

Company name: Industria de Diseño Textil (Inditex)

Total weighted score: 46.4* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
10.0	20.0	Governance and strategy
8.8	17.5	Representation
8.4	17.5	Compensation and benefits
5.5	17.5	Health and well-being
8.8	17.5	Violence and harassment
0.0	5.0	Marketplace
5.0	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	1.5	NOT MET: While the company has a range of public commitments on gender, there is no evidence that a public commitment to advance gender equality in the full value chain, at the CEO level, has been made.
		MET: The company has identified specific, timebound targets on gender equality and women empowerment that focus promoting access to health services and women's health, protecting against discrimination and women empowerment in the supply chain.
		MET: The company has been awarded third-party GEEIS certification (Gender Equality European and International Standard)
		MET: The company has publicly disclosed at least two gender-specific, timebound targets, including ensuring that 70,000 female workers are covered by healthcare services, chiefly maternity and reproductive health services, by 2022 and that by 2020, the number of female directors sitting on the Board would represent at least 30% of the total number of members of the Board of Directors.
2. Senior leadership accountability	0.5	PARTIALLY MET: The company has multiple individuals with direct and overall responsibility for gender equality and women's empowerment in the company and supply chain including their Diversity and Inclusion manager as well as their Human Resources manager.
		NOT MET: While the company shows evidence involves their General Counsel's Office for oversight over progress against its gender equality targets in the workplace, it is unclear who oversees the targets in the supply chain

3. Gender-responsive human rights due diligence process	2	MET: The company has a human rights due diligence process that covers gender-related issues across its value chain.
		MET: The company has identified the following issues as salient: - Sexual harassment - Women Empowerment - Access to women's health services
		MET: The company engages with the following stakeholders to prioritise material issues that have been identified: Every Mother Counts, GEEIS (Gender Equality European & International Standard) and Medicus Mundi.

WORKPLACE

Indicator	Score (out of 2)	Draft assessment
4. Sex-disaggregated data	0.5	NOT MET: The company collects overall grievance data on the number of grievances reported, however there is no evidence that the company collects, analyses and monitors sex-disaggregated grievance data at least annually.
		MET: The company collects, analyses and monitors sex-disaggregated data on the gender balance of its workforce across various 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: While the company collects, analyses and monitors sex-disaggregated data on turnover at least annually, it does not do so for absenteeism data.
		MET: The company collects, analyses and monitors sex-disaggregated data on pay 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: While the company monitors the sex-disaggregated accident rates among its own operations, including factories in Spain, there is no evidence that it collects this data across its supply chain.
5. Grievance mechanism	1	<p>PARTIALLY MET: The company's grievance mechanism includes 4 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 - Is available in multiple language or has interpreters available - Ensures protection of the aggrieved party (non-retaliation) <p>However, there is no evidence that it includes other features, such as involving a gender-balanced review body to process grievances or ensuring anonymous reports can be made.</p>
6. Employee engagement	0	NOT MET: While the company has a committee that assesses employees' proposals and measures on equality and diversity, it is not clear whether the company receives direct feedback from employees via surveys or other engagement mechanisms.
		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 stakeholders such as Every Mother Counts and GEEIS on programmes focussing on gender equality and women's empowerment efforts.
		NOT MET: While the company has integrated external stakeholder feedback into its policies and practices, it is unclear whether this includes issues that are gender related.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	1	NOT MET: While the company has undertaken an assessment of the needs of women workers, it is unclear whether it requires its suppliers to undertake a gender needs assessment.
		MET: The company has publicly disclosed a commitment to cover 70,000 female workers maternity and reproductive health services by 2022.
		MET: The company tracks 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 and also ensures that workers in the supply chain are aware of this grievance mechanism. However, while the company collects grievance data in its supply chain (e.g. number of grievances reported, number of grievances remediated), this data is not sex-disaggregated.
		NOT MET: There is no evidence that the company requires its suppliers to have a grievance mechanism in place for workers to raise complaints.
10. Corrective action process in the supply chain	1	MET: The company's audit process screens for more than 5 gender-related issues among its suppliers, such as: sexual harassment, discrimination based on gender, discrimination against married women, non-retaliation against trade union members and gender segregated toilets.
		NOT MET: While the company has identified issues within its code of conduct as requiring corrective action to be taken by a supplier, it is unclear on whether gender related non-compliances would fall into the category of "Supplier in Corrective Action Plan", there is therefore no evidence of a set period of time that would be expected to remediate the issue.
		NOT MET: There is no evidence regarding whether the company has identified gender-related issues as zero tolerance violations or that any gender-related violations would result in automatic termination of the relationship with the supplier.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0	NOT MET: 36% - Less than 40% of the company's members of the board are women
		NOT MET: 24% - Less than 40% of the company's senior executives are women
		NOT MET: 79% - The company does not maintain a gender balance (between 40-60%) at the senior management level
		NOT MET: There is no evidence regarding the gender balance at the company's middle/other management level

