CEO Statement of Support and List of Signatories

PRINCIPLES

EQUALITY MEANS BUSINESS

UN WOMEN

UNITED NATIONS
GLOBAL COMPACT

We, business leaders from across the globe, express support for advancing equality between women and men to:

- Bring the broadest pool of talent to our endeavours;
- Further our companies' competitiveness;
- Meet our corporate responsibility and sustainability commitments;
- Model behaviour within our companies that reflects the society we would like for our employees, fellow citizens and families;
- Encourage economic and social conditions that provide opportunities for women and men, girls and boys; and
- Foster sustainable development in the countries in which we operate.

Therefore, we welcome the provisions of the Women's Empowerment Principles – Equality Means Business, produced and disseminated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and the United Nations Global Compact. The Principles present seven steps that business and other sectors can take to advance and empower women.

Equal treatment of women and men is not just the right thing to do – it is also good for business. The full participation of women in our enterprises and in the larger community makes sound business sense now and in the future. A broad concept of sustainability and corporate responsibility that embraces women's empowerment as a key goal will benefit us all. The seven steps of the Women's Empowerment Principles will help us realize these opportunities.

We encourage business leaders to join us and use the Principles as guidance for actions that we can all take in the workplace, marketplace and community to empower women and benefit our companies and societies. We will strive to use sex-disaggregated data in our sustainability reporting to communicate our progress to our own stakeholders.

Please join us.





List of Company Signatories to the CEO Statement of Support for the Women's Empowerment Principles as of 17 February 2012

	Company	Industry/Sector	Country
1	1A Consultores, S. Coop	SME - Professional Services	Spain
2	AAK - AarhusKarlshamn AB	Food Industry, Vegetable Oils	Sweden
3	AC Servicios, E.I.	SME - Health Care Equipment and Services	Spain
4	Accenture	Consulting, Technology Services and Outsourcing	Global
5	Access Bank plc	Financial Services	Nigeria
6	Açovisa Indústria e Comercio de Aços Especiais Ltda.	Steel Distributor	Brazil
7	Agbar	Water	Spain
8	Airports Company South Africa	Aviation	South Africa
9	Aitken Spence PLC	Diversified	Sri Lanka
10	Akhona Trade and Investments (Pty) Ltd.	Financial Services & Investments	South Africa
11	Alcan Iceland Ltd. / Rio Tinto	Aluminium Production	Iceland
12	Alcatel-Lucent	Telecommunications	France
13	Alguas, S.L.	SME - Environment	Spain
14	Allens Athur Robinson	Law Firm	Australia/Asia
15	Andaluza de Montajes Eléctricos y Telefónicos, S.A. (Ametel, S.A.)	Electrical Installation	Spain

	Company	Industry/Sector	Country
16	Anglo American South Africa Ltd.	Metals and Mining	South Africa
17	AngloGold Ashanti Ltd.	Mining	South Africa
18	AREVA	Energy	France
19	Arla Foods amba	Dairy Food and Beverage (Sales & Production)	Denmark
20	Artefinal Studio	Web Development, Software, Multimedia	Spain
21	Arup Australasia (Ove Arup & Partners International Ltd.)	Built Environment	Global
22	Atlantic Grupa d.d.	FMCG	Croatia
23	Aveng Group	Infrastructure Development	South Africa
24	Aviva plc	Insurance	UK
25	Avon Products, Inc.	Beauty and Beauty Related Products	Global / HQ in US
26	Avvocato Michela Cocchi - Studio Legale	Law Firm	Italy
27	AY Marka Mağazacılık A.Ş.	Retail / Textile	Turkey
28	Banca Cívica	Financial Services	Spain
29	Banco do Brasil	Financial Institution	Brazil
30	BBK - Bilbao Bizkaia Kutxa	Financial Services	Spain
31	BBVA	Financial Services	Spain

