

Company name: Fast Retailing

Total weighted score: 40.1* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
12.0	20.0	Governance and strategy
4.4	17.5	Representation
5.1	17.5	Compensation and benefits
1.1	17.5	Health and well-being
8.8	17.5	Violence and harassment
5.0	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	1	MET: The company has made a public commitment at CEO level through signing a global partnership with UN Women to champion women's rights and empowerment in the apparel industry.
		MET: The company has integrated gender equality and women's empowerment into its business strategy through its partnership with UN Women.
		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: Whilst the company had a target to achieve 30% of management positions held by women by 2020, 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	0.5	PARTIALLY MET: The company has multiple individuals in different functions who are responsible for gender. The Global Diversity Leadership Team have oversight of advancing gender equality in the workplace, whilst the Sustainability Committee and Human Rights Committee are responsible for gender in the supply chain.
		NOT MET: There is no evidence to suggest that the company's board or senior executives have at least annual oversight over progress against its gender equality targets.
3. Gender-responsive human rights due diligence process	2	MET: The company has a human rights due diligence process, which covers gender-related issues across its value chain including: child labor or forced labor, oppression or harassment, discrimination or violence)
		NOT MET: While the company has identified salient issues in its Human Rights Due Diligence, it is not explicit on gender related issues
		MET: The company consults with external stakeholders on Human rights impacts, including affected and potentially affected women in the workplace and supply chain and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)

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: While the company collects data on the number of employees trained through its programmes, it's not sex-disaggregated.
		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: - 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) - Is available in multiple language or has interpreters available
6. Employee engagement	1	MET: The company engages with employees on gender issues such as accessibility to educational and training programs on diversity and gender. NOT MET: While the company has integrated employee feedback into its policies and practices, it is unclear whether this has included specific feedback on gender issues.
7. External stakeholder engagement	2	MET: The company lists stakeholders such as Women's Initiative for Leadership (WILL), Unstereotype Alliance, Women Empowerment Fashion (WEF) and United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) as part of its external engagement on gender efforts across its value chain.
		MET: The company has integrated external stakeholder feedback from the UN Women and Unstereotype Alliance 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: While the company's partnership with UN Women will jointly implement specialized training for female workers selected from 200 partner factories, it is unclear whether this target is time bound.
		NOT MET: There is no evidence that the company track its progress against the targets.

9. Grievance mechanism in the supply chain	1.5	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. It also ensures that workers in the supply chain are aware of this grievance mechanism by having suppliers post the hotline number in their workplace and by providing the contact details to access the hotline directly to workers who are interviewed during annual audits, in their own language. The company does not, however, appear to collect, analyse and monitor sex-disaggregated grievance data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires its suppliers to have a grievance mechanism in place for workers to raise complaints and requires its suppliers to ensure that supply chain workers are aware of the supplier's grievance mechanism, however there is no evidence that it requires its suppliers to collect sex-disaggregated data on the grievances reported by supply chain workers or to ensure that external individuals and communities have access to the supplier's grievance mechanism to raise complaints.
10. Corrective action process in the supply chain	2	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 - Intimidation, harassment, retaliation or violence against trade union members/representatives - Absence of policy covering gender discrimination - Absence of policy on sexual harassment - Lack of communication of non-discrimination policy
		MET: The company has identified gender-related issues as requiring corrective action.
	0	NOT MET: There is no evidence that the company has identified any gender-related issues as zero tolerance or automatically resulting in termination of the relationship with a supplier.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0	NOT MET: There are no women on the board of Fast Retailing
		NOT MET: 15%- Less than 40% of the company's senior executives are women
		NOT MET: There is no information regarding the company's proportion of women at the senior management level across the Group's global operations.
		NOT MET: 39% - Less than 40% of the company's middle/other management are women
12. Professional development and promotion	1.5	PARTIALLY MET: The company offers professional development programmes with specific support for women, such as its Women's Direct, Waikiki, and Career Support Program for women. However, there is no evidence that the company tracks the number of women participating in these programs. MET: The company collects sex-disaggregated data on percentage of employees promoted.
13. Occupational segregation	0	NOT MET: While the company appears to collect sex-disaggregated data on the gender balance of its workforce by department, it is not clear how many departments it collects this data for. Therefore, we are unable to verify if it meets our minimum threshold of at least three 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	1	<p>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.</p> <p>MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain through its partnership with UN Women, such as a management training program, and tracks participants in at least one of these programs.</p>
16. Non-discrimination against pregnant and/or married women workers in the supply chain	1	<p>MET: The company requires its suppliers to have a non-discrimination policy that explicitly protects both pregnant and married women workers.</p> <p>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</p> <p>NOT MET: There is no evidence that the company provides support to its suppliers to prevent discrimination against married or pregnant women workers.</p>
17. Enabling environment for freedom of association and collective bargaining in the supply chain	0.5	<p>NOT MET: While the company requires its suppliers to "recognize and respect the right of workers to associate, organize, and bargain collectively", it does not require its suppliers to prohibit intimidation, harassment, retaliation and violence against trade union members and representatives.</p> <p>PARTIALLY MET: The company facilitated dialogue among worker representatives in Cambodia when notified of a potential breach of freedom of association in one of its factories. However, there is no evidence that the company provides or requires its suppliers to provide awareness and education support to workers on their rights.</p>
18. Gender-responsive procurement	0	<p>NOT MET: There is no evidence that the company has made a public commitment to gender-responsive procurement.</p> <p>NOT MET: There is no evidence that the company procures from women-owned businesses.</p> <p>NOT MET: There is no evidence that the company has taken specific actions to increase its support for women-owned businesses.</p>

