

**Company name: Costco**

**Total weighted score: 19.4\* out of 100**

### Weighted score by measurement area

Weighted Score	Out of	Measurement area
5.0	20.0	Governance and strategy
4.9	17.5	Representation
0.7	17.5	Compensation and benefits
2.2	17.5	Health and well-being
6.6	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
<b>1. Strategic action</b>	<b>0</b>	NOT MET: There is no evidence that the company has made a public commitment to gender equality and women's empowerment.
		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
		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 publicly disclosed specific targets and tracks progress against them regularly.
<b>2. Senior leadership accountability</b>	<b>0</b>	NOT MET: There is no evidence the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment.
		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.
<b>3. Gender-responsive human rights due diligence process</b>	<b>0</b>	NOT MET: There is no evidence that the company screens for gender-related human rights impacts as part of a human rights due diligence process in its workplace and supply chain.
		NOT MET: There is no evidence that the company has identified gender-related 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.

## 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 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: 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	2	MET: The company's grievance mechanism includes at least 6 gender-responsive elements: <ul style="list-style-type: none"> <li>- Confidential</li> <li>- Anonymous</li> <li>- Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party</li> <li>- Allows verbal submission of grievances via a telephone line</li> <li>- Ensures protection of the aggrieved party (non-retaliation)</li> <li>- Is available in multiple language or has interpreters available</li> </ul>
6. Employee engagement	0	NOT MET: There is no evidence the company has employee surveys or other engagement mechanisms that specifically address gender equality and women's empowerment issues.
		NOT MET: There is no evidence regarding whether the company has integrated employee feedback regarding gender issues into its policies and practices.
7. External stakeholder engagement	0	NOT MET: While the company lists a stakeholder that covers worker safety, it is unclear if gender issues are covered.
		NOT MET: There is no evidence that the company has integrated external stakeholder feedback regarding gender issues into its policies and practices.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to undertake a gender needs assessments.
		NOT MET: The company has not publicly disclosed specific supply chain targets.
		NOT MET: There is no evidence that the company track its progress against the targets.

<b>9. Grievance mechanism in the supply chain</b>	<b>1</b>	PARTIALLY MET: The company ensures that its supply chain workers and other external individuals and communities 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. However, no available evidence on whether the company ensures that workers in the supply chain are aware of this grievance mechanism, or to suggest that the company collects, analyses and monitors sex-disaggregated grievance data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires suppliers to have a procedure that allows workers to raise workplace grievances, however there is no evidence that this must be clearly communicated to and accessible by workers, no requirement for suppliers to collect and analyse sex-disaggregated grievance data or for the mechanism to be available to external parties and communities.
<b>10. Corrective action process in the supply chain</b>	<b>2</b>	MET: The company's audit process screens for over 5 gender-related issues among its suppliers, such as: - Sexual harassment - Discrimination based on gender - Discrimination against pregnant women - Discrimination based on marital status - Intimidation, harassment, retaliation or violence against trade union members/representatives - Lack of gender-segregated washrooms and toilet facilities - opposite sex frisking and removal of clothing
		MET: The company has identified gender-related issues as requiring corrective action
		MET: The company has identified sexual abuse issues as one of its "critical violations". Violating Supplier or Facility may be subject to immediate sanctions up to and including cancellation of the purchase order or contract, in whole or in part, and restrictions on future business.

## Representation (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
<b>11. Gender equality in leadership</b>	<b>0</b>	NOT MET: 27% - Less than 40% of the company's members of the board are women
		NOT MET: 10% - Less than 40% of the company's senior executives are women
		NOT MET: 5% - Less than 40% of the company's senior management are women
		NOT MET: 32% - The company has not achieved gender equality in leadership at the middle/other management level
<b>12. Professional development and promotion</b>	<b>0</b>	NOT MET: There is no evidence that the company offers professional development programmes with specific support for women.
		NOT MET: There is no evidence to suggest the company collects sex-disaggregated data on percentage of employees promoted.
<b>13. Occupational segregation</b>	<b>2</b>	MET: The company collects sex-disaggregated data on the gender balance of its workforce by more than 3 occupational functions.
<b>14. Turnover and absenteeism</b>	<b>0</b>	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	1	MET: The company requires its suppliers to have a non-discrimination policy that explicitly protects both pregnant and married 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	1	MET: The company requires its suppliers to prohibit 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	0.5	MET: 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 when analysing its gender pay gap.
		NOT MET: There is no evidence that the company uses a third-party to undertake / verify its gender pay gap analysis.
		NOT MET: There is no evidence that the company has a strategy or is taking active steps to address any pay gaps identified.

