

mastercard
2022

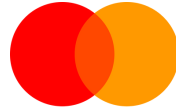
Company Profile



ASU® The Difference
Engine

Arizona State University

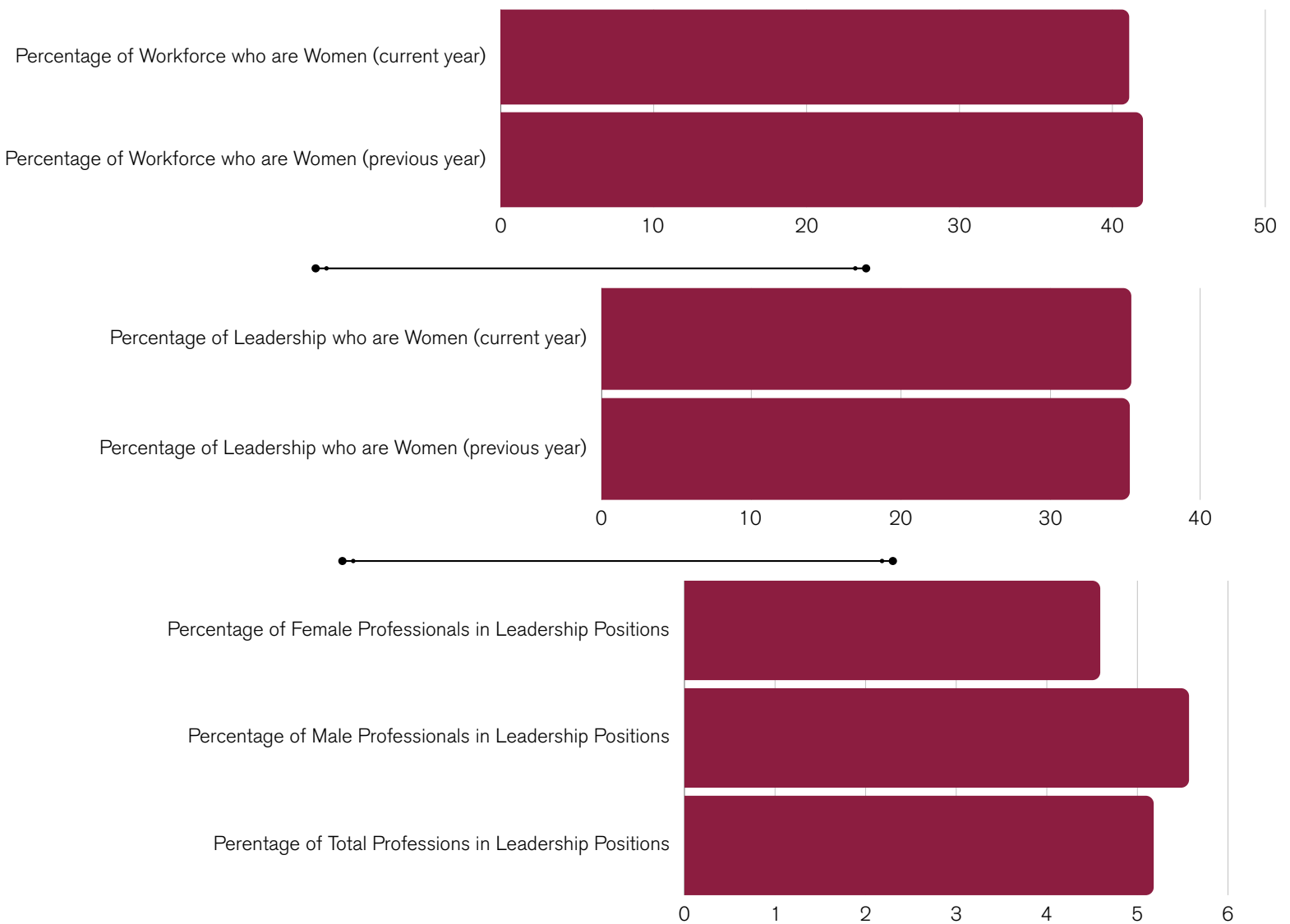
Women's Power & Influence Index (1.0)



mastercard

Mastercard, a financial services corporation, has been ranked as a PACESETTER based on the criteria used for the Women’s Power Index. Mastercard is committed to eliminating the pay gap; women currently make dollar for dollar what men receive. Women Who Lead, is a resource group at Mastercard working to help women develop skills necessary for entering leadership positions through networking, training, and mentorship opportunities. Based on the most recent EEO data, 35% of its executives are women, and 41% of the workforce is female. Mastercard offers 16 weeks of paid parental leave and fertility benefits. Mastercard has been involved in several community engagement programs working towards more gender equity in the workplace, including Through Start Path and Her Ideas Start Something Priceless. We could not find any information regarding commitment to gender-specific recruitment, childcare benefits, or gender equality program.