	Company	Industry/Sector	Country
32	Belcorp	Beauty Products	Global / HQ in Peru
33	Berlitz International, Inc.	Language Services	Japan
34	Bianchi Marketing, Comunicações e Eventos, Ltda.; Bianchi Assessoria y Eventos Ltda.; and Bianchi Institute (Group Bianchi)	Support Services (Public Relations and Publicity)	Brazil
35	BMC Maderas S.A.	Lumber/Construction	Spain
36	BNP Paribas	Banking	Global / HQ in France
37	Bodegas Emilio Moro S.L.	Winery - Ribera del Duero	Spain
38	BolsaCheia.com	Financial Services	Brazil
39	Boyner Holding	Textile, Retail & Services	Turkey
40	Bull-Dog Sauce Co., Ltd.	Food Production and Sales	Japan
41	Business Connexion Group Ltd.	ICT	So. Africa, Namibia, Kenya, UK, Nigeria, Tanzania & Mozambique
42	CA Technologies	Technology	Global / HQ in US
43	Cairo Scientific Company	Medical Equipment	Egypt
44	Caixa Ecômica Federal	Financial Institution, Public	Brazil
45	Caja de Ahorros de Valencia, Castellón y Alicante, BANCAJA	Financial Services	Spain
46	Caja Navarra	Financial Services	Spain

	Company	Industry/Sector	Country
7	CAJAMAR Caja Rural	Financial Services, Banking	Spain
18	Calvert Group, Ltd.	Investment	US
.9	Capgemini	IT Services	France
0	Cardinal Lodges and Leisure	Tourism	South Africa
1	Carlson	Hospitality	US
2	Carnival Australia	Cruise Ship Operator / Tourism	Australia
3	CB Richard Ellis	Real Estate Services	Global / HQ in US
1	CCP hf	Video Games	Iceland
5	Cebu Magazine Exchange Incorporated	Wholesale Distribution	Philippines
6	Central Dock Sud S.A.	Thermoelectric Generation	Argentina
	Central Retail Corporation Ltd.	Retail	Thailand
3	Charles & Keith International Pte Ltd.	Fashion Footwear and Accessories	Singapore
)	Chilectra S.A.	Energy Distribution	Chile
)	Chuo Labor Bank	Finance	Japan
	CID (Chemical Industries Development)	Pharmaceutical	Egypt
<u>)</u>	Cinde Soluciones S.L.	SME - Professional Services	Spain

	Company	Industry/Sector	Country
63	CINQ Technologies	IT Software Development	Brazil
64	Coca-Cola Company, The	Food and Beverage	Global / HQ in US
65	Coca-Cola HBC Croatia	Food and Beverage	Croatia
66	Cognitis Group	IT Services	France
67	comme il faut	Fashion Retailing	Israel
68	Companhia de Pesquisa de Recursos Minerais (CPRM)	Geology/Mineral Resources Research, Public	Brazil
69	Compañía de Tierras Sud Argentino, S.A.	Farming, Agricultural Production	Argentina
70	Copel (Companhia Paranaense de Energia)	Power Utility	Brazil
71	Corporació de Salut del Mesresme I La Selva	Public Health	Spain
72	Dainetsu Co., Ltd	Metal Treat Processing	Japan
73	Dean's Beans Organic Coffee Company	Coffee and Cocoa	US
74	Deloitte Croatia	Financial Advisory Services	Croatia
75	Deloitte Iceland	Audit and Accounting	Iceland
76	Deloitte Touche Tohmatsu	Professional Services	Global
77	Dentsu Inc.	Advertising	Japan
78	Diners Club of South Africa	Finance	South Africa

	Company	Industry/Sector	Country
79	Dow Chemical Company, The	Chemicals Manufacturing	Global
80	Edegel S.A.A.	Energy	Peru
81	Edelnor S.A.A.	Energy	Peru
82	Edesur S.A.	Energy Distribution	Argentina
83	Efectivamente Comunicación, S.L.	Advertising	Spain
84	EGA MASTER S.A.	Industrial / Tool Manufacturing	Spain
85	El Ser Creativo S.L.	Cultural Event Production	Spain
86	Eletrobras (Centrais Eléctricas Brasileiras, S.A.)	Utilities / Electricity, Public	Brazil
87	Eletrobras Amazonas Energia	Electricity Distribution, Public	Brazil
88	Eletrobras Cepel (Centro de Pesquisas de Energia Eléctrica)	Research & Development, Energy, Public	Brazil
89	Eletrobras Chesf (Companhia Hidro Elétrica do São Francisco)	Energy, Public	Brazil
90	Eletrobras Distribuição Acre	Electricity Distribution, Public	Brazil
91	Eletrobras Distribuição Alagoas	Electricity Distribution, Public	Brazil
92	Eletrobras Distribuição Piauí	Electricity Distribution, Public	Brazil
93	Eletrobras Distribuição Rondônia	Electricity Distribution, Public	Brazil
94	Eletrobras Distribuição Roraima	Electricity Distribution, Public	Brazil

