

Company name: Hennes & Mauritz

Total weighted score: 31.5* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
8.5	20.0	Governance and strategy
5.5	17.5	Representation
3.6	17.5	Compensation and benefits
3.3	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	1.5	MET: The company has made a public commitment to gender equality and women's empowerment as a signatory to the UN Women's Empowerment Principles.
		MET: The company has a gender strategy as gender equality is one of the focus areas of its diversity and inclusion strategy and includes workplace and supply chain.
		NOT MET: There is no evidence that the company has undertaken a self- assessment or third-party assessment or certification for gender equality
		MET: In its workplace, the company aims for a minimum of 30% diversity (Nationality and/or Ethnicity, Gender and Age) in senior leadership teams by 2025 in its workplace. In its supply chain, it aims to enrol eight more factories in the Wealth Project program and design a new module based around women leadership.
2. Senior leadership accountability	1	MET: The company's head of Sustainability is responsible for Diversity and Inclusion across its value chain and reports to the CEO.
		NOT MET: The company has Inclusion & Diversity ambitions for 2025 but they are not specific enough.
3. Gender-responsive human rights due diligence process	1	MET: The company screens for at least 3 gender-related human rights impacts as part of its human rights due diligence process in its workplace and supply chain: <ul style="list-style-type: none"> - Sexual harassment - Gender-based violence (other than sexual harassment) - Gender discrimination - Other (Fair living wage, healthcare and maternity benefits)
		MET: The company identifies the following gender-related human rights impacts as being salient: <ul style="list-style-type: none"> - Sexual harassment - Gender-based violence (other than sexual harassment)

		- Gender discrimination - Other (maternity benefits and land rights)
		NOT MET: While the company does consult external parties as part of its risk identification and 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	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 global workforce only at the manager 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: The company collects, analyses and monitors sex-disaggregated pay gap data only for its employees in France, not globally.
		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	PARTIALLY MET: The company's grievance mechanism includes 3 gender-responsive elements: - Confidential - Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party - Ensures protection of the aggrieved party (non-retaliation) However, there is no evidence that it includes other features, such as being available in all relevant languages or involving a gender-balanced review body to process grievances.
6. Employee engagement	0	NOT MET: The company conducts employee surveys, however, there is no evidence that it specifically address gender equality & women's empowerment issues.
		NOT MET: There is no evidence that the company has integrated employee feedback regarding gender issues into its company policies and/or practices.
7. External stakeholder engagement	2	MET: The company engages with stakeholders like the ILO-Garment Industry Project, IFC, PLAN International, and Better Work Gender Equality and Returns Initiative to train workers in its factories on sexual and reproductive health and prevention of sexual harassment and help women workers with their career development.
		MET: The company's consultations with PLAN International led to more focused approaches on health & safety in the supply chain. Additionally, the consultations also helped the company improve targets for gender equality in its supply chain by 2025.

