

Company name: Kering

Total weighted score: 44.6* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
10.5	20.0	Governance and strategy
8.8	17.5	Representation
9.1	17.5	Compensation and benefits
1.1	17.5	Health and well-being
7.7	17.5	Violence and harassment
2.5	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	2	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 or has integrated gender equality and women's empowerment into its business strategy by focusing on promoting parity and diversity in its workplace and empowering women and improving their working conditions in its supply chain.
		MET: The company has received the GEEIS label in 2016.
		MET: The company has publicly disclosed at least two gender-specific, timebound targets, such as achieving a balanced gender mix and equal pay at all levels of the organization by 2025.
2. Senior leadership accountability	1	NOT MET: While the company's Diversity, Inclusion and Talent Department reports directly to the Group Human Resources Director who is a member of the Group Executive Committee and is evident of the responsibility in its workplace, there is not a clear focus on gender equality in the supply chain within this role.
		MET: The company's Sustainability Committee (comprised of 2 independent directors, the CEO, the CFO) met in 2019 and 2020 to discuss progress on the 2025 strategy, the meeting was attended by the Chief Sustainability Officer and the Rumination Committee.
3. Gender-responsive human rights due diligence process	1	NOT MET: While the company states its human rights risks categories include child labour, forced labour, wages, working hours, discrimination, freedom of association and collective bargaining, rights of local populations, working conditions, especially for vulnerable populations such as migrants, working conditions for models, harassment, and sourcing conditions for certain stones and minerals, that a gender-lens has been applied to its human rights impacts that were identified in the assessment.

		NOT MET: Although the company states that discrimination and health and safety have been identified as salient, there is no evidence of how these two issues are seen as gender-related issues and their presence in the company's materiality matrix is not sufficient evidence for them being salient issues.
		MET: The company consults with women's organizations like BSR and the women in its supply chain in Italy as part of the risk identification and assessment process.

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 at 3 levels of leadership at least annually.
		MET: The company collects, analyses and monitors sex-disaggregated data on the percentage of employees participating in its EVE and mentorship programmes, 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	1	<p>PARTIALLY MET: The company's grievance mechanism includes 5 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 - Is available in multiple language or has interpreters available <p>However, there is no evidence that it includes other features, such as ensuring the protection of the aggrieved party (non-retaliation) or involving a gender-balanced review body to process grievances.</p>
6. Employee engagement	0	<p>NOT MET: There is no evidence that the company's employee surveys specifically address gender equality and women's empowerment issues.</p> <p>NOT MET: There is no evidence that the company has integrated employee feedback regarding gender issues into its company policies and/or practices.</p>
7. External stakeholder engagement	1	<p>MET: The company engages with external stakeholders like BSR and 30% Club to inform its gender equality and women's empowerment efforts in its supply chain.</p> <p>NOT MET: While the company's materiality matrix includes diversity and empowerment of women, there is no evidence that the company integrates external stakeholder feedback regarding gender issues into its company policies and/or practices.</p>

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	1	MET: While the company does not require its suppliers to conduct a gender needs assessment, it conducted a study into the role of women in the supply chains of the Italian luxury industry that covered more than 180 suppliers, and polled 880 people (70% women) on the subject of gender equality via in-person interviews and questionnaires.
		NOT MET: There is no evidence that the company publicly disclosed specific targets on gender equality and women's empowerment in its supply chain
		NOT MET: There is no evidence that the company tracks its progress against the targets.
9. Grievance mechanism in the supply chain	1	PARTIALLY MET: The company ensures that its supply chain workers have access to the company's own grievance mechanism to raise complaints (including in relation to gender-related issues) about the company's suppliers or the company's operations through its whistleblowing system and shares information with workers in the supply chain on how they can raise complaints to this mechanism, but 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) the mechanism is not available to other external individuals and communities.
		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	2	MET: The company screens for more than 5 gender-related issues among its suppliers, as part of its audit process, such as: <ul style="list-style-type: none"> - Formal contracts - Sexual harassment - Discrimination based on gender - Discrimination against pregnant - Discrimination based on marital status - Non-retaliation against trade union members
		MET: The company identifies gender-related issues like discrimination as requiring response by suppliers according to the seriousness of the breach, and categorizes them into four categories: zero-tolerance, serious breaches of compliance, moderate breaches of compliance, and observations. But the company does not explain which cases of discrimination would fall under each category.
		NOT MET: The company states that 'breaches subject to zero tolerance relate to the most serious situations liable to be encountered, specifically discrimination' (as one of the situations). But the company does not specify what the serious situation of discrimination looks like.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0.5	NOT MET: 64% - More than 60% of women are in the company's board.
		NOT MET: 33% - Less than 40% 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
		MET: 55% - The company maintains a gender balance (between 40-60%) among its middle/other management.

