

Company name: ANTA International Group Holdings

Total weighted score: 8.4* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
2.0	20.0	Governance and strategy
1.6	17.5	Representation
3.6	17.5	Compensation and benefits
0.0	17.5	Health and well-being
1.1	17.5	Violence and harassment
0.0	5.0	Marketplace
0.0	5.0	Community

(*) The scores in this detailed assessment are unweighted (out of 2) and, therefore, change when weights are applied per the [Gender Benchmark Methodology 2020](#). Differences between the total weighted score and the sum of the weighted scores across measurement areas may occur due to rounding, but this has not had any overall effect on the ranking.

Governance and strategy (20% of total score)

CORPORATE

Indicator	Score (out of 2)	Assessment
1. Strategic action	0	NOT MET: Whilst the company has a statement that "we respect each of our staff, regardless of their gender, age, religion, ethnicity and other personal preferences", this does not meet our criteria for a public commitment to gender equality, at CEO level.
		NOT MET: Whilst the company does prohibit some discriminatory practices within its employment and labour guidelines, there is no evidence that the company has a gender strategy or that it has integrated gender equality or women's empowerment into its business strategy.
		NOT MET: There is no evidence that the company has undertaken a self- assessment or third-party assessment or certification for gender equality
		NOT MET: There is no evidence that the company has at least two public targets, covering two different issues (e.g. representation and pay) or in two different areas of the value chain (e.g. workplace and supply chain).
2. Senior leadership accountability	0	NOT MET: There is no evidence that the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment across the company's value chain.
		NOT MET: There is no evidence that the company has targets on advancing gender equality and women's empowerment in the full value chain or, therefore, annual oversight of progress against its targets.
3. Gender-responsive human rights due diligence process	0	NOT MET: Whilst the company conducts a materiality assessment, there is no evidence that it carries out human rights due diligence or that it screens for any potential or actual gender-specific human rights impacts across its value chain.
		NOT MET: Whilst the company conducts a materiality assessment, there is no evidence that it conducts human rights due diligence or that it has identified any gender-specific human rights impacts as salient.

		NOT MET: There is no evidence that the company has consulted any gender-specific stakeholder groups as part of its human rights due diligence risk identification and assessment process.
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WORKPLACE

Indicator	Score (out of 2)	Draft assessment
4. Sex-disaggregated data	0	NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated grievance data (e.g. number of grievances reported, number of grievances remediated), at least annually.
		NOT MET: There is no evidence to confirm if the company collects, analyses and monitors sex-disaggregated data on the gender balance of its workforce across various levels of leadership at least annually.
		NOT MET: Whilst the company has suggested that it is working to improve its data collection in this area, there is no evidence that it currently collects, analyses and monitors sex-disaggregated data on the percentage of employees participating in professional development programmes, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on turnover and absenteeism, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on its global gender pay gap, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on the remediation of violence and harassment grievances at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on the total procurement spend that is directed to women-owned businesses.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on injuries, fatalities and absenteeism of workers in the supply chain.
5. Grievance mechanism	1	<p>PARTIALLY MET: The company's grievance mechanism includes 4 gender-responsive elements:</p> <ul style="list-style-type: none"> - Confidential - Anonymous - Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party - Allows verbal submission of grievances via a telephone line <p>However, there is no evidence that it includes other features, such as involving a gender-balanced review body to process grievances or ensuring its mechanism is available in all relevant languages</p>
6. Employee engagement	0	<p>NOT MET: Whilst the company has a worker survey, no evidence was available to verify if there are gender-specific issues covered in the worker survey.</p> <p>NOT MET: Whilst the company states "We believe that taking the opinions of employees is the only way to continuously improve the company's policies", no evidence could be found to show that employees have provided feedback on gender-related issues or that this has directly resulted in a change in policy or practice within the workplace.</p>
7. External stakeholder engagement	0	<p>NOT MET: Whilst the company clearly engages stakeholders to influence its materiality assessment, there is no evidence that this covers any gender-specific issues or that the company engages with external stakeholders separately to inform its gender equality and women's empowerment efforts.</p> <p>NOT MET: Whilst the company states that "Continuous and effective stakeholder engagement can serve as a tool for us to strive for betterment and adjust policies and measures", no evidence was found that external stakeholders have provided feedback on gender-related issues or that this has resulted in a change in policy or practice within the company or value chain.</p>