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 aims to enrol eight more factories in the Wealth programme and design a new module based around women leadership by the end of 2021.
		NOT MET: There is no evidence that the company tracks 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 requirement to communicate the mechanism to workers, make the mechanism available to other stakeholder and communities, or collect sex-disaggregated data on grievance raised.
10. Corrective action process in the supply chain	1	MET: The company screens for at least 7 gender-related issues among its suppliers, as part of its audit process. <ul style="list-style-type: none"> - Sexual harassment - Gender-based violence (other than sexual harassment) - Discrimination based on gender - Discrimination against married, divorced or widowed women - Discrimination against pregnant women - Health and safety accommodation for pregnant workers - Formal contracts
		NOT MET: The company identifies several gender-related issues as requiring corrective action by its suppliers, but there is no evidence of a set period of time in order to remediate the issue.
		NOT MET: The company states that violations to its fundamental requirements in its Sustainability Commitment may lead to reduced business and ultimately termination of the business relationship with H&M. However, there is no evidence that the company has identified any gender-related issues as 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	0.5	NOT MET: The company has over 60% representation of women in its board.
		MET: 45.83% 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: 71% - More than 60% of the company's middle/other management are women.
12. Professional development and promotion	0	NOT MET: There is no evidence that the company offers professional development programmes with specific support for women. Furthermore, there is no evidence that the company tracks the number of women participating in the professional development programmes offered.
		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 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	1.5	MET: The company discloses the share of women employed in its supply chain who are supervisors and who are part of the workforce.
		PARTIALLY MET: The company support its suppliers in offering professional development opportunities to women workers in the supply chain through programs like Women Worker Progression Programme in 13 of its factories in Bangladesh. However, the company does not track the number of women who participated in these programs.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	1	MET: The company requires its suppliers to have an equal opportunity / non-discrimination policy that explicitly protects married and 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	2	MET: The company requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members/representatives.
		MET: The company has Production Office Teams in almost every country where its products are made and each PO team is responsible for working with its various industrial relations programmes to facilitate stronger relationships between local factory employees and factory management. For example, the PO teams implement H&M's workplace dialogue programmes with workers and management to raise awareness of rights and obligations, including the importance of 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 that the company has a strategy or is taking active steps to address any pay gaps identified.
20. Paid carer leave	0	NOT MET: The company has a policy for its US operations of providing 8 weeks of parental leave to new mothers and fathers. However, the company does not have a global policy of providing at least 14 weeks of paid primary carer leave to full-time employees.
		NOT MET: There is no evidence the company implements concrete actions (excluding policies) that promote the return to work and retention of workers after primary carer leave.
		NOT MET: While the company has a policy for its US operations of providing 8 weeks of parental leave to new mothers and fathers, there is no evidence that it has a global policy of providing at least 2 weeks of paid secondary carer leave to full-time 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	0	NOT MET: There is no evidence that the company offers childcare or other family support to its employees.
22. Flexible work	0	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 the company offers flexible work locations to its employees or tracks the uptake.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	1.5	MET: The company's Sustainability Commitment for Business Partners states that "every employee shall be entitled to written contract, in their own language, that stipulates conditions for the employment".
		PARTIALLY MET: The company has guidelines for when home-based-workers are accepted and requires the suppliers to inform the company when home working is being used. 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	1	NOT MET: The company's supplier code of conduct states that suppliers must pay the minimum, national legal level, industry level, or collective bargaining agreement, whichever is higher. While the company recognizes that a fair living wage should always be enough to meet the basic needs of employees and their families, and provide some discretionary income, 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.
		MET: The company implements a Fair Living Wage Strategy with a long-term goal to improve wage management systems in suppliers' factories, which has been adopted by Better Work. It is also involved in industry collaborations, such as Platform Living Wage Financials and the ACT accountability and monitoring framework. Additionally, the company publicly shares the difference between average wages and minimum wages at its factories in key production markets on an annual basis.
25. Family-friendly benefits provision in the supply chain	0	NOT MET: There is no evidence the company 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 offer at least two weeks of paid secondary carer leave to their workers.
		NOT MET: There is no evidence that 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.
		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, although it does offer sexual and reproductive health services with co-pay.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	0.5	NOT MET: The company requires suppliers to address only 2 of the specific health, safety and hygiene needs of their women workers: - Provide access to clean drinking water - Reasonably accommodate the needs of pregnant workers 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.
		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 with ensuring a gender-responsive, safe and healthy work environment for their workers
28. Health information and services in the supply chain	1	NOT MET: While the company states it wants to expand its Wealth Program in Indonesia that works with women to help them realise their rights around health, wellbeing and safety to eight more factories along with design a new module based around women leadership by the end of 2021, there is no evidence that it has committed to doing so.
		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.
		MET: The company provides support to suppliers covering gender-responsive health aspect through a training in collaboration with the ILO on at least three gender-related topics, including sexual health, reproductive health and sexual harassment.

Violence and harassment (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
29. Violence and harassment prevention	1	MET: The company has a publicly available stand-alone policy on Violence and Harassment: its Global Non-Discrimination and Non-Harassment Policy
		NOT MET: There is no evidence that the company provides training on violence and harassment to its employees.
		NOT MET: There is no evidence that the company takes any additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	0	NOT MET: Whilst the company has a remediation process for addressing violations of its Code of Ethics, this code does not include violence and harassment and there is no evidence that the company has a separate 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	1	MET: The company's Sustainability Commitment for its business partners states that no employee shall be subject to humiliating or corporal punishment or subject to physical, sexual, psychological or verbal harassment or abuse.
		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 & harassment to its managers and workers
		MET: The company partnered with the ILO's Garment Industry Project in Myanmar to deliver training and capacity building programmes on gender equality related topics like prevention of sexual harassment to more than 5500 workers.
32. Violence and harassment remediation in the supply chain	0	NOT MET: There is no evidence that the company monitor its suppliers' remediation process for addressing violence & harassment grievances filed by their workers
		NOT MET: There is no evidence that the company requires its suppliers to have an effective remediation process for addressing violence & 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: The company aims to work with models and talents of diverse looks, ages, and cultural backgrounds to stay relevant to all its target groups, ensuring that models depicted portray the current fashion in a positive and healthy manner, however, it has not made a public commitment to address how gender stereotypes are portrayed in its marketing campaigns.
		MET: The company has taken specific actions to avoid discriminatory marketing practices through various marketing campaigns and initiatives, such as its retailer Weekday's 2018 My Body My Image campaign and 2019 swimwear campaign.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	MET: The company has a partnership with Visa, UNDP and Habitat to provide to provide peer-led training in financial literacy that benefits primarily women and girls in Turkey. Furthermore, the Global Program for Equality, initiated by non-profit H&M Foundation alongside CARE, equips women with training, tools and financial support to grow their businesses.
		MET: The company supports women empowerment initiatives across at least 18 countries.
		MET: The company tracks the number of beneficiaries disaggregated by sex for its community programs.
		NOT MET: There is no evidence the company collects feedback from the beneficiaries or conduct impact assessments of its initiatives.

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.