12. Professional development and promotion	0	NOT MET: The company offers professional development programmes that target all employees, but there is no evidence of programmes that are geared towards 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 to suggest the company collects sex-disaggregated data on percentage of employees promoted.
13. Occupational segregation	2	MET: The company collects sex-disaggregated data on the gender balance of its workforce by those working in stores, logistics, central services and manufacturing.
14. Turnover and absenteeism	1	MET: 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	2	MET: The company collects sex-disaggregated data of the production workers, production supervisors and administration/ security/ maintenance of the supply chain via its audit.
		MET: The company supports its suppliers in offering many women's empowerment programmes to women workers in the supply chain. For example, its Sakhi Women Empowerment project provides women in factories with training in areas such as communication and self-confidence, and the company tracks the number of workers participating in this project.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	1	PARTIALLY MET: The company requires its suppliers to have an equal opportunity/non-discrimination policy that explicitly protects married workers, however the non-discrimination policy does not explicitly protect pregnant workers.
		NOT MET: Whilst it is a part of its Women Empowerment Strategy on the Supply Chain and some of the company's suppliers provide training, 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
		MET: The company provides support to its suppliers to prevent discrimination against pregnant and married women workers in the supply chain. In Turkey, the company analyses Human Resources management systems with a gender-based approach to detect any potential areas for improvement, including training with an NGO for workers and management.
17. Enabling environment for freedom of association and collective bargaining in the supply chain	2	MET: The company requires its suppliers to prohibit intimidation, harassment, retaliation and violence against trade union members and representatives.
		MET: The company provides support to suppliers and workers on their rights of freedom of association and collective bargaining, promoting training on those rights under the framework of the company's Worker Participation strategy on the supply chain. It works with IndustriALL, the ILO-GIP programme, the ILO's Better Work programme and ETI to provide awareness and education to workers.
	0	NOT MET: While the company has responsible purchasing practices, there is no evidence it has made a public commitment to gender-responsive procurement.

