2 year period. <http://joshbersin.com/2015/12/why-diversity-and-inclusion-will-be-a-top-priority-for-2016/>

Boston Consulting Group 2018: *How Diverse Leadership Teams Boost Innovation* <https://www.bcg.com/en-gb/publications/2018/how-diverse-leadership-teams-boost-innovation.aspx>

## 50%

higher profitability where women make up at least 15% of senior managers compared to less than 10%<sup>1</sup>

## 21%

more likely to have above average profitability if company is in the top quartile for diversity on its executive team<sup>2</sup>

Just one female on the board cuts the risk of going bust by

## 20%

<sup>5</sup>

## 3.1%

excess annual returns in companies with at least one female director compared to an all-male board<sup>3</sup>

## 66%

higher return on capital for companies with the most women on board compared to those with the least<sup>4</sup>

## 19%

Higher innovation revenues for companies with above average diversity on their management teams<sup>1</sup>

P f W

1. Credit Suisse 2014: *CS Gender 3000: Women in Senior Management*
2. McKinsey & Company 2018: *Delivery Through Diversity*
3. Credit Suisse 2016: *CS Gender 3000: The Reward of Change*
4. Catalyst 2007: *The Bottom Line: Corporate Performance and Women's Representation on Boards*
5. Davies Report 'Women on Boards' 2011: citing research by Professor Nicholas Wilson, Leeds University Business School
6. Boston Consulting Group 2018: *How Diverse Leadership Teams Boost Innovation*