12. Professional development and promotion	1	MET: The company offers at least 3 professional development programmes for women such as mentoring programmes and leadership coaching, access to internal and external professional networks. The company tracks the number of women participating in some of these programmes.
		NOT MET: There is no evidence that 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 in occupational functions. The company reports gender balance in 12 of its occupational functions.
14. Turnover and absenteeism	1	MET: The company collects sex-disaggregated data on the annual turnover (both voluntary and involuntary) 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	0.5	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.
		PARTIALLY MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain through its pilot project on equal access to career opportunities for women in the Italian luxury sector. However, there is no evidence that it tracks the number of women participating in the professional development programmes offered.
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 and pregnant women workers.
		NOT MET: The company conducted a study in the supply chains of the Italian luxury industry and identified motherhood among its four priority focuses. However, there is no evidence in how the company uses this study's findings to provide support to its suppliers to prevent discrimination against married/pregnant women workers in the supply chain.
17. Enabling environment for freedom of association and collective bargaining in the supply chain	1	MET: The company requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members/representatives.
		NOT MET: There is no evidence that the company provides, or requires its suppliers to provide awareness and education (e.g. training) to workers on their rights to freedom of association and collective bargaining.
18. Gender-responsive procurement	1	NOT MET: There is no evidence that the company has made a public commitment to gender-responsive procurement.
		NOT MET: While the company partners with the NGO Solidaridad in Ghana to help women in mining communities gain more autonomy, there is no evidence that the company procures from women-owned businesses.
		MET: The company partners with NGO Solidaridad in Ghana to help women in mining communities gain more autonomy. On - site Solidaridad teams are helping 150 women living in five mining communities to develop their skills and confidence to create their own business, as well as to organize themselves into cooperatives with a view to obtaining local permits, concessions and funding.

