

## CEO Statement of Support and List of Signatories



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 Development Fund for Women (UNIFEM) 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.



## CEO Statement of Support for the Women's Empowerment Principles

### Signatures Received as of 1 October 2010

1	<p>José Luis Ibáñez Maraña President <b>1A Consultores, S. Coop</b></p>	<p><b>Type/Sector:</b> SME – Professional Services <b>Country:</b> Spain</p>
2	<p>Antonio Corripio Alvarez Managing Director <b>AC Servicios, E.I.</b></p>	<p><b>Type/Sector:</b> SME – Health Care Equipment and Services <b>Country:</b> Spain</p>
3	<p>Esperanza Fitz Luna Founder and Chief Executive <b>Alguas S.L.</b></p>	<p><b>Type/Sector:</b> SME - Environment <b>Country:</b> Spain</p>
4	<p>Peder Tuborgh Chief Executive Officer <b>Arla Foods amba</b></p>	<p><b>Type/Sector:</b> Dairy food and beverage industry (sales and production) <b>Country:</b> Denmark</p>
5	<p>Arne Frank President and Chief Executive Officer <b>AAK – AarhusKarlshamn AB</b></p>	<p><b>Type/Sector:</b> Food industry, vegetable oils <b>Country:</b> Sweden</p>
6	<p>William D. Green Chairman and Chief Executive Officer <b>Accenture</b></p>	<p><b>Type/Sector:</b> Consulting, Technology Svcs. and Outsourcing <b>Country:</b> Global</p>
7	<p>Andreis F. Bassi de Melo Executive Director <b>Açovisa Indústria E Comercio De Aços Especiais Ltda.</b></p>	<p><b>Type/Sector:</b> Steel Distributor <b>Country:</b> Brazil</p>

8	J M S Brito Deputy Chairman and Managing Director <b>Aitken Spence PLC</b>	<b>Type/Sector:</b> Diversified <b>Country:</b> Sri Lanka
9	Ben Verwaayen Chief Executive Officer <b>Alcatel-Lucent</b>	<b>Type/Sector:</b> Telecommunications <b>Country:</b> France
10	Anne Lauvergeon Chief Executive Officer and Chairman of the Executive Board <b>AREVA</b>	<b>Type/Sector:</b> Energy <b>Country:</b> France
11	Andrew Moss Group Chief Executive <b>Aviva Plc</b>	<b>Type/Sector:</b> Insurance <b>Country:</b> UK
12	Andrea Jung Chairman and Chief Executive Officer <b>Avon Products, Inc.</b>	<b>Type/Sector:</b> Beauty & Beauty Related Products <b>Country:</b> Global
13	Aldemir Bendine President <b>Banco do Brasil</b>	<b>Type/Sector:</b> Financial Institution <b>Country:</b> Brazil
14	Javier Martin Fernandez Chief Executive Officer <b>BMC Maderas S.A.</b>	<b>Type/Sector:</b> Lumber/Construction <b>Country:</b> Spain
15	Yukako Uchinaga Chairman of the Board, President and CEO <b>Berlitz International, Inc.</b>	<b>Type/Sector:</b> Language Services <b>Country:</b> Japan

16	David Espinar Rivarés Managing Director <b>Bodegas Emilio Moro S.L.</b>	<b>Type/Sector:</b> Winery-Ribera del Duero <b>Country:</b> Spain
17	Shoko Ikeda Representative Director and President <b>Bull-Dog Sauce Co., Ltd.</b>	<b>Type/Sector:</b> Food Production and Sales <b>Country:</b> Japan
18	Dr. Amany Asfour Vice Chairman <b>Cairo Scientific Company</b>	<b>Type/Sector:</b> Medical Equipment <b>Country:</b> Egypt
19	José Luis Olivas Martínez President <b>Caja de Ahorros de Valencia, Castellón y Alicante, BANCAJA</b>	<b>Type/Sector:</b> Financial Services <b>Country:</b> Spain
20	Antonio Pérez Lao President <b>CAJAMAR Caja Rural</b>	<b>Type/Sector:</b> Financial Services, Banking <b>Country:</b> Spain
21	Barbara J. Krumsiek President, Chief Executive Officer and Chair <b>Calvert Group, Ltd</b>	<b>Type/Sector:</b> Investment <b>Country:</b> US
22	Hubert Joly President, Chief Executive Officer and Director <b>Carlson</b>	<b>Type/Sector:</b> Hospitality <b>Country:</b> US
23	Ann Sherry AO Chief Executive Officer <b>Carnival Australia</b>	<b>Type/Sector:</b> Cruise Ship Operator / Tourism <b>Country:</b> Australia

