

Company name: Aditya Birla Group

Total weighted score: 43.7* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
8.5	20.0	Governance and strategy
0.5	17.5	Representation
6.4	17.5	Compensation and benefits
12.0	17.5	Health and well-being
8.8	17.5	Violence and harassment
2.5	5.0	Marketplace
5.0	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	0.5	NOT MET: There is no evidence that the company has made a public commitment to gender equality and women's empowerment at CEO level.
		NOT MET: There is no evidence that the company has a gender strategy or has integrated gender equality and women's empowerment into its business strategy.
		MET: The company has undertaken a third-party assessment for gender equality through Avtar, a Diversity and Inclusion expert organization in India.
		NOT MET: There is no evidence that the company publicly disclosed specific targets on gender equality and women's empowerment
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 in the company. Additionally, the Diversity Council's responsibilities are only for workplace gender equality, no one responsible for full 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: There is no evidence that the company screens gender-related human rights impacts as part of its human rights due diligence process in its workplace and supply chain
		NOT MET: There is no evidence that the company assessed and prioritised gender-related human rights impacts as being 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.

WORKPLACE

Indicator	Score (out of 2)	Draft assessment
4. Sex-disaggregated data	0	NOT MET: While the company provides overall data on number of grievance cases that are opened or closed, there is no evidence that it 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 that the company collects, analyses and monitors sex-disaggregated data on the gender balance of its workforce across multiple levels of leadership at least annually.
		NOT MET: There is no evidence that the company collects, analyse and monitor sex-disaggregated data on the percentage of employees participating in its professional development, 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: The company collects overall data on remediation of violence and harassment grievances but it is not sex-disaggregated.
		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 5 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 - Ensures protection of the aggrieved party (non-retaliation) <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	2	MET: The company seeks feedback from its employees through surveys and focused groups as part of its diversity diagnostics and addresses issues such as maternity policy, flexible work, and leadership development for women.
		MET: The company's diversity diagnostics has led to a refreshed maternity policy and phase back, transition guidance, empanelment with crèche facility, and leadership development programs like "Springboard" and the Onus Program.
7. External stakeholder engagement	2	MET: The company partnered with Avtar (consultancy on women hiring and retention) to conduct diagnostics with women employees and managers.
		MET: The company's engagement with Avtar helped in putting together an action plan for nurturing, developing inclusion and hiring.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0.5	NOT MET: There is no evidence that the company require its suppliers to undertake a gender needs assessment with respect to their supply chain workers.
		MET: The company has a goal to provide employment to ~2,500 women by 2021 in its micro manufacturing units, to help move manufacturing operations closer to the labour and generate employment for women who may be less mobile.
		NOT MET: There is no evidence that the company track its progress against the targets.
9. Grievance mechanism in the supply chain	0.5	NOT MET: There is no evidence that the company ensures its supply chain workers have access to its own 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 requires every factory to have a grievance process for its workers. However, there is no evidence that the company ensures that external individuals and communities have access to the company's own grievance mechanism to raise complaints (including in relation to gender-related issues) about the company's suppliers or the company's operations or collect sex-disaggregated data to assessment.
10. Corrective action process in the supply chain	2	MET: The company screens for at least 5 gender-related issues among its suppliers, as part of its audit process. <ul style="list-style-type: none"> - Sexual harassment - Gender-based violence - Discrimination against married women - Discrimination based on gender - Gender-segregated toilet facilities - adequate working condition for pregnant, post-partum or lactating women - adequate health and safety provision and procedures for pregnant workers
		MET: The company identifies gender-related issues as requiring corrective actions by categorizing them as critical, major, and minor non-compliance issues and setting a time-period for follow up on each respective issue identified in audits.
		MET: The company states harassment (physical or sexual) as critical non-compliance issues requiring immediate follow up and sets the supplier status as do not engage.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0	NOT MET: 14% - The company has less than 40% women represented in their Board of Directors.
		NOT MET: 0% - Less than 40% of the company's senior executives are women
		NOT MET: 23% - Less than 40% of senior management are women.
		NOT MET: 19% - Less than 40% of the company's middle/other management are women.
12. Professional development	0	NOT MET: The company only offers two professional development program geared towards women. Additionally, the company does not track the number of women who participated in the professional development programs.

