

Company name: Decathlon

Total weighted score: 19.3* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
3.0	20.0	Governance and strategy
3.3	17.5	Representation
2.4	17.5	Compensation and benefits
0.0	17.5	Health and well-being
4.4	17.5	Violence and harassment
2.5	5.0	Marketplace
3.8	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 is working on advancing gender equality in the workplace, there is no evidence that a public commitment to advance gender equality in the full value chain, at the CEO level, has been made.
		NOT MET: Whilst the company is working to improve gender equality in the company, there is no clear strategy on advancing gender equality and women's empowerment across the full value chain.
		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: While the company has a target on gender equality in the workplace, in its 2026 Commitment for 50% of its team leaders to be women, there is no evidence of 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 found to suggest 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 does conduct a risk assessment that screens for human rights impacts across the value chain and this includes "discrimination and pay", it is unclear if gender discrimination is specifically included within scope.
		NOT MET: Whilst the company has identified "discrimination" as a main risk within the supply chain, it is unclear whether gender is specifically considered.
		NOT MET: Whilst the company states that it engages with stakeholders as part of its risk assessment process, 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	0.5	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.
		MET: The company collects sex-disaggregated data on the percentage of employees participating in two of 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 pay data for its global operations (only for the UK and France, as required by law)
		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 3 gender-responsive elements:</p> <ul style="list-style-type: none"> - Confidential - 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	NOT MET: The company has an employee survey known as the Decathlon Teammates Barometer (DTB), but there was no evidence that this specifically addresses gender equality and women's empowerment issues
		NOT MET: 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.
7. External stakeholder engagement	0	NOT MET: Whilst the company clearly engaged stakeholders in the development of its 2030 vision, there is no evidence found that any of these stakeholder engagements have informed its gender equality and women's empowerment efforts.
		NOT MET: Whilst the company clearly engaged stakeholders in the development of its 2030 vision, there is no evidence found to suggest this has advanced its gender equality and women's empowerment efforts or that feedback regarding gender issues have been incorporated into its policies or practices.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0	NOT MET: The company has a questionnaire used by the team in Vietnam as part of its "Happy Worker: satisfied employees" program, but there are no details on if this includes an assessment of any gender-related issues or if other countries are also using the questionnaire.
		NOT MET: Whilst the company has targets to improve the overall compliance rating of its suppliers, this target is not directly related to advancing gender equality and women's' empowerment in its supply chain.
		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	1	PARTIALLY MET: The company has a whistleblowing hotline for none compliances with the Supplier Code of Conduct that is available to external individuals and supplier's employees. The company has plans to raise awareness of this mechanism within partner's factories, but this has not been done yet. Furthermore, there is no evidence that the company collects, analyses and monitors sex-disaggregated data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires suppliers to have a workplace grievances mechanism, 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 screens for some gender-related issues among its suppliers, such as. <ul style="list-style-type: none"> - Discrimination based on gender - Discrimination against pregnant women - Discrimination against married women - Sexual harassment 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 requires non-compliance issues that fall below A/B/C rating to be remediated within 6-12 months, but it is not clear which gender-related issues would fall into this category of rating.
		NOT MET: The company has stated that where a factory is "E" rated production and export must stop. However, whilst it has stated that an E rating will be given where any basic human right is not respected, it is unclear if it has identified gender-related impacts that would fall under this category.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0	NOT MET: No information could be found on what proportion (%) of the company's board of directors are women.
		NOT MET: No Information available on what proportion (%) of the company's senior executives are women.
		NOT MET: There is no evidence regarding the gender balance at the company's senior management level
		NOT MET: Less than 40% of middle management are women (39%)

12. Professional development and promotion	1	MET: The company has two leadership development programs specifically targeted at women "Female Leadership" and "Boost'elles". It also has a mentoring system that provides support and advice to women who want to jumpstart their careers and 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	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 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's Supplier Code of Conduct includes a clause prohibiting discrimination against pregnant AND married women
		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 prohibits discrimination 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, but it does collect this data for its UK operations, as required by law.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands for its global operations, but it does shares the % of men and women in each pay quartile for its UK operations (as required by law).
		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, apart from for its UK operations.
		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: The company does not have a strategy and is not taking active steps to address any pay gaps identified.
20. Paid carer leave	0.5	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.
		MET: The company runs a "Work-Life Balance When You're Expecting" training programme that is open to both men and women.
		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	1	PARTIALLY MET: The company offers childcare vouchers to its UK employees, However, there is no evidence the company offers other general family support to its employees (e.g. paid time off for breastfeeding and lactating, or paid time off to attend healthcare appointments with children/dependents).
22. Flexible work	0	NOT MET: Whilst the company states that it is working on the organisation of work hours and workload distribution, so that everyone can find the right work-life balance, it is not clear if it offers flexible working hour.
		NOT MET: Whilst the company states that it is working on the organisation of work hours and workload distribution, so that everyone can find the right work-life balance, it is not clear if it offers flexible work locations to its employees.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	0.5	NOT MET: The company only requires formal, written contracts for Migrant Workers.
		PARTIALLY MET: The company has developed a set of Ethical Recruitment Guidelines to aid the ethical and formal recruitment of migrant workers. This includes details on conducting due diligence on the labour supply chain and a requirement for formal contracts to be drawn up, both between the supplier and the agent, as well as the agent and the worker. However, there is no evidence that it takes other action, such as requiring suppliers to collect sex-disaggregated data by contract type.

24. Living wage in the supply chain	0	NOT MET: Whilst the company requires that a "fair wage and benefits that meets basic needs" of workers is paid this does not provide for discretionary income and support for dependants and requires wages to be no lower than the minimum national level, industry level or collective bargaining one.
		NOT MET: There is no evidence to suggest that the company monitors the payment of living wages.
		NOT MET: Whilst the company expressed plans to work with Better Work to carry out a specific training module on the verification and monitoring of living wages in Vietnam, no evidence was found to confirm if this training has taken place.
25. Family-friendly benefits provision in the supply chain	0	NOT MET: The company only requires maternity leave to be paid in accordance with national law, there is no evidence that it 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: 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.
		NOT MET: There is no evidence regarding the costs covered for mental health information and services, in countries where no or only partial government-funded support is provided.
		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 personal protective equipment 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	1	NOT MET: There is no evidence that the company has publicly available policies in place regarding violence and harassment in the workplace.
		MET: The company provided workshops aimed at combating sexism. Some of the topics covered include telling the difference between jokes and sexism, and between flirting and sexism.
		MET: The company is running a program on gender equality in India that includes the provision of taxis to get back from work safely after late evening shifts.
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.

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 have a violence & harassment policy that covers their workers
		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 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	0.5	NOT MET: There is no evidence that the company monitors its suppliers' remediation process for addressing violence and harassment grievances.
		MET: The company requires its suppliers to have an effective remediation process for addressing 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 reported by their workers.

Marketplace (5% of total score)

MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	1	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns.
		MET: The company has a marketing approach that seeks to challenge existing gender norms and promote positive images of women and girl, for example through its "Sport for Every Body" campaign in the UK and a global campaign launched by Decathlon Belgium to promote diversity that highlights the idea of sport for all, beyond prejudices on body and gender.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	MET: The company supports initiatives focused on women's empowerment and gender equality.
		MET: The company has at least 3 programs that support women and girls, including its project in Sri Lanka that is being run with AIESAC association, its Ginkgo Sport project and its work with the Happy Chandara School pilot project in Cambodia.
		MET: The company tracks the number of women and girls benefitting from its project in Sri Lanka.
		NOT MET: The company does not share evidence of an impact assessment or feedback process.

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.