

2023 BLOOMBERG GENDER-EQUALITY INDEX GENDER REPORTING FRAMEWORK

Company: Neiman Marcus Group

Country of Headquarters: United States of America

All responses represent a minimum of 80% of the company's global workforce, unless otherwise noted.

Question #	Question	FY21 Answer (Aug 2020-Jul 2021)	FY22 Answer (Aug 2021-Jul 2022)	Supplemental Information
Section 1: Leadership & Talent Pipeline (All responses in Section 1 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.)				
Leadership				
1a.	How many total directors are on the company's board?	7	7	
1b.	How many women are on the company's board?	4	4	
1c.	What percentage of the company's board is composed of women?	57%	57%	Women represent 57% of the Company's Board of Directors- more than double the industry avg. of 28.2% at Russell 3000 companies in 2022 and outpaces the Bloomberg GEI avg. of 31% in 2022
2.	Is the company's current chairperson or equivalent position held by a woman?	No	No	
3.	Is the company's current Chief Executive Officer (CEO) or equivalent position held by a woman?	No	No	
4a.	How many executive officers does the company have?	8	8	
4b.	How many executive officers are women?	4	4	NMG is a female majority company from the sales floor to the board room, and while we have parity within our executive officers, our most senior management body is comprised of 60% female representation, more than double the average of 2022 Bloomberg GEI companies at 23% for executives. You can view our management team at www.neimanmarcusgroup.com/management
4c.	What percentage of the company's executive officers are women?	50%	50%	NMG is a female majority company from the sales floor to the board room, and while we have parity within our executive officers, our most senior management body is comprised of 60% female representation, more than double the average of 2022 Bloomberg GEI companies at 23% for executives. You can view our management team at www.neimanmarcusgroup.com/management
5.	Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives?	Yes	Yes	
Talent Pipeline				
6.	Does the company require a gender-diverse slate of candidates for all management roles?	-	-	Beginning in FY23 NMG rolled out its Inclusive Hiring Best Practices Training which requires a Diverse Interview Panel and Candidate Slate for Director+ Roles. This process provides direction that hiring panels and candidate slates should have at least one woman and one person of color with direct focus on expanding the pool of qualified candidates and creating a more diverse and inclusive talent hiring process.
7.	What percentage of the company's senior management are women?	59.1%	58.6%	
8.	What percentage of the company's middle/other management are women?	61.2%	62.1%	
9.	What percentage of the company's entry level positions are held by women?	69.8%	68.7%	
10.	What percentage of the company's revenue-producing roles are held by women?	72.5%	71.8%	The 2022 GEI companies on average reported women occupy 39% of revenue producing roles

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11.	What percentage of the company's information technology (IT) workforce are women?	28.7%	30.8%	The 2022 GEI companies on average reported women occupy 26.4% of information technology roles
12.	What percentage of the company's engineering workforce are women?	24%	24.3%	The 2022 GEI companies on average reported women occupy 23.6% of engineering roles
Retention & Recruiting				
13.	What percentage of the company's total employee workforce are women?	68%	67.6%	
14.	What percentage of employees promoted during the fiscal year were women?	61%	69.6%	
15.	What percentage of employees that left the company during the fiscal year were women?	-	-	
16.	What percentage of employees hired during the fiscal year were women?	64%	65.6%	
17.	Does the company have a targeted recruiting strategy to increase women hires?	N/A	N/A	NMG is a majority female organization from the sales floor to the boardroom and while we do not have a targeted recruiting strategy we partner with organizations like Forte Foundation, McKinsey Connected Leaders Academy and Better Up to provide development opportunities for our diverse associate population.
18.	Does the company publicly share a specific, time-bound action plan with targets to increase the representation of women in leadership positions?	N/A	N/A	NMG is a majority female organization from the sales floor to the boardroom and while we do not have a targeted recruiting strategy we partner with organizations like Chief, 50/50 Women on Boards, Forte Foundation, McKinsey Connected Leaders Academy and Better Up to provide development opportunities for our diverse associate population.
Retention & Recruiting in the time of Covid-19				
19a.	Did the company suspend hiring during the fiscal year due to the introduction of COVID-19 to the working environment?	No	No	
19b.	Of total employees furloughed or required to take an extended leave of absence during the fiscal year as a direct or indirect result of COVID-19 on the working environment, what percentage were women?	67.6%	N/A	The percentage of women furloughed due to COVID-19 is less than the percentage total workforce representation at NMG.
19c.	Of total employees terminated during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A	N/A	
19d.	Of total employees assigned reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	62.7%	N/A	The percentage of women with reduced hours due to COVID-19 is less than the percentage total workforce representation at NMG.
19e.	Of total employees volunteering reduced working hours during the fiscal year as a direct or indirect result of the introduction of COVID-19 to the working environment, what percentage were women?	N/A	N/A	
US Representation				
20a.	For US Employees: What percentage of the company's total United States (US) employee base is women?	68%	67.6%	
20b.	For US Employees: What percentage of the company's women employees in the United States (US) self-identify as a member of an underrepresented racial or ethnic group?	51.2%	54.4%	

