

## **Becton Dickinson**

- 65% of Sales and Marketing Specialists are female
- Flexible working hours are available
- The organisation has formalised the flexible working hours policy
- CEO has to report to the HR Director of Asia Pacific on the progress of the top performing and high potential women in the organisation, what he is doing to foster their development and what initiatives are underway to foster development of other talented women and diversity leaders.
- 76.9% of recruits in the past year are female
- A female Financial Controller and a female Financial Accounting Manager have been appointed
- There is a 40% female representation in the leadership team
- 50% of the total number of hiring managers in BD Australia and New Zealand are women
- Of promotions in 2007, 70.8% were female
- Women represent 48% of the talent pool which is an increase of 12% on the previous year
- All sales force associates are provided with the option to work from home.