



Apple 2022 Company Profile



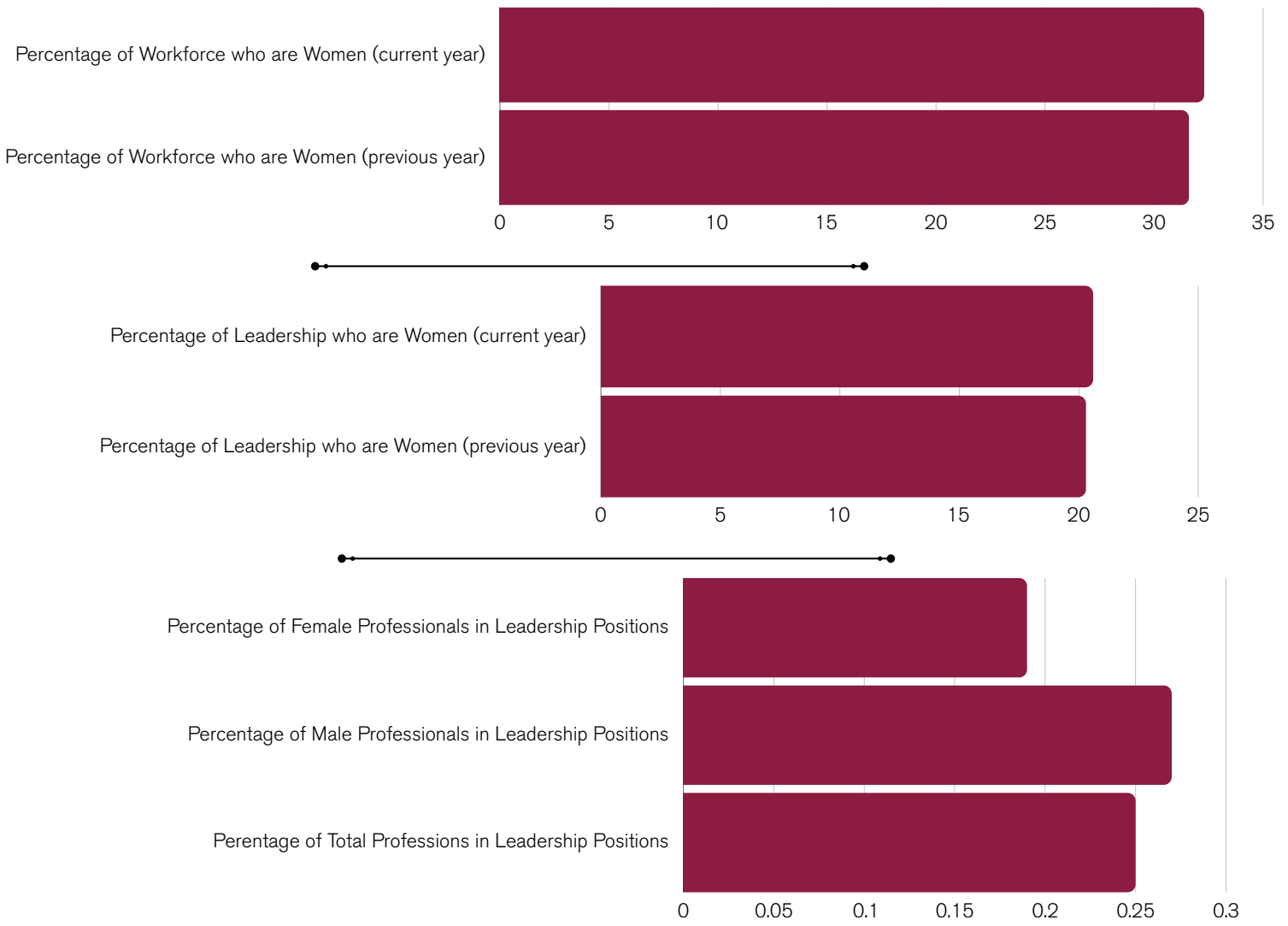
ASU The Difference
Engine
Arizona State University

Women's Power & Influence Index (1.0)



Apple, a technology company that specializes in electronics, software, and online services, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power Index. Apple has achieved pay equity by not asking for salary history during the recruitment process and annually examining compensation for all employees. Apple also provides Apple's Diversity Network Associations, including Women@Apple, which encourages professional development, networking, and fostering a culture of belonging. Apple does offer childcare benefits, paid time leave, and fertility benefits. Apple is also committed to community engagement through several programs, including their Apple Entrepreneur Camp for Female Founders. This program supports women-led organizations through networking and mentorship. Based on Apple's most recent EEO data, 20% of executives are women and 32% of the total workforce is female. We could not find any information regarding gender-specific mentorship opportunities or recruitment processes encouraging gender diversity.