24	Brett White Chief Executive Officer <b>CB Richard Ellis</b>	<b>Type/Sector:</b> Real Estate Services <b>Country:</b> Global / HQ in US
25	Ludwig Oscuro Federigan Chairman of the Board and Chief Operating Officer <b>Cebu Magazine Exchange Incorporated</b>	<b>Type/Sector:</b> Wholesale Distribution <b>Country:</b> Philippines
26	José Antônio Muniz Lopes President <b>Centrais Eléctricas Brasileiras S.A. – ELETROBRAS</b>	<b>Type/Sector:</b> Utilities/Electricity <b>Country:</b> Brazil
27	Charles Wong Chief Executive Officer <b>Charles &amp; Keith International Pte Ltd.</b>	<b>Type/Sector:</b> Fashion Footwear & Accessories <b>Country:</b> Singapore
28	Shin Watanabe President <b>Chuo Labor Bank</b>	<b>Type/Sector:</b> Finance <b>Country:</b> Japan
29	Dr. Adel Abd El Halim Mostafa Chairman and Executive Officer <b>C.I.D (Chemical Industries Development)</b>	<b>Type/Sector:</b> Pharmaceutical <b>Country:</b> Egypt
30	Ramón García Giménez Managing Director <b>Cinde Soluciones S.L.</b>	<b>Type/Sector:</b> SME – Professional Services <b>Country:</b> Spain
31	Carlos Alberto Jayme Director <b>CINQ Technologies</b>	<b>Type/Sector:</b> IT Software Development <b>Country:</b> Brazil

32	Dilton da Conti Oliveira Chief Executive Officer <b>Companhia Hidro Elétrica do São Francisco – Chesf</b>	<b>Type/Sector:</b> Energy <b>Country:</b> Brazil
33	Agamenon Sérgio Lucas Dantas Chief Executive Officer <b>Companhia de Pesquisa de Recursos Minerais – CPRM</b>	<b>Type/Sector:</b> Geology/Mineral Resources Research (Public) <b>Country:</b> Brazil
34	Ronald Thadeu Ravedutti Chief Executive Officer <b>Copel – Companhia Paranaense de Energia</b>	<b>Type/Sector:</b> Power Utility <b>Country:</b> Brazil
35	Nuria Constans Macia Managing Director <b>Corporació de Salut del Mesresme I La Selva</b>	<b>Type/Sector:</b> Public Health <b>Country:</b> Spain
36	Dean Cycon Founder and Chief Executive Officer <b>Dean’s Beans</b>	<b>Type/Sector:</b> Coffee and Cocoa <b>Country:</b> US
37	James H. Quigley Chief Executive Officer <b>Deloitte Touche Tohmatsu</b>	<b>Type/Sector:</b> Professional Services <b>Country:</b> Global
38	Tatsuyoshi Takashima President and CEO <b>Dentsu Inc.</b>	<b>Type/Sector:</b> Advertising <b>Country:</b> Japan
39	José Antonio Carreño Lozano Director <b>Efectivamente Comunicación, S.L.</b>	<b>Type/Sector:</b> Advertising <b>Country:</b> Spain

