2022

Company Profile

Women's Power & Influence Index (1.0)

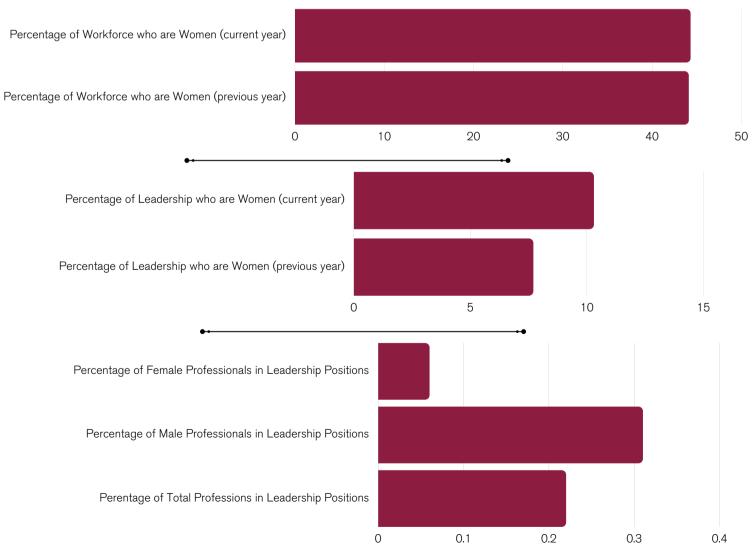


Arizona State University





Costco, a corporation with a chain of membership-only big-box retail stores, has been ranked as a LATE BLOOMER based on the criteria used for the Women's Power and Influence Index. Costco does include fertility benefits in its health plans and has invested funds in community engagement programs promoting female-owned businesses. Costco only had 2 female executives in 2018 and none in 2017, while almost half of their workforce is female. We could not find any information regarding their pay gap policies, gender-specific professional development programs and mentorship opportunities, diverse recruitment efforts, childcare benefits, paid time off for caregivers, gender equality programs, and anti-harassment policies.



Workforce Profile

Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

Compensation

Pay Gap	Pay Gap Score
Existence of policy to address the gender pay gap	0
Information related to this criterion could not be found.	
Career Growth	
Professional Development	Professional
Existence of professional development programs geared towards female employees	Development Score 0
Information related to this criterion could not be found.	
Mentorship	Mentorship Score
Existence of formal mentoring programs to facilitate advancement of careers of female employees	0
Information related to this criterion could not be found.	
Recruitment Efforts	Recruitment Efforts Score
Written commitment to attracting women to open positions	0
Information related to this criterion could not be found.	
Work-Life Balance	
Childcare Benefits	Childcare Benefits Score
Existence of childcare subsidies and support	0
Information related to this criterion could not be found.	
Caregiver Paid Time Off (PTO)	Caregiver PTO Score
Availability of paid caregiver leave in excess of government mandates	U U U U U U U U U U U U U U U U U U U
Information related to this criterion could not be found.	

Health Benefits Health Benefits Score 1 Existence of female oriented health benefits "Fertility advocate." Ref: Pg 1, Costco Maternity Program **External Stakeholder Community Engagement** Community **Engagement Score** Organizational support of initiatives that drive gender equality and 1 women's empowerment in the community "\$1 million invested in the Fearless Fund, the first Venture Capital fund built by women of color, for women of color to address the disparity that exists in venture capital funding for businesses led by women of color." Ref: Pg 2, Costco Communities **Inclusive Culture Gender Equality Program Gender Equality Program Score** Additional programs that promote gender equality within the 0 industry or the company Information related to this criterion could not be found. **Harassment Policy** Harassment Policy Score Explicitly defined policies against sexual harassment and 0 existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence Information related to this criterion could not be found. Harassment and Discrimination Training Existence of policies mandating discrimination and sexual Harassment & harassment training **Discrimination Training**

Score

1

"Among other things, we committed to additional training for managers on race, bias, and equity, and greater visibility of our employee demographics. We also provided educational resources to support management on engaging in inclusive conversations. We continue to provide training in anti-harassment, anti-discrimination and antiretaliation."