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.

All hyperlinks are valid as of 11/3/2023

Compensation

Pay Gap

Pay Gap Score

1

Existence of policy to address the gender pay gap

"I'm incredibly pleased to share that we've achieved gender pay equity. Women at our company earn \$1.00 to every \$1.00 men earn, based on our latest analysis of employees at the same level, doing the same role. And, today, we're sharing that the median pay for women globally is 92.2 percent of the median for men"

Ref: pg 1, [Mastercard Pay Equity](#)

Career Growth

Professional Development

Professional Development Score

Existence of professional development programs geared towards female employees

1

"Woman leaders: We invest in developing woman leaders and by making efforts to increase their representation at senior levels. Women Who Lead helps women find and amplify their voices, as well as explore the dynamics of power and leadership. This program equips women with perspectives and skills for the distinct challenges they might face and is an opportunity for them to learn from one another's shared experiences."

Ref: pg 42, [Mastercard Diversity and Inclusion](#)

Mentorship

Mentorship Score

1

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

"We've created programs to mentor top women leaders, as well as women at more junior levels, and are working with focus groups to understand the key issues women face at different stages of their careers"

Ref: pg 19, [Mastercard Diversity and Inclusion](#)

Recruitment Efforts

Recruitment Efforts Score

0

Written commitment to attracting women to open positions

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

1

"New Parent Leave: Our global New Parent Leave benefit supports adoption and childbirth for all employees who become parents by adoption or childbirth in all geographies – regardless of gender, sexual orientation, or caregiver status. It provides a global standard of 16 weeks of 100% paid leave and maintains 100% of bonus eligibility during this time."

Ref: pg 1, Mastercard Benefits

Health Benefits

Health Benefits Score

Existence of female oriented health benefits

1

"Inclusive Family Building Benefit: We provide financial support for adoption, surrogacy, or fertility treatments, if they are not covered by an employee's medical insurance."

Ref: pg 1, Mastercard Benefits

External Stakeholder

Community Engagement

Community Engagement Score

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

1

"Through Start Path, we're pushing our network of investors and angels to give woman entrepreneurs the tools they need to grow. The startups we've supported have raised nearly a billion dollars in capital investment. Mastercard is helping empower the next generation of woman leaders and problem-solvers with both resources and global programs. For example, we invested \$10 million in Astia, a venture capital fund specifically for woman entrepreneurs. We also publish the Mastercard Index of Women Entrepreneurs, which offers insights into the entrepreneurial environment for women. We also have sponsored woman ambassadors and campaigns such as "Her Ideas Start Something Priceless" to give women a voice and platform."

Ref: pg 20, [Mastercard Diversity and Inclusion](#)

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

"Our employees and our contingent workforce deserve to be treated fairly, with respect and with dignity. We are committed to providing a safe and healthy workplace that is free from discrimination, harassment and retaliation. We do not tolerate unlawful discrimination, harassment or retaliation by employees or by our suppliers, contingent workers or business partners, including sexual harassment, discrimination based on protected characteristics, degrading or offensive comments or jokes, bullying, violence, intimidation or threats."

Ref: pg 3, [Mastercard Human Rights Statement](#)

Harassment and Discrimination Training

Harassment & Discrimination Training Score

Existence of policies mandating discrimination and sexual harassment training

1

"All Mastercard employees receive training on these policies and on our expectations for a culture of decency and respect, as well as trainings on anti-money laundering, trade sanctions, data privacy, information and corporate security and workplace conduct that includes inclusion and diversity. We enforce these policies and standards by providing employees with several avenues to report concerns, including an anonymous reporting option, investigating concerns that we receive and holding individuals accountable for their conduct."

Ref: pg 3, [Mastercard Human Rights Statement](#)