	Company	Industry/Sector	Country
95	Eletrobras Eletronorte (Centrais Elétricas do Norte do Brasil, S.A.)	Utilities (Electricity), Public	Brazil
96	Eletrobras Eletronuclear (Eletrobras Termonuclear, S.A.)	Energy (Electricity), Public	Brazil
97	Eletrobras Eletrosul (Eletrosul Centrais Elétricas, S.A.)	Energy, Public	Brazil
98	Eletrobras Furnas (Furnas Centrais Eléctricas, S.A.)	Energy (Electricity), Public	Brazil
99	ELETROS (Fundação Eletrobrás de Seguridade Social)	Private Pension Fund	Brazil
100	Empresa Brasileira de Correios e Telégrafos	Postal Service, Public	Brazil
101	Empresa Brasileira de Pesquisa Agropecuária (Embrapa)	Agricultural Research	Brazil
102	Endesa S.A.	Energy	Spain
103	Endesa Ampla	Energy (Distribution, Production and Transmission)	Brazil
104	Endesa Brasil	Energy	Brazil
105	Endesa Cachoeira	Energy (Distribution, Production and Transmission)	Brazil
106	Endesa Chile	Energy	Chile
107	Endesa CIEN	Energy (Distribution, Production and Transmission)	Brazil
108	Endesa Coelce	Energy (Distribution, Production and Transmission)	Brazil
109	Endesa Costanera S.A.	Energy Generation	Argentina
110	Endesa Fortaleza	Energy (Distribution, Production and Transmission)	Brazil

	Company	Industry/Sector	Country
111	Endesa Group Colombia (Codensa & Emgesa)	Energy	Colombia
112	ENUSA Industrias Avanzadad, S.A.	Utilities, Public	Spain
113	Ernst & Young	Professional Services	Global
114	Eskom Holdings Limited	Energy (Electric Utility)	South Africa
115	ESTRATEGA Consulting	SME - Professional Services	Spain
116	Euskaltel, S.A.	Telecommunications	Spain
117	Export Credit Insurance Corporation Ltd. (ECIC)	Export Credit Insurance	South Africa
118	FCC Construcción	Construction	Spain
119	Fersol Indústria e Comércio SA	Agrochemical	Brazil
120	Finnair plc	Aviation	Finland
121	FirstRand Bank Ltd.	Banking	South Africa
122	FNB Housing Finance (First National Bank)	Banking	South Africa
123	Fomento de Construcciones y Contratas, S.A. (Grupo FCC)	Infrastructure	Spain
124	Fraternidad Muprespa	Insurance	Spain
125	Freestar Holding AG	Consulting	Switzerland
126	Gamesa Corporación Tecnológica, S.A.	Renewable Energy Equipment	Spain

	Company	Industry/Sector	Country
127	Geolog International B.V.	Energy - Oil and Gas	The Netherlands
128	Gesproenergía S.L.	Energy	Spain
129	Gevaram Quality Envelopes Limited	Manufacturing	Israel
130	Grameen Solutions Limted	Emerging Technologies and Telecommunications	Bangladesh
131	Groscon Administradora de Consórcio Ltda	Consortium Administration	Brazil
132	Grupo Gesor	Professional Services	Spain
133	Grupo Lacera	Financial Services	Spain
134	Grupsa (Grupo Metal System, S.A.)	Construction	Spain
135	Gutiérrez Rozos y Asociados	Legal Services	Spain
136	Hartmann, Ltd.	Paper Industry	Croatia
137	HCL Technologies Ltd.	Information Technology Services	India
138	Heidrick & Struggles	Leadership Advisory	US
139	Hidroeléctrica El Chocón S.A.	Energy Generation	Argentina
140	Horitomi Commercial & Industrial Co., Ltd.	Manufacturer of Packaging Material	Japan
141	Hospital Moncloa, S.A.	Public Health	Spain
142	Hospital Plató	Private Hospital	Spain

