




BeingWISE-R (Ready) framework



| Certifications – Goals (measured yearly) – meet 80% of criteria to qualify | | Silver  | Gold  | Platinum  |
|--|--|--|--|--|
| Internal | 1 a. % of women in workforce in your company b. Retention of women at par with employee population at all levels | 20%+ Lower | 30%+ Same | 40%+ Better |
| | 2 Back to Work program - % of women hires or retention at par with overall retention | 5% + | 7% + | 10%+ |
| | 3 % of women on company board/ top leadership positions | 10%+ | 20%+ | 30%+ |
| | 4 % of leaders trained in BeingWISE-LGBTQ- PWD | 50%+ | 70%+ | 90%+ |
| | 5 Meeting Basic Compliances – Maternity leave, Crèche, Security after 8 pm | Total Compliance | Above/Beyond compliance | Role Model |
| External | 6 Women-led vendors in supply chain - % of business given to them | 5% + | 10%+ | 20%+ |
| | 7 Women-led startups supported (funding, mentorship, Biz development) | 3+ | 10+ | 15+ |
| | 8 Pipeline Building: Girls/women trained in STEM / % of your total workforce (At school, higher education levels, technical women researchers) | 5%+ | 10%+ | 20%+ |