Compensation and benefits (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
19. Gender pay gap	0	NOT MET: The company collects sex-disaggregated gender pay gap on their operations in France as required by law. However, there is no evidence that the company collects sex-disaggregated pay data on its global operations.
		NOT MET: The company collects sex-disaggregated pay data by at least 3 different pay bands (executives, management, non-management), however it is only for its operations in France.
		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: While the company has developed an internal index to assess its gender pay gap, there is no evidence of a strategy or that the company is taking active steps to address pay gaps identified.
20. Paid carer leave	2	MET: The company has a global policy of providing at 14 weeks of paid primary carer leave for all Group employees.
		MET: The company implements concrete actions that promote the return to work and retention of workers after primary carer leave by providing the option to work at 80% of standard working hours without any loss of pay during the month following their return from maternity, paternity or adoption leave, providing flexible work options, and enabling women who choose to participate to maintain the link with their workplace during their maternity leave, through a dedicated digital platform MAAM (Maternity as a Master).
		MET: The company has a global policy of providing 14 weeks of paid secondary carer leave to all Group employees.
		MET: The company implements concrete actions like internally highlighting the experiences of employees who took secondary carer leave and getting feedback through internal surveys from employees on the parental policies.
21. Childcare and other family support	2	MET: The company offers childcare solutions in France, Italy and the U.S. as well as day-care centres for employees based in France. The company also offers paid sick child leave in France and general support options like breastfeeding rooms in their Hong Kong offices.
22. Flexible work	1	PARTIALLY MET: The company offers flexible working hours to its employees (the ability to alter the start and end of the day), however it does not track the uptake of flexible working hours.
		PARTIALLY MET: The company offers flexible work locations to its employees (the ability to work from home/ telecommuting), 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	1.5	MET: The company requires that its suppliers employ workers through formal contracts.
		PARTIALLY MET: The company requires that its suppliers subcontract to registered businesses and recognising the existence of home-based workers. 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 states that its supplier and sub-suppliers must respect employees' rights to a living wage that guarantees that the salary paid for a standard working week meets or exceeds legal standards or minimum wage standards relevant to the sector and while it states that the salary paid is sufficient to satisfy the employee's basic needs as well as providing a discretionary income, it does not take into consideration a wage sufficient to satisfy their family's basic needs.
		NOT MET: There is no evidence that the company monitors the payment of living wages.
		MET: The company is piloting internal studies on living wages and is collaborating across industry with the Fair Wage Network and BSR, among others, to create a real-time living wage database to measure the gap between living wages and current wages.
25. Family-friendly benefits provision in the supply chain	0	NOT MET: There is no evidence that 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.
		PARTIALLY MET: The company covers some of the remaining costs for mental health information and services in France, 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 2 of the specific health, safety and hygiene needs of their women workers, including: - Provide personal protective equipment - Provide access to clean drinking water 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 to ensure 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 that the company requires its suppliers to have a clean health room/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	1.5	PARTIALLY MET: The company has a statement against workplace harassment in its Code of Ethics, however there is no evidence of a standalone policy. Its Global Policy on Domestic Violence clearly states that it does not cover workplace harassment.
		MET: The company provides training on its Ethics and Compliance that is mandatory and includes modules on 'Domestic Violence Impact on the Workplace'.
		MET: The company takes additional actions to help prevent violence and harassment in the workplace by implementing internal communications/campaigns to reinforce company's violence and harassment policies and exploring its culture to understand and address underlying gender social norms, as well as aligning its foundation (Kernig Foundation) specifically to working towards combating violence against women.
30. Violence and harassment remediation	1	PARTIALLY MET: The company has a statement against violence and harassment and subjects it to disciplinary penalties and sets out process for alerting external authorities if the complaint is about criminal behaviour. However, there is no evidence of protection/remedy 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 that covers their workers.
		MET: The company requires its suppliers to disseminate its Code of Ethics in all the languages and with all the means necessary to guarantee that it is properly understood by all.
		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: While the company has an audit process that looks at 13 categories, there is no evidence that violence and harassment is one of those categories in its audit methodology or that the company provides additional support to prevent violence and harassment in the supply chain.
32. Violence and harassment remediation in the supply chain	0	NOT MET: While the company has an audit process that looks at 13 categories, there is no evidence that violence and harassment is one of those categories in its audit methodology and therefore that it monitors its suppliers' remediation process for addressing violence and 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 and 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 has a globally applicable "Charter on the Working Relations with Fashion Models and their Well-Being" that addresses the portrayal of healthy male and female models. While this shows concern for the health and well-being of its models, it is not public commitment to address how gender stereotypes are portrayed in its marketing campaign.
		MET: The company has taken specific actions to avoid discriminatory marketing practices through its Pomellato For Women initiative that highlights the importance of female leadership and a more authentic idea of natural beauty.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	2	<p>MET: The company supports several initiatives working to combat violence against women and helping boys and men to transform harmful gender norms and attitudes in society. Additionally the company also donates to several non-profits and has solidarity days and leave aimed at corporate volunteering to support non-profits working in women's causes.</p> <p>MET: The company's initiative and donations show a continuous commitment towards women's causes throughout several years and extend to several cities and countries around the world.</p> <p>MET: The company tracks the number of beneficiaries disaggregated by sex for some of its community programs.</p> <p>MET: The company collects feedback from the beneficiaries and conducts monitoring and evaluation of the organizations it funds every 6 months, conduct yearly site visits, has regular briefing calls and requests at least one assessment /evaluation on the impact of the programmes it supports. It also monitors the impact on beneficiaries to gauge the level of change achieved by the programmes and to identify and disseminate best practices.</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.