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0	NOT MET: No evidence was found that the company requires its suppliers to undertake a gender needs assessment, and the company confirmed in its survey response that it does not require this.
		NOT MET: The company does not have any publicly disclosed targets on gender equality.
		NOT MET: The company does not have any publicly disclosed targets on gender equality to track progress against.
9. Grievance mechanism in the supply chain	0.5	NOT MET: Whilst the company has a reporting hotline available for its own employees, there is no evidence that the company ensures that workers in the supply chain have access to this grievance mechanism to raise complaints (including in relation to gender-related issues) about the company's suppliers or the company's operations.
		PARTIALLY MET: The company does require its suppliers to establish a grievance mechanism and to ensure non-retaliation in response to grievances raised, however there is no requirement for this to be communicated to workers, for suppliers to collect and analyse sex-disaggregated grievance data or for the mechanism to be available to external parties and communities.
10. Corrective action process in the supply chain	0.5	PARTIALLY MET: The company's audit process screens for some gender-related issues among its suppliers, such as: <ul style="list-style-type: none"> - Discrimination against pregnant women - sexual coercion is strictly prohibited - All workers must sign a contract (no informal work) However, the company does not screen for other gender-related issues like intimidation, harassment, retaliation or violence against trade union members/representatives.
		NOT MET: The company audits against its 10 basic principals and requires corrective action to be taken, but it is not clear if it has identified clear timelines to address issues and where gender-related issues would be categorised in this process.
		NOT MET: The company has a "zero tolerance policy" and states that cooperation would be terminated immediately if any supplier violates the "zero-tolerance items". However, this policy is not publicly available to confirm if any gender-related issued have been classified as zero tolerance.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0	NOT MET: None of the members of the companies board of directors are women (0%)
		NOT MET: None of the companies senior executives are women (0%)
		NOT MET: There is no evidence regarding the gender balance at the company's senior management level
		NOT MET: There is no evidence regarding the gender balance at the company's middle/other management level
12. Professional development and promotion	0	NOT MET: There is no evidence that the company offers professional development programmes with specific support for women. Furthermore, there is no evidence that the company tracks the number of women participating in the professional development programmes offered.
		NOT MET: There is no evidence found to suggest the company collects sex-disaggregated data on percentage of employees promoted.

13. Occupational segregation	1	PARTIALLY MET: The company collects sex-disaggregated data on the gender balance of its workforce in 3 different occupational functions.
14. Turnover and absenteeism	0	NOT MET: There is no evidence the company collects sex-disaggregated data on the annual turnover of employees.
		NOT MET: There is no evidence that company collects sex-disaggregated data on the annual absenteeism levels of employees.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
15. Gender equality in leadership in the supply chain	0	NOT MET: There is no evidence that the company collects or requires its suppliers to collect sex-disaggregated data by leadership level across the supply chain.
		NOT MET: There is no evidence the company supports its suppliers in offering professional development opportunities to women workers in the supply chain.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	0.5	PARTIALLY MET: The company's Supplier Code of Conduct includes a clause prohibiting discrimination against pregnant women for dismissal or rejection of job application and prohibits pregnancy diagnoses before employment, however the non-discrimination policy does not explicitly protect women based on their marital status.
		NOT MET: There is no evidence to suggest that the company requires its suppliers to provide training to its hiring managers to ensure a non-biased approach to the recruitment and promotion of married and pregnant women workers.
		NOT MET: There is no evidence that the company provides support to its suppliers to prevent discrimination against married or pregnant women workers.
17. Enabling environment for freedom of association and collective bargaining in the supply chain	0	NOT MET: The company does not require its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members and representatives.
		NOT MET: There is no evidence that the company provides or requires its suppliers to provide awareness and education support to workers on their rights to freedom of association and collective bargaining.
18. Gender-responsive procurement	0	NOT MET: There is no evidence that the company has made a public commitment to gender-responsive procurement.
		NOT MET: There is no evidence that the company procures from women-owned businesses.
		NOT MET: There is no evidence that the company has taken specific actions to increase its support for women-owned businesses.

Compensation and benefits (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
19. Gender pay gap	0	NOT MET: There is no evidence that the company collects sex-disaggregated pay gap data on its global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands for its global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by occupational function

		NOT MET: There is no evidence that the company includes other financial benefits (e.g., insurance benefits, bonuses, retirement contributions) as part of a gender pay gap analysis.
		NOT MET: There is no evidence to suggest that the company uses a third party to undertake or verify its gender pay gap analysis.
		NOT MET: Whilst the company discloses its plan to discuss and research on living wages and establish a more comprehensive system for pay scale, it does not have a clear strategy in place to address any gender pay gaps.
20. Paid carer leave	0	NOT MET: There is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave, for full-time employees.
		NOT MET: There is no evidence that the company implements concrete actions (excluding policies) that promote the return to work and retention of workers after primary care leave
		NOT MET: There is no evidence that the company has a global policy of providing at least two weeks of secondary carer leave to full-time employees.
		NOT MET: There is no evidence to suggest that the company implements concrete actions that promote the uptake of secondary carer leave.
21. Childcare and other family support	2	MET: The company provides on-site childcare facilities at some of its sites, arranges annual staff family member visits and provides financial assistant that helps parents and relatives of staff who lives far away from the factories to come for a reunion
22. Flexible work	0	NOT MET: Whilst the company states that it works to offer employees a "flexible work model", it is not clear if it offers flexible working hour.
		NOT MET: Whilst the company states that it works to offer employees a "flexible work model", it is not clear if it offers flexible work locations to its employees (the ability to work from home/ telecommuting)