40	Aner Garmendia Urkizu Chief Executive Officer/Director General <b>EGA MASTER S.A.</b>	<b>Type/Sector:</b> Industrial/Tool manufacturing <b>Country:</b> Spain
41	Pedro Carlos Hosken Vieira Chief Executive Officer <b>Eletrobrás Amazonas Energia</b> <b>Eletrobrás Distribuição Acre</b> <b>Eletrobrás Distribuição Alagoas</b> <b>Eletrobrás Distribuição Piauí</b> <b>Eletrobrás Distribuição Rondônia</b> <b>Eletrobrás Distribuição Roraima</b>	<b>Type/Sector:</b> Electricity Distribution <b>Country:</b> Brazil
42	Wady Charone Junior Chief Executive Officer <b>Eletrobras Eletronorte</b>	<b>Type/Sector:</b> Utilities (Electricity), Public <b>Country:</b> Brazil
43	Othon Luiz Pinheiro da Silva President <b>Eletrobras Termonuclear S.A. –</b> <b>ELETRONUCLEAR</b>	<b>Type/Sector:</b> Energy (Electricity), Public <b>Country:</b> Brazil
44	Pedro Antonio Arraes Pereira Chief Executive Officer <b>Empresa Brasileira de Pesquisa Agropecuária –</b> <b>(Embrapa)</b>	<b>Type/Sector:</b> Agricultural Research <b>Country:</b> Brazil
45	Andrea Brentan Chief Executive Officer <b>Endesa, S.A.</b>	<b>Type/Sector:</b> Energy <b>Country:</b> Spain
46	José Luis González Martínez President <b>ENUSA Industrias Avanzada, S.A.</b>	<b>Type/Sector:</b> Utilities, Public <b>Country:</b> Spain

47	James S. Turley Chairman and Chief Executive Officer <b>Ernst &amp; Young</b>	<b>Type/Sector:</b> Professional Services <b>Country:</b> Global
48	PM (Mpho) Makwana Acting Executive Chairman <b>Eskom Holdings Limited</b>	<b>Type/Sector:</b> Energy (Electric Utility) <b>Country:</b> South Africa
49	José Mayor Oreja President <b>FCC Construcción</b>	<b>Type/Sector:</b> Construction <b>Country:</b> Spain
50	Michael Haradom Chief Executive Officer <b>Fersol Industria e Comercio SA</b>	<b>Type/Sector:</b> Agrochemical Industry <b>Country:</b> Brazil
51	Carlos Nadalutti Filho Chief Executive Officer <b>FURNAS Centrais Eléctricas – ELETROBRAS FURNAS</b>	<b>Type/Sector:</b> Energy (Electricity), Public <b>Country:</b> Brazil
52	Antonio Calleri President <b>Geolog International B.V.</b>	<b>Type/Sector:</b> Energy – Oil and Gas <b>Country:</b> The Netherlands
53	Miguel José Arjona Sánchez Managing Director <b>Gesproenergía S.L.</b>	<b>Type/Sector:</b> Energy <b>Country:</b> Spain
54	Bernardo Lorenzo González Managing Partner <b>Grupo Gesor</b>	<b>Type/Sector:</b> Professional Services <b>Country:</b> Spain

55	Marcos Suarez Rodriguez Director General <b>Grupo Lacera</b>	<b>Type/Sector:</b> Financial Services <b>Country:</b> Spain
56	L. Kevin Kelly Chief Executive Officer <b>Heidrick &amp; Struggles</b>	<b>Type/Sector:</b> Leadership Advisory <b>Country:</b> US
57	Dr. Juan José Fernandez Ramos Managing Director <b>Hospital Moncloa, S.A.</b>	<b>Type/Sector:</b> Public Health <b>Country:</b> Spain
58	Jordi Pujol Colomer Managing Director <b>Hospital Plató</b>	<b>Type/Sector:</b> Private Hospital <b>Country:</b> Spain
59	Maria Rodrigues Neves Camargo President <b>INCCATI Sistemas Ltda - ME</b>	<b>Type/Sector:</b> Software House <b>Country:</b> Brazil
60	Senapathy Gopalakrishnan Chief Executive Officer <b>Infosys Technologies Limited</b>	<b>Type/Sector:</b> Information Technology & Consulting <b>Country:</b> India
61	Evaristo Gutiérrez Director <b>INGECAL, Ingeniería de la Calidad y el Medio Ambiente, S.L.</b>	<b>Type/Sector:</b> Consulting, Training <b>Country:</b> Spain
62	Jorge Miguel Samek Brazilian General Director <b>Itaipu Binacional</b>	<b>Type/Sector:</b> Utilities - Electricity <b>Country:</b> Brazil

