

Company name: HanesBrands

Total weighted score: 28.1* out of 100

Weighted score by measurement area

| Weighted Score | Out of | Measurement area |
|----------------|--------|---------------------------|
| 6.5 | 20.0 | Governance and strategy |
| 1.1 | 17.5 | Representation |
| 2.4 | 17.5 | Compensation and benefits |
| 6.6 | 17.5 | Health and well-being |
| 6.6 | 17.5 | Violence and harassment |
| 5.0 | 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: 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 |
| | | 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 specific targets on gender equality and women's empowerment. |
| 2. Senior leadership accountability | 0 | 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. |
| 3. Gender-responsive human rights due diligence process | 1 | MET: The company has a human rights due diligence process, which covers gender-related issues across its value chain. |
| | | NOT MET: While there are some gender-related impacts assessed as part of the company's human rights due diligence process, the company does not mention which are most 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: Whilst the company's grievance data is managed by a 3rd party system through Navex Global, 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 | <p>MET: The company's grievance mechanism includes at least 6 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) - Is available in multiple language or has interpreters available |
| 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 | 1 | MET: The company engages with external stakeholders on gender issues, such as Americas Group on childcare. |
| | | 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 does not have any publicly disclosed targets on gender equality and women's empowerment in its supply chain. |
| | | 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: The company expects suppliers to create their own grievance mechanisms but does not ensure that its supply chain workers have access to the company's own grievance mechanism. |
| | | PARTIALLY MET: The company requires its suppliers to have a grievance mechanism in place for workers to raise complaints. However, there is no requirement for this to be communicated to workers, available to external individuals and the community, or 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 | 2 | MET: The company's audit process screens for over 5 gender-related issues among its suppliers, such as: <ul style="list-style-type: none"> - Sexual harassment - Discrimination against pregnant women (e.g. use of pregnancy tests) - Non-retaliation against trade union members - Lack of gender-segregated washrooms and toilet facilities - Absence of policy covering discrimination - Lack of communication of non-discrimination policy - Lack of harassment & abuse policy - Formal employment |
| | | MET: The company has identified gender-related issues as requiring corrective action. |
| | | MET: The company has identified retaliation against trade union members/representatives and sexual harassment as a zero tolerance issues which will result in the company ending business with a factory. |

Representation (17.5% of total score)

WORKPLACE

| Indicator | Score (out of 2) | Assessment |
|--|------------------|--|
| 11. Gender equality in leadership | 0.5 | NOT MET: 33% - Less than 40% of the members of the board are women |
| | | NOT MET: 25% - Less than 40% of the company's senior executives are women |
| | | NOT MET: 30% - Less than 40% of the company's senior management are women |
| | | MET: 51% - The company maintains a gender balance (between 40-60%) at the middle/other management level |
| 12. Professional development and promotion | 0 | NOT MET: The company only offers 2 professional development programmes with specific support for women, the Women Mentoring Women program at Salem College and annual Global Women's Leadership Conference. Furthermore, there is no evidence that the company tracks the number of women participating in these programs. |
| | | NOT MET: There is no evidence 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. |

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| 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: While the company offers a range of vocational trainings for workers in the supply chain, it is unclear whether any of these are specifically for women or how many women participate in them. |
| 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 a non-discrimination policy that explicitly protects married women workers, however the non-discrimination policy does not explicitly protect pregnant workers. |
| | | NOT MET: There is no evidence that the company requires its suppliers to provide non-biased training to its hiring managers. |
| | | 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: Whilst the company requires its suppliers to recognize and respect the right of workers to freedom of association and to bargain collectively, it 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. |
| | | 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. |

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| | | 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 that the company has a strategy or is taking active steps to address any pay gaps identified. |
| 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. |
| | | 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. |
| 21. Childcare and other family support | 1 | PARTIALLY MET: The company offers child care support to its employees in the US through its Dependent Care Spending Account to pay for child care. However, there is no evidence the company offers any other 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 | 0.5 | NOT MET: There is no evidence the company offers flexible working hours to its employees or tracks its uptake. |
| | | PARTIALLY MET: While the company offers flexible work locations to its employees, 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 | 0.5 | NOT MET: The company audits facilities on whether or not they have comprehensive written policies and procedures consistent with legal requirements governing compensation and benefits of the employees, however there is no evidence that formal written contracts are required for each employee. |
| | | PARTIALLY MET: The company takes specific actions to help ensure its suppliers subcontract to registered businesses. However, it does not require suppliers to collect sex-disaggregated data by contract type. |
| 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 was no evidence that the company takes specific action 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 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 | 0.5 | 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. |
| | | PARTIALLY MET: The company's health insurance provides 100% of the cost associated with certain sexual and reproductive health services |

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 - Has an ergonomic program to prevent occupational illnesses |
| | | MET: The company monitors supplier adherence to the requirement to address the specific health, safety and hygiene needs of their women workers. |
| | | 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 | 0.5 | NOT MET: There is no evidence that the company has made a commitment to gender-responsive health information or services in its supply chain. |
| | | MET: 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 Global Code of Conduct, 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. |
| 30. Violence and harassment remediation | 1 | PARTIALLY MET: The company provides a remediation process for violations of its code of conduct that includes clear disciplinary actions for perpetrators, however there is no 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 | 0.5 | 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 the company provides information on whether it 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 | 1 | MET: The company monitors its suppliers' to ensure a formal corrective and preventive action system is implemented. The process should include actions to address root causes and verification of effectiveness of actions. |
| | | 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 |
|-----------------------|------------------|---|
| 33. Marketing content | 2 | MET: The company has an advertising policy where it commits to avoiding offensive or dated stereotypes related to gender. |
| | | MET: The company's advertising policy provides content guidelines on what brands should avoid, for example portraying women in subservient roles. |

Community (5% of total score)

COMMUNITY

| Indicator | Score (out of 2) | Assessment |
|-----------------------|------------------|---|
| 34. Community support | 0 | 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.