<b>20. Paid carer leave</b>	<b>0</b>	NOT MET: There is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave.
		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 carer leave
		NOT MET: There is no evidence that the company has a global policy of providing at least two weeks of paid secondary carer leave offered to full-time employees.
		NOT MET: There is no evidence that the company implements concrete actions that promote the uptake of secondary carer leave.
<b>21. Childcare and other family support</b>	<b>0</b>	NOT MET: There is no evidence that the company offers childcare or other family support to its employees.
<b>22. Flexible work</b>	<b>0</b>	NOT MET: There is no evidence the company offers flexible working hours to its employees or tracks its uptake.
		NOT MET: There is no evidence to suggest the company offers flexible work locations to its employees.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>23. Formal contracts in the supply chain</b>	<b>0.5</b>	NOT MET: The company only requires formal, written contracts when required by law.
		PARTIALLY MET: The company requires that its suppliers subcontract to registered businesses and recognizes home workers. However, it does not require that its suppliers collect sex-disaggregated data by contract type
<b>24. Living wage in the supply chain</b>	<b>0</b>	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 was no evidence that the company takes specific action to help ensure its suppliers pay their workers a living wage.
<b>25. Family-friendly benefits provision in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence regarding whether the company requires its suppliers to provide at least 14 weeks of paid primary carer leave.
		NOT MET: There is no evidence regarding whether the company requires its suppliers to provide at least two weeks of paid secondary carer leave.
		NOT MET: There is no evidence regarding whether the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence regarding whether 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: There is no evidence regarding the costs covered for maternal health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence regarding the costs covered for sexual and reproductive health information and services, in countries where no or only partial government-funded support is provided.
		PARTIALLY MET: The company offers a free Employee Assistant Program (EAP) for its UK employees that includes mental health support, but there is no evidence to suggest this is provided globally.
		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	1	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"> <li>- Regularly check company premises to ensure they are adequately lit and secure</li> <li>- Provide personal protective equipment</li> <li>- Provide access to clean drinking water</li> <li>- Provide gender-segregated toilet facilities</li> <li>- Provide training to staff on handling hazardous chemicals</li> </ul>
		MET: The company monitors supplier adherence to the requirement to address 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 whether the company requires its suppliers to have a clean health 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	0.5	PARTIALLY MET: The company prohibits violence and harassment in the workplace through its mission statement and code of ethics, however there is no evidence of a standalone policy.
		NOT MET: There is no evidence that the company provides training on violence & 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.

<b>30. Violence and harassment remediation</b>	<b>1</b>	PARTIALLY MET: The company's remediation process for violations of its code of conduct (which includes providing an atmosphere free from harassment or discrimination) states clear disciplinary actions for perpetrators. However, it does not provide details regarding protection for the victim, such as not requiring private arbitration or counselling/mental health support.
--	----------	--

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>31. Violence and harassment prevention in the supply chain</b>	<b>0.5</b>	MET: The company requires its suppliers to have a violence and harassment policy.
		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 requires all of its suppliers to provide training specific to 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.
<b>32. Violence and harassment remediation in the supply chain</b>	<b>1</b>	MET: The company requires that all submissions to the grievance mechanism and the progress of their resolution shall be tracked and recorded.
		NOT MET: There is no evidence that the company requires its suppliers to have an effective remediation process for addressing violence and harassment grievances.
		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
<b>33. Marketing content</b>	<b>0</b>	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
<b>34. Community support</b>	<b>0</b>	NOT MET: While the company provides evidence of community programmes, there is no evidence that any of them are specifically geared toward women.

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.