18. 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	2	MET: The company collects sex-disaggregated pay gap data.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands.
		NOT MET: The company collects pay data by occupational function, however it is not sex-disaggregated.
		MET: The company's gender pay gap is calculated based on the median salary in each market whereby the total wage encompasses fixed and variable remuneration, including commissions and bonus.
		MET: The company indicates that Deloitte performed an independent review of its statement on non-financial information, which includes its gender pay gap analysis.
		MET: The company joined the ClosinGap whose objective is to quantify the economic impact of the wage gap on society, detect areas for improvement and to initiate public policies and corporate practices in this regard.
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.
		MET: The company promotes work-life balance policies to promote the return to work and retention of workers after primary carer leave.
		NOT MET: The company follows the national legislation of the countries it operates in regarding secondary carer leave.
		NOT MET: There is no evidence that the company implements concrete actions that promote the uptake of secondary carer leave. However, it states that it seeks to avoid that employees are penalized in their professional lives because of maternity and/or paternity leaves.
21. Childcare and other family support	0	NOT MET: There is no evidence the company offers childcare and/or other family support to its employees (e.g. childcare support, paid time off for breastfeeding and lactating, or paid time off to attend healthcare appointments with children/dependents).
22. Flexible work	0.5	PARTIALLY MET: The company provides flexible work hours where employees in its headquarter office can choose their hour of entry to work. However, there is no evidence found that it tracks the 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
23. Formal contracts in the supply chain	1.5	MET: The company requires their suppliers to offer their workers formal contracts
		PARTIALLY MET: The company takes specific actions to help ensure its suppliers support formal rather than informal work through projects that prevent the practice of abusive employment practice, such the Sumangali Scheme, and the training sessions given by local NGO SAVE.
24. Living wage in the supply chain	2	MET: The company requires its suppliers to pay their workers a living wage which ensures they can provide basic needs and the needs of their families..
		MET: The company monitors the payment of living wages, for example through its Compliance Programme which is engaged in compiling detailed information on wages
		MET: The company takes specific actions to help ensure its suppliers pay their workers a living wage through involvement with ACT, IndustriALL, and internal living wage strategy, as well as fostering collective bargaining through training programmes for workers.
25. Family-friendly benefits provision in the supply chain	0	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.
		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: The company provides coverage of some of the costs associated with mental and sexual and reproductive health for its subsidiary Zara. However, it is unclear if this is at group level for US operations.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	1	NOT MET: The company only requires that its suppliers address 1 of the specific health, safety and hygiene needs of their women workers (provide access to clean drinking water). This is not sufficient to affectively address the needs of women workers.
		NOT MET: There is no evidence the company monitors supplier adherence to addressing the specific health, safety and hygiene needs of their women workers.
		MET: The company requires its suppliers to provide health and safety training to workers and supports its suppliers in ensuring a gender-responsive, safe and healthy work environment.
28. Health information and services in the supply chain	1.5	MET: The company has partnered with WeDeliver as part of its public commitment to gender-responsive health information and 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.
		MET: The company supports its suppliers in providing their workers with access to gender-responsive health information and services, such as: contraception/family planning, menstrual health, STDs/STIs, maternal health, hygiene and nutrition.

Violence and harassment (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
29. Violence and harassment prevention	1.5	PARTIALLY MET: The company prohibits violence and harassment in the workplace through a statement in its Code of Conduct and Responsible Practices, however there is no evidence of a standalone policy.
		MET: The company provides training programmes every year to raise awareness and train their staff on the prevention of harassment and discrimination.
		MET: The company takes additional actions to help prevent violence and harassment in the workplace through implementing internal communications that reinforce the company's zero tolerance of violence and harassment in the workplace.
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	1.5	MET: The company prohibits sexual harassment in its Code of Conduct for Manufacturers and Suppliers.
		MET: The company requires that the Code of Conduct for Manufacturers and Suppliers be made available in one or more local languages.
		NOT MET: While the company provides training on topics such as the Code of Conduct for Manufacturers and Suppliers and their sustainability policy, there is no evidence that the company requires its suppliers to provide training specific to violence and harassment to its managers and workers.
		MET: The company provides support to its suppliers to prevent violence and harassment in the supply chain through initiatives such as the Sakhi worker wellbeing project in India with Swasti, Protection project with Medicus Mundi Sur in

		Morocco, and training in preventing sexual harassment in the workplace across suppliers in India.
32. Violence and harassment remediation in the supply chain	1	MET: The company monitors the its suppliers process for addressing grievances filed by their workers, including violence & harassment cases.
		NOT MET: Whilst the company audits its suppliers to monitor their grievance mechanism and process for addressing grievances, it does not require its suppliers to have an effective remediation process for addressing grievances, including violence & 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 reported by their workers.

Marketplace (5% of total score)

MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	0	NOT MET: While the company provides information on employee relations with customers and also commits to not to provide false or deceptive information which may mislead its customers or third parties, this does not qualify as a public commitment to address how gender stereotypes are portrayed in its marketing campaigns.
		NOT MET: While the company mentions that its promotional materials shall present the image of healthy individuals to avoid stereotypes, it does not explicitly point to discriminatory marketing practices that relate to women

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	2	MET: The company has community initiatives focused on women's empowerment, for example Every Mother Counts and Access to Health Care for Rohingya refugees. It also supports cash donations by employees.
		MET: The company has at least one programme initiative focused on women's empowerment in at least two countries: Every Mother Counts in Bangladesh and the United States.
		MET: The company tracks the number of beneficiaries disaggregated by sex.
		MET: The company reports on the impact assessment of its community projects. Further, it assesses the impact of social projects on individuals as well as the effects on the community organizations involved in community 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.