

Annex 1: Parker Review survey results as at 2 November 2020

The data included in this table is a representation of the survey results as at 2 November 2020, which were self-declared by the FTSE 100 companies.

As at March 2021, a further seven FTSE 100 companies have appointed directors from a minority ethnic group, effective in the early months of this year. These companies have been identified through an * in the table below.

Company (source: BoardEx)	Met ¹	Not Met ²	Did Not Submit Data ³	Did Not Respond ⁴
1 Admiral Group PLC	✓			
2 Anglo American PLC	✓			
3 Antofagasta PLC	✓			
4 AstraZeneca PLC	✓			
5 Avast PLC	✓			
6 Aveva PLC	✓			
7 B&M European Value Retail S.A.	✓			
8 Barclays PLC	✓			
9 Barratt Developments PLC	✓			
10 Berkeley Group Holdings PLC	✓			
11 BHP Group PLC	✓			
12 BP PLC	✓			
13 British American Tobacco PLC	✓			
14 British Land Company PLC	✓			
15 BT Group PLC	✓			
16 Bunzl PLC	✓			
17 Burberry Group PLC	✓			
18 Coca-Cola HBC AG	✓			
19 Compass Group PLC	✓			
20 Diageo PLC	✓			
21 Experian PLC	✓			
22 Flutter Entertainment PLC	✓			
23 Fresnillo PLC	✓			
24 GlaxoSmithKline PLC	✓			
25 Glencore PLC	✓			
26 Halma PLC	✓			
27 Hargreaves Lansdown PLC	✓			
28 Hikma Pharmaceuticals PLC	✓			
29 HSBC Holdings PLC	✓			
30 InterContinental Hotels Group PLC	✓			
31 Intermediate Capital Group PLC	✓			
32 Intertek Group PLC	✓			
33 J Sainsbury PLC	✓			
34 Johnson Matthey PLC	✓			
35 Kingfisher PLC	✓			
36 Legal & General Group PLC	✓			
37 Lloyds Banking Group PLC	✓			
38 Melrose Industries PLC	✓			
39 Mondi PLC	✓			
40 National Grid PLC	✓			
41 NatWest Group PLC	✓			
42 Ocado Group PLC	✓			
43 Pearson PLC	✓			
44 Pennon Group PLC	✓			
45 Phoenix Group Holdings PLC	✓			
46 Polymetal International PLC	✓			
47 Prudential PLC	✓			
48 Reckitt Benckiser Group PLC	✓			
49 RELX PLC	✓			
50 Rentokil Initial PLC	✓			
51 Rightmove PLC	✓			
52 Rio Tinto PLC	✓			

Company	Met ¹	Not Met ²	Did Not Submit Data ³	Did Not Respond ⁴
53	Rolls-Royce Holdings PLC	✓		
54	Royal Dutch Shell PLC	✓		
55	RSA Insurance Group PLC	✓		
56	Sage Group PLC	✓		
57	Schroders PLC	✓		
58	Scottish Mortgage Investment PLC	✓		
59	Segro PLC	✓		
60	Severn Trent PLC	✓		
61	Smith & Nephew PLC	✓		
62	Smiths Group PLC	✓		
63	Smurfit Kappa Group PLC	✓		
64	Spirax-Sarco Engineering PLC	✓		
65	SSE PLC	✓		
66	St. James's Place Wealth Management	✓		
67	Standard Chartered PLC	✓		
68	Standard Life Aberdeen PLC	✓		
69	Tesco PLC	✓		
70	Unilever PLC	✓		
71	United Utilities Group PLC	✓		
72	Vodafone Group PLC	✓		
73	WM Morrison Supermarkets PLC	✓		
74	WPP PLC	✓		
75	3i Group PLC		X	
76	Associated British Foods PLC*		X	
77	Auto Trader Group PLC		X	
78	Aviva PLC*		X	
79	BAE Systems PLC		X	
80	CRH PLC		X	
81	Croda International PLC		X	
82	DCC PLC		X	

Company	Met ¹	Not Met ²	Did Not Submit Data ³	Did Not Respond ⁴
83	DS Smith PLC	X		
84	Entain PLC*	X		
85	Evraz PLC	X		
86	Ferguson PLC	X		
87	HomeServe PLC	X		
88	Imperial Brands PLC*	X		
89	Informa PLC	X		
90	International Consolidated Airlines Group S.A.	X		
91	JD Sports Fashion PLC	X		
92	Land Securities Group PLC*		X	
93	London Stock Exchange Group PLC	X		
94	M&G PLC	X		
95	Persimmon PLC	X		
96	Taylor Wimpey PLC*	X		
97	Whitbread PLC *	X		
98	Ashtead Group PLC			X
99	Just Eat Takeaway.com N.V.			X
100	Next PLC			X
Total	74	21	2	3

¹This denotes companies that reported they have a director from a minority ethnic group on their Board.

²This denotes companies that reported that they don't have any directors from a minority ethnic group on their Board.

³This denotes companies who reported that their current board composition was unknown at the time of the survey.

⁴This denotes companies that did not respond to the request to submit their data.

*This denotes companies that have appointed a director from a minority ethnic group after the 2 November 2020. These have been identified through self-declaration and desktop research.