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	1	MET: The company requires in its 10 basic principals for suppliers that all staff are required to sign a contract of employment.
		NOT MET: There is no evidence that the company takes any specific actions to help ensure its suppliers support formal rather than informal work.
24. Living wage in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to pay their workers a living wage.
		NOT MET: There is no evidence to suggest that the company monitors the payment of living wages.
		NOT MET: There is no evidence to suggest that the company takes specific actions to help ensure its suppliers pay their workers a living wage.
25. Family-friendly benefits provision in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide at least two weeks of paid secondary carer leave to their workers.
		NOT MET: There is no evidence to suggest that the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide other family support to their workers.

Health and well-being (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
26. Health information and services for employees	0	NOT MET: Whilst the company states it has "established a "Worry-free Medical Plan" and provide[s] additional medical insurance for our staff", there was no evidence to suggest that the company covers any of the remaining cost for its employees access to maternal health information and services in countries where no or only partial government-funded support is provided.
		NOT MET: Whilst the company state it has "established a Worry-free Medical Plan and provide additional medical insurance for our staff", no details could be found on whether this covers costs related to sexual and reproductive health.
		NOT MET: Whilst the company states it has "established a Worry-free Medical Plan and provide additional medical insurance for our staff" no details could be found on whether this covers costs related to mental health.
		NOT MET: There is no evidence that the company provides coverage of the costs associated with maternal, sexual and reproductive, or mental health information and services for its employees in the US.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	0	NOT MET: The company only requires that its suppliers address 1 of the specific health, safety and hygiene needs of their women workers, including: - Provide access to clean drinking water This is not deemed sufficient to affectively address the needs of women workers.
		NOT MET: There is no evidence that the company monitors supplier adherence to these requirements on the specific health, safety and hygiene needs of their women workers.
		NOT MET: There is no evidence that the company supports its suppliers in ensuring a gender-responsive, safe and healthy work environment for their workers or requires suppliers to provide workers with health and safety training, to ensure the same.
28. Health information and services in the supply chain	0	NOT MET: There is no evidence that the company has made a commitment to gender-responsive health information or services in its supply chain.
		NOT MET: There is no evidence that the company requires its suppliers to have a clean health room on-site with credentialed health providers.
		NOT MET: There is no evidence the company supports its suppliers in providing their workers with access to gender-responsive health information and services.

Violence and harassment (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
29. Violence and harassment prevention	0	NOT MET: There is no evidence that the company has publicly available policies in place regarding violence and harassment in the workplace.
		NOT MET: There is no evidence that the company provides training on violence and harassment to its employees.
		NOT MET: There is no evidence that the company takes additional actions to help prevent violence and harassment in the workplace.

30. Violence and harassment remediation	0	NOT MET: There is no evidence that the company has a remediation process for addressing violence and harassment grievances in the workplace.
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SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	0.5	MET: The company requires its suppliers to prohibit corporal punishment and coercion, including sexual coercion
		NOT MET: Whilst the company does require suppliers to establish a strict internal code stating the rights of staff and that employees have an understanding regarding the related contents, it is not clear that a commitment to a workplace free of harassment be made available in a local language.
		NOT MET: There is no evidence that the company requires its suppliers to provide training on violence and harassment to its managers and workers.
		NOT MET: There is no evidence that the company provides support to its suppliers to prevent violence and harassment in the supply chain.
32. Violence and harassment remediation in the supply chain	0	NOT MET: There is no evidence that the company monitors its suppliers' remediation process for addressing violence and harassment grievances.
		NOT MET: There is no evidence that the company requires its suppliers to have an effective remediation process for addressing violence & harassment grievances of their workers
		NOT MET: There is no evidence that the company requires its suppliers to collect sex-disaggregated data on the remediation of violence and harassment grievances.

Marketplace (5% of total score)

MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	0	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns.
		NOT MET: There is no evidence the company has taken specific actions to avoid discriminatory marketing practices.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	0	NOT MET: There is no evidence that the company supports initiatives that drive gender equality and women's empowerment in the community.

NB: "NOT MET" in the assessment above indicates WBA could not find information in public sources or the internal documents shared by the company to show that the company meets the requirements, as described in full in the Gender Benchmark Methodology Report 2020 and Scoring Guidelines 2021. This does not necessarily mean that the company is not taking any action under that indicator.