63	Fernando Juan Casañas Chief Executive <b>Jardican S.L.U.</b>	<b>Type/Sector:</b> SME-Food Production <b>Country:</b> Brazil
64	Ratan Jindal Chief Executive <b>JSL Stainless Ltd.</b>	<b>Type/Sector:</b> Manufacturing / Extractive <b>Country:</b> India
65	Motoki Ozaki Representative Director, President and CEO <b>Kao Corporation</b>	<b>Type/Sector:</b> Manufacturing <b>Country:</b> Japan
66	Jose Manuel Escobas García Director <b>Legalitas Quality Assurance (L.Q.A.)</b>	<b>Type/Sector:</b> Import & Export, Fruit/Horticulture <b>Country:</b> Spain
67	John Anderson President and Chief Executive Officer <b>Levi Strauss &amp; Co.</b>	<b>Type/Sector:</b> Apparel <b>Country:</b> Global / HQ in US
68	Professor Alyson Warhurst Chief Executive Officer <b>Maplecroft</b>	<b>Type/Sector:</b> Advisory <b>Country:</b> UK
69	Rosilene Rodrigues Anuns Tanaka Chief Executive Officer <b>MicroLife Informática de Franca Ltda.</b>	<b>Type/Sector:</b> Information Technology <b>Country:</b> Brazil
70	Steve Ballmer Chief Executive Officer <b>Microsoft Corporation</b>	<b>Type/Sector:</b> ICT <b>Country:</b> US

71	David Labistour Chief Executive Officer <b>Mountain Equipment Co-op</b>	<b>Type/Sector:</b> Retail <b>Country:</b> Canada
72	Rosangela de Andrade Pelizaro Executive Director <b>NATUSFRAN</b>	<b>Type/Sector:</b> SME - Manufacturing <b>Country:</b> Brazil
73	Wrion Gonçalves Pereira Neto Chief Executive Officer <b>New Space Processamento e Sistemas Ltda.</b>	<b>Type/Sector:</b> Support Services <b>Country:</b> Brazil
74	Joseph Jimenez Chief Executive Officer <b>Novartis International AG</b>	<b>Type/Sector:</b> Healthcare <b>Country:</b> Switzerland
75	Lise Kingo, Executive Vice President on behalf of Lars Rebien Soerensen President and Chief Executive Officer <b>Novo Nordisk A/S</b>	<b>Type/Sector:</b> Pharmaceutical <b>Country:</b> Denmark
76	Ahmed El Bakry Chairman and Chief Executive Officer <b>Olympic Group</b>	<b>Type/Sector:</b> Manufacturing <b>Country:</b> Egypt
77	Dr. Wolfgang Rutenstorfer Chief Executive Officer <b>OMV Aktiengesellschaft</b>	<b>Type/Sector:</b> Oil & Gas/Energy <b>Country:</b> Austria
78	Naguib Onsi Sawiris Group Executive Chairman <b>Orascom Telecom Holding S.A.E.</b>	<b>Type/Sector:</b> Telecommunications <b>Country:</b> Egypt

79	Dr. Jim Mantle Managing Director Asia-Pacific <b>Parsons Brinckerhoff Australia</b>	<b>Type/Sector:</b> Engineering Consultant <b>Country:</b> Australia
80	Johannes G. Walter Managing Director <b>PARTICIP GmbH</b>	<b>Type/Sector:</b> Support Services <b>Country:</b> Germany
81	Joseph F. Keefe President and Chief Executive Officer <b>Pax World Management LLC</b>	<b>Type/Sector:</b> Asset Management <b>Country:</b> US
82	José Sérgio Gabrielli Chief Executive Officer <b>Petrobras</b>	<b>Type/Sector:</b> Energy <b>Country:</b> Brazil
83	Cassandra Kelly Joint CEO <b>Pottinger</b>	<b>Type/Sector:</b> Corporate Advisory <b>Country:</b> Australia
84	Hatsunori Kiriya President and Representative Director <b>Procter &amp; Gamble Japan K.K.</b>	<b>Type/Sector:</b> Wholesale Pharmaceutical and Cosmetics <b>Country:</b> Japan
85	François-Henri Pinault Chief Executive Officer and Chairman of the Board of Directors <b>PPR</b>	<b>Type/Sector:</b> Retail/Luxury <b>Country:</b> France
86	Y.W. Junardy President Commissioner <b>PT Rajawali Corpora</b>	<b>Type/Sector:</b> Multi-sector Investment Holding <b>Country:</b> Indonesia