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21.	For US Employees: Did the company publish the US EEO-1 report for the fiscal year?	No	No	While NMG does not publically disclose its EEO-1 report, we provide a detailed account of the diversity of our organization annually in our ESG report. NMG is a majority workplace of color and has established goals to increase racial and ethnic diversity in leadership roles Vice President and above to 28% by 2030. Review our ESG report for further context around our strategies to revolutionize impact at www.neimanmarcusgroup.com/2021-report
Exploratory				
22a.	For US/UK Companies: How many directors on the company's board self-identify as a member of an underrepresented racial or ethnic group?	1	1	
22b.	For US/UK Companies: What percentage of the company's board self-identifies as a member of an underrepresented racial or ethnic group?	14.3%	14.3%	
22c.	For US/UK Companies: How many directors on the company's board self-identify as both a woman and member of an underrepresented racial or ethnic group?	1	1	
22d.	For US/UK Companies: What percentage of the company's board self-identifies as both a woman and member of an underrepresented racial or ethnic group?	14.3%	14.3%	
23a.	For US/UK Companies: How many of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	1	2	
23b.	For US/UK Companies: What percentage of the company's executive officers self-identify as a member of an underrepresented racial or ethnic group?	12.5%	25%	
23c.	For US/UK Companies: How many of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	1	2	
23d.	For US/UK Companies: What percentage of the company's executive officers self-identify as both a woman and a member of an underrepresented racial or ethnic group?	12.5%	25%	
24.	For US/UK Companies: Does the company capture representation of employees self-identifying as lesbian, gay, bisexual, transgender, or queer (LGBTQ+) in leadership positions?	No	No	
25.	For US/UK Companies: Does the company publicly share a specific, time-bound action plan with targets to increase the representation of underrepresented racial and ethnic groups in leadership positions?	No	Yes	While NMG does not publically disclose its EEO-1 report, we provide a detailed account of the diversity of our organization annually in our ESG report. NMG is a majority workplace of color and has established goals to increase racial and ethnic diversity in leadership roles Vice President and above to 28% by 2030. Review our ESG report for further context around our strategies to revolutionize impact at www.neimanmarcusgroup.com/2021-report

Question # Question

FY21 Answer
(Aug 2020-Jul 2021)

FY22 Answer
(Aug 2021-Jul 2022)

Supplemental Information

Section 2: Equal Pay & Gender Pay Parity (All responses in Section 2 must represent a minimum of 80% of the company's global workforce, unless otherwise noted.)

Executive Pay

26.	What percentage of the company's top 10% compensated employees are women?	53%	54%	The proportion of women in the top 10% compensated at NMG more than doubles the average of 2022 Bloomberg GEI companies (24%) and is more than 4x higher than that of other Bloomberg GEI member companies within the consumer discretion sector at 12%
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Equal Pay

27.	Did the company perform a global equal pay audit (also referred to as a pay equity review) during the fiscal year to identify differences in pay between men and women doing equivalent work?	No	Yes	
28.	Did the company publicly disclose a quantitative compensation review by gender for the fiscal year?	No	No	NMG is currently reviewing the findings from its Pay Equity Audit and will disclose remediation where appropriate at the conclusion of its study.

Raw Pay Gap Metrics

29a.	For what percentage of the company's workforce can the company provide consolidated pay data?	99%	99%	
29b.	What is the company's percentage of women in the top pay quartile globally?	58%	63%	
29c.	What is the company's percentage of women in the upper middle pay quartile globally?	72%	73%	
29d.	What is the company's percentage of women in the lower middle pay quartile globally?	72%	66%	
29e.	What is the company's percentage of women in the lower pay quartile globally?	74%	71%	
29f.	What is the company's global mean (average) raw gender pay gap?	-	-	In Q4 of FY22 NMG conducted a pay equity audit and is currently reviewing the data
30.	Does the company publicly share a specific, time-bound action plan to close its gender pay gap?	No	No	NMG is currently reviewing the findings from its Pay Equity Audit and will disclose remediation where appropriate at the conclusion of its study.