	Company	Industry/Sector	Country
143	Hrvatski Telekom	Telecommunications	Croatia
144	INCCATI Sistemas Ltda - ME	Software House	Brazil
145	Indra	Information Technology Services	Spain
146	Industrial Development Cooperation of South Africa Ltd.	Finance	South Africa
147	Indyebo Consulting	Professional Services	South Africa
148	Infosys Technologies Limited	Information Technology and Consulting	India
149	INGECAL, Ingeniería de la Calidad y el Medio Ambiente S.L.	Consulting, Training	Spain
150	Instituto de Crédito Oficial	Banking/Finance, Public	Spain
151	Íslandsbanki	Financial Services	Iceland
152	Itaipu Binancional	Utilities - Electricity	Brazil
153	Jardican S.L.U.	SME - Support Services	Spain
154	JHI	Property Services	South Africa
155	Johannesburg Roads Agency (Pty) Ltd.	Municipal Entity	South Africa
156	JSL Stainless, LTD	Manufacturing/Extractive	India
157	Kaffitar	Food Industry, Coffee Retailer	Iceland
158	Kansai Electric Power Co., Inc., The	Electric Power	Japan

	Company	Industry/Sector	Country
159	Kao Corporation	Manufacturing	Japan
160	Kowa Co., Ltd.	Manufacturing of Nursing Care Products	Japan
161	KPMG Spain	Professional Services	Spain
162	Kumba Iron Ore	Mining	South Africa
163	La Poste	Mail and Parcels Delivery, Post Offices Networks, Banking	France
164	Landsbankinn	Banking	Iceland
165	Landsvirkjun	Energy	Iceland
166	Legalitas Quality Assurances (L.Q.A.)	SME - Agriculture	Sparin
167	Levi Strauss & Co.	Apparel	Global / HQ in US
168	Logica PLC	IT Services	Global / HQ in UK
169	Lyfja hf	Pharmacy Retail	Iceland
170	Macrosad SCA	SME - General Industries	Spain
171	Maeda Confectionery Co., Ltd.	Confectionery	Japan
172	Maplecroft	Advisory	UK
173	Marel hf	Industry	Iceland
174	MAS Holdings (Pvt) Ltd.	Manufacturing	Sri Lanka

	Company	Industry/Sector	Country
175	MBK Mogotsi Construction SA (Pty) Ltd.	Construction	South Africa
176	Merck	Pharmaceutical / Health Care	US
177	Mia / GyJ España	Media	Spain
178	MicroLife Informatica de Franca Ltda.	Information Technology	Brazil
179	Microsoft Corporation	ICT	US
180	Microsoft South Africa	Information Technology	South Africa
181	Mountain Equipment Co-op	Retail	Canada
182	MTN Group, The	Telecommunications	South Africa
183	N1 hf	Retail	Iceland
184	Nansei Sekiyu K.K.	Petroleum Processing	Japan
185	National Empowerment Fund	Development Finance	South Africa
186	NATU'SFRAN	SME - Manufacturing	Brazil
187	Nemai Consulting	Environmental and Social Consulting	South Africa
188	New Space Processamento e Sistemas Ltda.	Support Services	Brazil
189	Novartis International AG	Healthcare	Switzerland
190	Novo Nordisk A/S	Pharmaceutical	Denmark

	Company	Industry/Sector	Country
191	Oikon - Institute for Applied Ecology	Support Services	Croatia
192	Olea Cosméticos, S.L.	Home-Produced, Natural Cosmetics	Spain
193	Olympic Group	Manufacturing	Egypt
194	OMV Aktiengesellschaft	Oil and Gas / Energy	Austria
195	Orascom Telecom Holding S.A.E.	Telecommunications	Egypt
196	Organismo Autónomo de Gestión Tributaria	Public Administration	Spain
197	Osaka Gas Co., Ltd	Gas Utility	Japan
198	Ostos y Sola	Communications	Spain
199	Paharpur Business Centre and Software Technology Incubator Park	SME - Support Services	India
200	Parsons Brinckerhoff Australia	Engineering Consultant	Australia
201	Particip GmbH	Support Services	Germany
202	PaxWorld Management LLC	Asset Management	US
203	PepsiCo	Consumer Products	Global / HQ in US
204	Petrobras	Energy	Brazil
205	Poppins Corporation	Childcare and Elderly Care Support Services	Japan
206	Pottinger	Corporate Advisory	Australia