and promotion		NOT MET: There is no evidence that the company collects sex-disaggregated data on percentage of employees promoted.
13. Occupational segregation	0	NOT MET: There is no evidence the company collects sex-disaggregated data on the gender balance of its workforce by occupational function.
14. Turnover and absenteeism	0	NOT MET: There is no evidence that 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 requires its suppliers to have an equal opportunity / non-discrimination policy that explicitly protects married women workers, however the non-discrimination policy does not explicitly protect pregnant women workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide training (e.g. unconscious bias training) to its hiring managers to ensure a non-biased approach to the recruitment and promotion of married/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: There is no evidence that the company requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members/representatives.
		NOT MET: There is no evidence that the company provide, or requires its suppliers to provide awareness and education (e.g. training) 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.
		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) when analysing its gender pay gap.
		NOT MET: There is no evidence that the company uses a third party to undertake or verify its gender pay gap analysis.
		NOT MET: There is no evidence of concrete strategy or steps the company is taking to address any pay gaps identified.
20. Paid carer leave	0.5	NOT MET: The company's maternity leave policy details that it covers women in the management cadre and is only applicable to women who have worked with the Group for at least 80 consecutive days in 12 months immediately preceding the date of expected delivery. Additionally, while the maternity leave for expectant mothers is 26 weeks, it is only applicable for women expecting their first or second child. The policy states that "A woman employee who has two or more children shall continue to be entitled to 12 weeks maternity leave for her third or subsequent children."
		MET: The company offers mother-to-be and/or new mother whose child is less than 1 year a Transition Guide, emotional and wellness tools, and career management support to ensure new mothers are provided support to transition back to work. It also offers women employees the option to phase back for a period of 6 months anytime until her child turns 2 years old, including either flexi time, work from home, work from a satellite office closer to home, or half-day work for half-pay.
		NOT MET: There is no evidence that the company offers 2 weeks of paid secondary carer leave to full-time employees. It does offer 5 days paternity leave to its permanent employees.
		NOT MET: There is no evidence the company has specific actions in place to encourage the uptake of secondary carer leave.
21. Childcare and other family support	1	PARTIALLY MET: The company provides child care leave, offering eligible women 5 days of leave per year to care for a sick child until the child turns 2 years old, but there is no evidence that it offers other family support to its employees (e.g. paid time off for breastfeeding and lactating).
22. Flexible work	1	PARTIALLY MET: The company offers flexible working hours to its employees (the ability to alter the start and end of the day). However, there is no evidence that it tracks the uptake.
		PARTIALLY MET: The company offers flexible work locations to its employees (the ability to work from home/ telecommuting). However, there is no evidence that it tracks the uptake.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	1.5	MET: The company's code of conduct policy states that regular employment is provided and workers are ensured legal contracts for employment.
		PARTIALLY MET: The company's Vendor Code of Conduct outlines that the vendor factory must have all necessary licenses to operate and that home-working arrangements cannot be used as a reason to avoid obligations to employees in terms of statutory benefits. However, there is no evidence of additional actions, such as requiring suppliers to collect sex-disaggregated data by contract type.
24. Living wage in the supply chain	0.5	NOT MET: The company's Vendor Code of Conduct states that wages and benefits meet at minimum the national legal standards. However, there is no evidence that it requires suppliers to pay their workers a living wage.
		NOT MET: There is no evidence that the company monitors the payment of living wages by its suppliers.
		PARTIALLY MET: The company conducts wage assessments as part of its social audit. However, there is no evidence that it takes further action, such as having a joint action plan with suppliers to achieve payment of a living wage.
25. Family-friendly benefits provision in the supply chain	0.5	NOT MET: There is no evidence that the company requires its vendors to provide at least 14 weeks of paid primary carer leave.
		NOT MET: There is no evidence the company requires its suppliers to provide at least weeks of paid secondary carer leave.
		MET: The company requires its suppliers to provide childcare support to their workers if there are more than 30 women working in the facility, as per The Factories Act 1948.
		NOT MET: There is no evidence 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	2	MET: The company covers some of the remaining costs in all relevant countries for maternal health information and services by providing post-partum maternal and mental health resources.
		MET: The company covers some of the remaining costs in all relevant countries for sexual and reproductive health information and services, such as providing access to consultations with gynaecologists for all women employees.