Section 3: Inclusive Culture (All responses in Section 3 must represent a minimum of 80% of the company's global workforce of full-time employees, unless otherwise noted. Do not include part-time or unionized employees.)

Global Parental Leave

31a.	What is the minimum number of weeks of fully paid primary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	-	-	Beginning in FY22 NMG provides 16wks of 100% fully paid parental leave for Exempt associates and 67% of compensation for non-exempt associates, 2weeks of Paid Family Leave, and Adoption Support of \$10,000
31b.	What is the minimum number of weeks of fully paid secondary parental leave offered by the company? If there is not a global standard, provide the minimum leave policy.	-	-	Beginning in FY22 NMG provides 16wks of 100% fully paid parental leave for Exempt associates and 67% of compensation for non-exempt associates, 2weeks of Paid Family Leave, and Adoption Support of \$10,000

US Parental Leave

32a.	For US Employees: How many weeks of fully paid primary parental leave does the company offer to employees in the US?	-	-	Beginning in FY22 NMG provides 16wks of 100% fully paid parental leave for Exempt associates and 67% of compensation for non-exempt associates, 2weeks of Paid Family Leave, and Adoption Support of \$10,000
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32b.	For US Employees: For those employees in the US that returned from primary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	-	-	
32c.	For US Employees: How many weeks of fully paid secondary parental leave does the company offer to employees in the US?	-	-	
32d.	For US Employees: For those employees in the US that returned from secondary parental leave during the fiscal year, what was the average number of fully paid weeks taken?	-	-	
Return to Work				
33.	Of women who returned from parental leave during fiscal year 2022, what percentage remained employed by the company 12 months after their return?	-	-	
34.	Does the company provide access to on-site lactation rooms?	Yes	Yes	
Insurance and Benefits				
35.	Does the company's workforce receive adoption assistance through company and/or government support?	Yes	Yes	
35a.	Global workforce receives adoption assistance	N/A	N/A	
35b.	US workforce receives adoption assistance	Yes	Yes	
36.	Does the company's workforce receive insurance coverage for fertility services through company and/or government support?	Yes	Yes	
36a.	Global workforce receives insurance coverage for fertility services.	N/A	N/A	
36b.	US workforce receives insurance coverage for fertility services.	Yes	Yes	
37.	Does the company's workforce receive insurance coverage for egg-freezing through company and/or government support?	Yes	Yes	
37a.	Global workforce receives insurance coverage for egg-freezing	N/A	N/A	
37b.	US workforce receives insurance coverage for egg-freezing	Yes	Yes	
38.	Does the company's workforce receive insurance coverage for contraception through company and/or government support?	No	Yes	
38a.	Global workforce receives insurance coverage for contraception	N/A	N/A	
38b.	US workforce receives insurance coverage for contraception	No	Yes	
39.	Does the company's workforce receive insurance coverage for gender reassignment/affirmation services through company and/or government support?	Yes	Yes	
39a.	Global workforce receives insurance coverage for gender reassignment/affirmation services	N/A	N/A	
39b.	US workforce receives insurance coverage for gender reassignment/affirmation services	Yes	Yes	