	Company	Industry/Sector	Country
207	PPR	Retail / Luxury	France
208	Procter & Gamble Japan K.K.	Wholesale Pharmaceutical and Cosmetics	Japan
209	PT Rajawali Corpora	Multi-Sector Investment Holding	Indonesia
210	Puentes y Calzadas Infraestructuras S.L.U.	Construction	Spain
211	PwC Australia	Professional Services	Australia
212	PwC South Africa	Professional Services	South Africa
213	Quest Staffing Solutions	Human Capital / Recruitment	South Africa
214	Rabutec	Oil and Gas	Malaysia/Singapore
215	Resona Holdings, Inc.	Finance	Japan
216	Ricoh Company, Ltd.	Manufacturing	Japan
217	Roadmap Excelencia y Responsibilidad	Microenterprise, Consultancy	Spain
218	Rodovalho Advogados	Law Firm	Brazil
219	Rosie Montene Productions	Entertainment	South Africa
220	Rosy Blue	Personal Goods	Belgium
221	Sabancı Holding A.Ş	Multi-Business	Turkey
222	Sakai Chemical Industry Co., Ltd.	Chemicals	Japan

	Company	Industry/Sector	Country
223	Sanofi-Aventis South Africa	Pharmaceuticals	South Africa
224	SATEC	ICT	Spain
225	Segoale Properties	Property and Hospitality	South Africa
226	SEKEM Group	Diversified	Egypt
227	Serviço Federal de Processamento de Dados (SERPRO)	Information Technology and Communications, Public	Brazil
228	Sharp Corporation	Technology Hardware and Equipment	Japan
229	Shimano, Inc.	Manufacturing	Japan
230	Shiseido Co., Ltd.	Cosmetics	Japan
231	Skats Leadership Development Consult, Ltd.	SME - Support Services	Nigeria
232	Softstart BTI	ICT	South Africa
233	South African Post Office (SAPO)	Communications	South Africa
234	Southern Africa National Roads Agency Limited (SANRAL)	Construction	South Africa
235	Sri Lanka Institute of Nanotechnology (Pvt) Ltd.	Research and Development	Sri Lanka
236	Standard Bank of South Africa Ltd.	Banking	South Africa
237	SUE "Vodokanal of St. Petersburg"	Water and Wastewater Utilities, Public	Russian Federation
238	Sungjoo Group / MCM	Luxury Fashion	Republic of Korea

	Company	Industry/Sector	Country
239	Suteks Tekstil San.ve Tic.A.Ş.	Textile, Ready-to-Wear	Turkey
240	Swiss Post/Die Schweizerische Post	Communications, Logistics, Transportation, Finance	Switzerland
241	Symantec Corporation	ICT/Software	US
242	Takashimaya Co., Ltd.	Department Store	Japan
243	TDC A/S	Telecommunications	Denmark
244	Teijin Limited	Chemicals	Japan
245	Tejeda & Encinas Hispano Portuguesa de Abogados y Asociados, S.L.	Legal Services	Spain
246	Thai Airways International Public Company Ltd.	Aviation	Thailand
247	TIMA International GmbH	Industrial Services	Germany
248	Tokyo Electric Power Company, Inc., The	Electricity	Japan
249	Total	Energy	France
250	Transman (Pty) Ltd.	Staffing Services	South Africa
251	Transnet SOC Ltd	Transport and Logistics	South Africa
252	Trideco (Pty) Ltd.	Transformation and Development	South Africa
253	Tryg	Insurance	Denmark
254	T-Systems South Africa	ICT	South Africa

	Company	Industry/Sector	Country
255	United Nations Federal Credit Union	Financial Services	US
256	Unitronics	Telecommunications	Spain
257	Val Rocha Engenharia Ltda.	SME - Heavy Construction	Brazil
258	VÍS Insurance Ltd.	Insurance	Iceland
259	Walmart Brasil	Retail Supermarket	Brazil
260	WDB Investment Holdings	Financial Services / Enterprise Development	South Africa
261	Westpac Group, The	Financial Services	Australia
262	World Bank Group	International Financial Institution	Global
263	Yves Saint Laurent	Luxury Fashion	Global / HQ in France