Workforce Profile



Binary scores are calculated as 1 or 0.

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

All hyperlinks are valid as of 11/17/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"Pay equity for everyone at Apple. Everywhere. Apple has a firm and long-standing commitment to pay equity. Globally, employees of all genders earn the same when engaging in similar work with comparable experience and performance. In the United States, the same is true for employees of all races and ethnicities."

Ref: Pg 1, Inclusion and Diversity

Career Growth

Professional Development

Professional Development Score

1

Existence of professional development programs geared towards female employees

Women@Apple

"For more than 30 years, Apple employees have found community and connection in Apple's Diversity Network Associations (DNAs). These employee-led groups foster a culture of belonging through education, leadership development, networking, and volunteering – while also encouraging the kind of open dialogue that leads to stronger allyship across Apple."

Ref: pg 1, Apple's Diversity Network Associations

Mentorship

Mentorship Score

0

Existence of formal mentoring programs to facilitate advancement of careers of female employees

Information related to this criterion could not be found.

Recruitment Efforts

Recruitment Efforts Score

0.5

Written commitment to attracting women to open positions

Includes diversity but does not specifically address gender

"To create products for everyone in the world, we need a workforce with different backgrounds and experiences. We're making constant progress in building an Apple community that represents the diverse and ever-changing world we live in. And we're committed to far more."

Ref: pg 1, Hiring Practices

Work-Life Balance

Childcare Benefits

Childcare Benefits Score

Existence of childcare subsidies and support

1

"You also get paid time away if you need to care for an ill family member and free guidance to help you find childcare, eldercare, legal referrals, and more"

Ref: Pg 3, Benefits-Careers at Apple

Caregiver Paid Time Off (PTO)

Caregiver PTO Score

Availability of paid caregiver leave in excess of government mandates

1

"Whether you're exploring personal pursuits, welcoming a new child, or caring for a family member, rest assured that you'll have paid time away when you need it most."

Ref: Pg 6, Benefits-Careers at Apple

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Our medical coverage plans include family-friendly features such as well-child exams, childhood immunizations, and fertility treatments"

Ref: Pg 3, Benefits-Careers at Apple

External Stakeholder

Community Engagement

Community Engagement Score

Organizational support of initiatives that drive gender equality and women's empowerment in the community

1

"Apple Entrepreneur Camp with the goal of supporting these founders and their organizations as they build the next generation of cutting-edge apps, and to form a global network that encourages the pipeline and longevity of underrepresented founders and developers in technology. The program includes cohorts for female, Black, and Hispanic/Latinx founders and developers from underrepresented communities"

Ref: Pg 1, Apple Entrepreneur Camp

Inclusive Culture

Gender Equality Program

Gender Equality Program Score

Additional programs that promote gender equality within the industry or the company

0

Information related to this criterion could not be found.

Harassment Policy

Harassment Policy Score

Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence

1

"Apple is committed to providing a workplace free of harassment (including sexual harassment) or discrimination based on a personal trait. Personal traits include race, color, ancestry, national origin, religion, creed, age, mental and physical disability, sex, gender, sexual orientation, gender identity or expression, medical condition, genetic information, marital status, military or protected veteran status, or any other characteristic protected by law."

Ref: Pg 5, Business Conduct

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"All managers take inclusive leadership training. Equitable, inclusive experiences for all employees begin with equipping our leaders with the resources they need. Apple's more than 15,000 managers take training on unconscious bias and inclusive leadership. And managers are offered expert-led courses to support their ongoing education on topics including race and justice, allyship, and more."

Ref: pg 1, Inclusion and Diversity- Action Plans