World Benchmarking Alliance

Urban Outfitters, Inc.

WBA Gender Disclosure Report 2020

The Gender Baseline Report assesses the 36 most influential apparel companies on their efforts to drive gender equality and women's empowerment. Using the Gender Benchmark methodology, each company has been assessed based on publicly available information published between January 2018 and May 2020.

The following disclosure report depicts the indicators against which Urban Outfitters displays leading practice in relation to its industry peers, publishes some relevant information that meets stakeholders' expectations, and reveals limited or no information.

The full Gender Benchmark, set to be released in 2021, will measure and rank companies on their corporate gender impacts based on both publicly available information and internal sources.

MEASUREMENT AREA	VALUE CHAIN	INDICATOR	LEVEL OF DISCLOSURE
GOVERNANCE AND STRATEGY	CORPORATE	1 Strategic action	●
		2 Senior leadership accountability	●
		3 Gender-responsive human rights due diligence process	●
		4 Sex-disaggregated data	●
	WORKPLACE	5 Grievance mechanism	●
		6 Employee engagement	●
		7 External stakeholder engagement	●
	SUPPLY CHAIN	8 Commitment in the supply chain	●
		9 Grievance mechanism	●
		10 Corrective action process	●
REPRESENTATION	WORKPLACE	11 Gender equality in leadership	●
		12 Professional development and promotion	●
		13 Occupational segregation	●
		14 Turnover and absenteeism	●
	SUPPLY CHAIN	15 Gender equality in leadership	●
		16 Non-discrimination against pregnant and/or married women workers	●
		17 Enabling environment for freedom of association and collective bargaining	●
		18 Gender-responsive procurement	●
COMPENSATION AND BENEFITS	WORKPLACE	19 Gender pay gap	●
		20 Paid primary and secondary carer leave	●
		21 Childcare and other family support	●
		22 Flexible work	●
	SUPPLY CHAIN	23 Formal contracts	●
		24 Living wage	●
		25 Family-friendly benefits provision	●
HEALTH AND WELL-BEING	WORKPLACE	26 Health information and services	●
	SUPPLY CHAIN	27 Safe and healthy work environment	●
		28 Health information and services	●
VIOLENCE AND HARASSMENT	WORKPLACE	29 Violence and harassment prevention	●
		30 Violence and harassment remediation	●
	SUPPLY CHAIN	31 Violence and harassment prevention	●
		32 Violence and harassment remediation	●
MARKETPLACE		33 Marketing content	●
COMMUNITY		34 Community support	●

● LEADING PRACTICE ● SOME INFORMATION ● LIMITED/NO INFORMATION