87	José Antonio Rodríguez Quevado Director-General <b>Puentes y Calzadas Infraestructuras S.L.U.</b>	<b>Type/Sector:</b> Construction <b>Country:</b> Spain
88	Rajenthiran (Raj) Narayanan Chief Executive Officer <b>Rabutec</b>	<b>Type/Sector:</b> Oil & Gas <b>Country:</b> Malaysia/Singapore
89	Eiji Hosoya Director, Chairman and Representative Executive Officer <b>Resona Holdings, Inc.</b>	<b>Type/Sector:</b> Finance <b>Country:</b> Japan
90	Jose Joya Roldán Director-General <b>Roadmap Excelencia y Responsabilidad</b>	<b>Type/Sector:</b> Microenterprise, Consultancy <b>Country:</b> Spain
91	Flávio Rodovalho Director <b>Rodvalho Advogados</b>	<b>Type/Sector:</b> Law Firm <b>Country:</b> Brazil
92	Helmy Abouleish Chief Executive Officer <b>SEKEM Group</b>	<b>Type/Sector:</b> Diversified <b>Country:</b> Egypt
93	Marcus Vinícius Ferreira Mazoni Chief Executive Officer <b>Serviço Federal de Processamento de Dados – SERPRO</b>	<b>Type/Sector:</b> Information Technology and Communications (Public) <b>Country:</b> Brazil
94	Mikio Katayama President <b>Sharp Corporation</b>	<b>Type/Sector:</b> Technology Hardware and Equipment <b>Country:</b> Japan

95	Yoshizo Shimano Chairman <b>Shimano, Inc.</b>	<b>Type/Sector:</b> Manufacturing <b>Country:</b> Japan
96	Shinzo Maeda Representative Director, President and CEO <b>Shiseido Co., Ltd.</b>	<b>Type/Sector:</b> Cosmetics <b>Country:</b> Japan
97	Ravindra Ajith Fernando Chief Executive Officer <b>Sri Lanka Institute of Nanotechnology (Pvt) Ltd.</b>	<b>Type/Sector:</b> Research and Development <b>Country:</b> Sri Lanka
98	Sungjoo Kim Chairperson and Chief Executive Officer <b>Sungjoo Group / MCM</b>	<b>Type/Sector:</b> Luxury Fashion <b>Country:</b> South Korea
99	Enrique Salem President and Chief Executive Officer <b>Symantec Corporation</b>	<b>Type/Sector:</b> ICT /Software <b>Country:</b> US
100	Antonio Tejada Encinas President <b>Tejada &amp; Encinas Hispano Portuguesa de Abogados y Asociados, S.L.</b>	<b>Type/Sector:</b> Legal Services <b>Country:</b> Spain
101	Shigeo Ohyagi President and Chief Executive Officer <b>Teijin Limited</b>	<b>Type/Sector:</b> Chemicals <b>Country:</b> Japan
102	Christophe de Margerie Chairman & Chief Executive Officer <b>Total</b>	<b>Type/Sector:</b> Energy <b>Country:</b> France

103	Christine Bosse Chief Executive Officer <b>Tryg</b>	<b>Type/Sector:</b> Insurance <b>Country:</b> Denmark
104	Gail Kelly Chief Executive Officer <b>The Westpac Group</b>	<b>Type/Sector:</b> Financial Services <b>Country:</b> Australia
105	Robert B. Zoellick President of the World Bank Group and Chair of the <b>World Bank Global Private Sector Leaders Forum</b>	<b>Type/Sector:</b> International Financial Institution <b>Country:</b> Global
106	Valérie Hermann President <b>Yves Saint Laurent</b>	<b>Type/Sector:</b> Luxury Fashion <b>Country:</b> Global