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40.	Does the company offer mental health support or consultation services to global employees?	Yes	Yes	
Family Care				
41a.	Is the global workforce eligible to receive back-up child care services or child care subsidies through company and/or government support?	No	No	
41b.	Is the global workforce eligible to receive back-up elder care services or elder care subsidies through company and/or government support?	No	No	
42.	Did the company provide fully paid time off for bereavement?	Yes	Yes	
Flexible Work Environment				
43.	Does the company offer an option to control and/or vary the start or end times of the workday or workweek (e.g. flextime)?	Yes	Yes	
44.	Does the company offer an option to control and/or vary the location where employees work (e.g. telecommuting, work from home)?	Yes	Yes	
Engagement				
45a.	Did the company conduct an employee engagement survey for all employees during the fiscal year?	Yes	Yes	
45b.	If the company conducted an employee engagement survey, were results assessed by gender?	Yes	Yes	
45c.	Does the company's employee engagement survey address diversity and inclusion (D&I)?	Yes	Yes	
46.	Does the company have employee resource groups for women?	No	Yes	
47a.	Does the company offer all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviors?	-	-	In FY21 NMG provided its officer population cognitive bias training and developing a suite of Belonging Trainings to provide to 100% of associates. This includes our new inclusive hiring best practices training which rolled out in Q2 of FY23.
47b.	What percentage of managers completed company provided unconscious bias training?	-	-	In FY21 NMG provided its officer population cognitive bias training and developing a suite of Belonging Trainings to provide to 100% of associates. This includes our new inclusive hiring best practices training which rolled out in Q2 of FY23.
48.	Do senior managers have clear diversity and inclusion (D&I) goals included as part of their annual performance reviews?	-	-	
Exploratory				
49.	For US/UK Employees: Does the company offer gender inclusive parental leave policies?	No	Yes	
50.	For US/UK Employees: Does the company provide gender inclusive restrooms?	-	-	
51a.	For US/UK Employees: Does the company have employee resource groups for underrepresented racial or ethnic groups?	No	Yes	
51b.	For US/UK Employees: Does the company have employee resource groups for employees who self-identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ+)?	No	Yes	

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Section 4: Anti-Sexual Harassment Policies				
Anti-Sexual Harassment Policies				
52.	Does the company have a publicly available company policy that explicitly condemns sexual harassment in the workplace?	Yes	Yes	NMG Documents & Charters (neimanmarcusgroup.com)
53.	Are employees required to complete sexual harassment training at least once a year?	–	–	
54.	For all sexual harassment allegations, does the company utilize an impartial third-party investigator, or have an internal independent investigation function, that reports directly to the board?	–	–	
55.	Does the company prohibit nondisclosure agreements (e.g. confidentiality provisions or silencing agreements) pertaining to claims of sexual harassment in settlement agreements, unless requested by the victim?	–	–	
56.	Does the company require employees to take sexual harassment claims to private arbitration?	–	–	
Exploratory				
57.	Does the company have a publicly available company policy that explicitly condemns harassment and discrimination in the workplace based on the following? <i>Check all that apply.</i>	Yes	Yes	NMG Documents & Charters (neimanmarcusgroup.com)
57a.	Discrimination and harassment based on race and ethnicity in the workplace	Yes	Yes	
57b.	Discrimination and harassment based on sexual orientation and/or gender identity in the workplace	Yes	Yes	
Section 5: External Brand				
Screening for Biases				
58.	Does the company evaluate all advertising and marketing content for gender biases prior to publication?	–	–	
59.	Does the company assess gender balance in machine learning in order to prevent algorithms from perpetuating gender biases?	–	–	
Supply Chain				
60.	Does the company have a supplier diversity program that includes women suppliers/vendors?	No	Yes	
Re-entering the Workforce				
61.	Does the company have a program designed to recruit women returning back to the workforce after taking a career break?	–	–	
Client Engagement				
62.	Has the company allocated specific resources for both retaining and increasing the percentage of women clients or customers in any of its businesses?	Yes	Yes	
63a.	Does the company track the client or customer base by gender?	–	–	

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63b.	Does the company track customer satisfaction feedback by gender?	Yes	Yes	
63c.	Does the company measure the retention of women clients or customers in any of its businesses?	–	–	
64a.	Does the company offer and/or fund any lending, savings, or other financial products specifically for women-owned businesses – micro, small or other?	–	–	
64b.	Where applicable, does the company track repayment rates by gender?	–	–	
Education				
65.	Does the company conduct and/or sponsor any of the following types of programs targeting women in the community? Check all that apply.	–	–	
65a.	Financial education programs	–	–	
65b.	Health or insurance education programs	–	–	
65c.	STEM education programs	–	–	
Public Support for Women				
66.	Has the company given monetary support during the fiscal year to any non-profit organization(s) with a primary mission of advocating for gender equality in the workplace?	Yes	Yes	
67.	Has the CEO or equivalent issued a signed CEO Statement of Support to the United Nations (UN) Women’s Empowerment Principles?	No	No	
68.	Is the company a verified active participant to the United Nations (UN) Global Compact?	No	No	
69.	Is the company EDGE certified, or in the process of certification, in any markets?	–	–	
Exploratory				
70.	Does the company give monetary support to any non-profit organization(s) with a primary mission of advocating for the following? Check all that apply.	Yes	Yes	
70a.	Racial and ethnic equality in the workplace	Yes	Yes	
70b.	LGBTQ+ equality in the workplace	Yes	Yes	