Compensation and benefits (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
19. Gender pay gap	0.5	<p>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.</p> <p>NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands.</p>

		NOT MET: The company only collects sex-disaggregated pay data by occupational function for the sales department and head offices.
		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 or verify its gender pay gap analysis.
20. Paid carer leave	0.5	MET: The company provides career initiatives as one of the ways it addresses pay gaps for example through its "Career Support Program" for promising female manager candidates and conducts trainings to help management recognize and dispel unconscious biases in their work.
		NOT MET: While the company follows national legislation for its Japan operations there is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave.
		MET: The company offers pregnant female employees exemptions from overtime, holiday work or late-night work for up to one year after birth.
		NOT MET: While the company provides one day off for secondary carer leave, there is no evidence that the company has a global policy of providing at least 2 weeks of paid secondary carer leave.
21. Childcare and other family support	2	NOT MET: There is no evidence that the company implements concrete actions that promote the uptake of secondary carer leave.
		MET: The company offers child care / nursing care leave as well as a baby-sitter subsidy program for eligible head office employees in Japan.
22. Flexible work	1	PARTIALLY MET: While the company offers a 'flex time' system to its employees in Japan, it does not track the uptake.
		PARTIALLY MET: While the company offers flexible work locations to employees in its headquarters, 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	0	NOT MET: The company only requires suppliers to provide formal, written contracts for workers where required by law.
		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	0.5	NOT MET: While the company requires its suppliers to pay their workers a minimum wage or the prevailing industry wage, whichever is higher, and works with suppliers to progressively realize a living wage, it does not currently require suppliers to pay workers a living wage.
		NOT MET: While the company analyses suppliers' compensation data, it does not require payment of living wage or monitor that suppliers are complying with this requirement through its audit process.
		PARTIALLY MET: The company conducts wage assessments in factories and is part of the Fair Labor Association. However, there is no evidence of other actions, such as a joint action plan with suppliers to achieve payment of a living wage.

25. Family-friendly benefits provision in the supply chain	0	NOT MET: There is no evidence the company requires its suppliers 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 two weeks of paid secondary carer leave.
		NOT MET: There is no evidence the company requires its suppliers to provide childcare support to their workers.
		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	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: While the company has established wellness centres across its offices to support the mental wellbeing of its employees in Japan, 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	0.5	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 effectively 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.
		PARTIALLY MET: The company has a pilot training project in Bangladesh through its partnership with UN Women aimed to develop worker skills and knowledge in several areas, including occupational and female health, and worker rights and responsibilities. However, there is no evidence that the company requires its suppliers to provide workers with health and safety training, 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 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	1	PARTIALLY MET: The company prohibits violence and harassment in the workplace through its Code of Conduct Guidelines, however there is no evidence of a standalone policy.
		MET: The company has implemented training programs for managers to prevent harassment, including verbal abuse, maternity harassment and sexual harassment.
		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	0.5	PARTIALLY MET: The company provides a remediation process for violations of its code of conduct (which prohibits violence and harassment in the workplace). However, there is no clear disciplinary actions for perpetrators or protection for the victim, such as not requiring private arbitration or counselling/mental health support.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	1	MET: The company requires its suppliers to have a violence and harassment policy.
		NOT MET: While the company ensure that its hotline information is available to workers in a local language, there is no evidence that the company requires that the violence and harassment policy be made available in one or more local languages.
		NOT MET: While the company is supporting suppliers in Bangladesh with training on violence and harassment, it is not a requirement that all managers and workers receive this training.
32. Violence and harassment remediation in the supply chain	1.5	MET: The company provides support to its suppliers to prevent violence and harassment in the supply chain. For example, it put in place a complaints committee in some factories partnering with two local NGOs in Bangladesh, Awaj Foundation and Change Associates Ltd. Through this committee, management, workers and committee members gained knowledge on harassment through open discussion on concrete cases of inappropriate languages and behaviours. The company aims to establish complaints committees to prevent and remedy harassment in all of its factories in Bangladesh.
		MET: The company requires that its suppliers to establish a process for handling and tracking grievance and how they are addressed and monitors compliance via its audit.
		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	2	<p>MET: The company is a signatory to the UN Stereotype Alliance. It also commits to not using terminology or imagery that reinforces negative gender stereotypes or biases.</p> <p>MET: The company's Human Rights Committee advises the marketing section to prevent discriminatory language in advertising, upholding its commitment to avoid terminology or imagery that reinforces negative stereotypes or biases in marketing.</p>

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	<p>MET: At least one community initiative focused on women's empowerment: Closet for Needs initiative which addresses domestic violence and family planning through collaboration with the Japanese Organization for International Cooperation in Family Planning (JOICFP).</p> <p>MET: The company's donations are recurring and show a commitment to supporting organizations or advocacy efforts further gender equality and women empowerment. Its Closet for Needs initiative, for example, donated items between 2015 and 2019.</p> <p>MET: The company tracks the number of beneficiaries disaggregated by sex for its Closet for Needs initiative.</p> <p>NOT MET: It is not clear whether the company conducts impact assessment studies of their community programs to inform future programs.</p>

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.