		MET: The company covers some of the costs in all relevant countries for mental health information and services.
		Does not have U.S. based employees.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	1.5	MET: The company requires its suppliers to address at least 4 of the specific health, safety and hygiene needs of their women workers, including: <ul style="list-style-type: none"> - Regularly check company premises to ensure they are adequately lit and secure - Provide personal protective equipment - Provide access to clean drinking water - Provide gender-segregated toilet facilities - Consults with men and women workers to determine the health, safety and hygiene services and protections needed, via a Health & Safety committee - Ensures adequate working condition for pregnant, post-partum or lactating women - Provide training to staff on other occupational risks
		MET: The company monitors supplier adherence to these requirements on the specific health, safety and hygiene needs of their women workers as evident in its vendor audit guidelines in its vendor code of conduct.
		PARTIALLY MET: The company requires its suppliers to provide health and safety training to workers. However, there is no evidence that the company supports its suppliers in ensuring a gender-responsive, safe and healthy work environment for their workers.
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/clinic 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	1.5	PARTIALLY MET: The company has a stand alone policy on violence and harassment, its Prevention of Sexual Harassment Policy, however it is not publicly available.
		MET: The company provides training through its online curriculum on Zero-Tolerance - Prevention of Sexual Harassment at Workplace, and makes employee education part of its PoSH Policy.
		MET: The company takes various additional actions to help prevent violence and harassment in the workplace by regularly communicating with the employees on PoSH via email, including safety measures for women in its business travel policy by providing recommendations on where to stay and when to travel by road.
30. Violence and harassment remediation	1.5	PARTIALLY MET: The company has a remediation process for addressing violence and harassment grievances in the workplace that meet 4 criteria: 1) outlines clear disciplinary actions/sanctions for the perpetrator, 2) sets out the process for alerting external authorities if the complaint is about criminal behaviour, 3) offers the option for the aggrieved to request a transfer, and 4) requires a woman to head the Sexual Harassment Complaints Committee and to ensure that at least half of the committee consist of women. There is no evidence of whether or not the company requires private arbitration of violence and harassment claims and whether it prohibits the inclusion of a confidentiality provision.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	1	MET: The company prohibits physical and sexual harassment in its Vendor Code of Conduct and audits if there is a clear, safe channel for the employees to communicate their concerns to management (Grievance redressal system).
		NOT MET: There is no evidence that the company require that the violence and harassment policy be made available in one or more local language(s)
		NOT MET: There is no evidence that the company require its suppliers to provide training on violence & harassment to its managers and workers
		MET: The company audits if a supplier's sexual harassment committee is functional and provides recommendations on the steps it should take to improve.
32. Violence and harassment remediation in the supply chain	0	NOT MET: The company audits if a supplier's sexual harassment committee is functional and provides recommendations on the steps it should take to improve, however it does not monitor their remediation process for addressing violence & harassment grievances filed by their workers.
		NOT MET: While the company states that suppliers have a clear, safe channel for the employees to communicate their concerns to management, there is no evidence that the company requires them to have an effective remediation process for addressing violence and 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	1	NOT MET: While the company ensures 'responsible marketing by eliminating bias, being political neutral and minimising ambiguity' there is no mention of addressing gender in this strategy.
		MET: Through its campaign 'Let's Be People First', the company seeks to raise questions on the ongoing debate on gender inequality and challenging gender stereotypes pushing its customers to think beyond established norms. The brand PEOPLE also created merchandise that were gender neutral and unisex in nature.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	2	MET: The company has several community programs focused on empowering girls and women, such as awareness programs for mothers in the community and on personal hygiene with focus on menstrual hygiene management.
		MET: The company supports women empowerment initiatives in various locations

	<p>around India through partnerships with local schools and government initiatives.</p> <p>MET: The company tracks the number of beneficiaries disaggregated by sex for several of its community programs.</p> <p>MET: The company conducts impact assessments conducted through a third party for its village development program and also conducts a SROI analysis for all projects, including the ones geared towards girls and women.</p>
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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.