

Company name: L Brands

Total weighted score: 17.0* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
2.5	20.0	Governance and strategy
3.3	17.5	Representation
3.3	17.5	Compensation and benefits
2.2	17.5	Health and well-being
3.3	17.5	Violence and harassment
0.0	5.0	Marketplace
2.5	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 the company 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 publicly disclosed specific targets on gender equality and women's empowerment
2. Senior leadership accountability	0	NOT MET: There is no evidence that the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment in the company
		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	0	NOT MET: There is no evidence that the company screens gender-related human rights impacts as part of its human rights due diligence process in its workplace and supply chain
		NOT MET: There is no evidence that the company assessed and prioritised gender-related human rights impacts as being 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: 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 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: 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 that the company has employee surveys or other engagement mechanisms that 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	0	NOT MET: There is no evidence that the company engages with external stakeholders to inform its gender equality and women's empowerment efforts.
		NOT MET: There is no evidence that the company integrates external stakeholder feedback regarding gender issues into its company policies and/or 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 require its suppliers to undertake a gender needs assessment with respect to their supply chain workers
		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 track 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	0	NOT MET: The company only screens for one gender-related issues among its suppliers, as part of its audit process.
		NOT MET: There is no evidence the company has identified any gender-related issues as requiring corrective action to be taken by a supplier within a set period of time in order 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	0.5	MET: 50% - The company maintains a gender balance (between 40-60%) at the board level.
		NOT MET: 17% - Less than 20% 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: There is no evidence regarding the gender balance at the company's middle/other management level
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	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: There is no evidence the company supports its suppliers in offering professional development opportunities to women workers in the supply chain.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to have a non-discrimination policy that explicitly protects pregnant or married 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 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 require 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	1.5	MET: The company has made a public commitment to gender-responsive procurement by listing Women Business Enterprise (WBE) as one of the third-parties certifications that must be met in order to be considered as a supplier.
		NOT MET: There is no evidence that the company procures from women-owned businesses.
		MET: The company has taken specific actions to increase its support for women-owned businesses by launching its supplier diversity initiative and listing Women Business Enterprise (WBE) as one of the certifications required to partner with the company. It is also a member of the WBENC and has a Supplier Diversity program.

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 the UK as required by law. However, there is no evidence that the company collects sex-disaggregated pay 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 for its global operations, but does include it in their UK Gender Pay Gap Report as per regulation.
		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	1	MET: The company has a global policy of providing 14 weeks of paid primary carer leave offered to full-time employees
		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
		MET: The company has a global policy of providing six weeks of paid secondary carer leave offered to full-time employees
		NOT MET: There is no evidence that the company implements concrete actions (excluding policies) that promote the uptake of secondary carer leave
21. Childcare and other family support	2	MET: The company offers childcare discounts for off-site care. It also offers back up child, adult and elderly care.
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	0	NOT MET: There is no evidence that the company requires that its suppliers employ workers through formal, written contracts
		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	NOT MET: While the company require suppliers to pay minimum wage prescribed by local law or the prevailing local industry wage, 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.
		NOT MET: There is no evidence the company takes specific actions 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 offer at least 14 weeks of paid primary carer leave to their workers
		NOT MET: There is no evidence that 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	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.

services for employees		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.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to address the specific health, safety and hygiene needs of their 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.
		NOT MET: There is no evidence that the company supports its suppliers in ensuring a gender-responsive, safe and healthy work environment for their workers or requires suppliers to provide workers with health and safety training, to ensure the same.
28. Health information and services in the supply chain	1	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.
		MET: The company support its suppliers in providing their workers with access to gender-responsive health information and services through its partnership with BSR's HER Project that focuses on reproductive health, family planning, and maternal health.

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 Civility and Anti-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 does takes any additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	0.5	PARTIALLY MET: The company has a remediation process for addressing violence and harassment grievances in the workplace, stating that it "will promptly investigate each report". However it does not include details regarding clear disciplinary sanctions for the perpetrator or 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	0	NOT MET: There is no evidence that the company requires its suppliers to have a violence and harassment policy .

harassment prevention in the supply chain		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 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	0	NOT MET: There is no evidence that the company 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 & 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	0	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns.
		NOT MET: There is no evidence the company has taken specific actions to avoid discriminatory marketing practices.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1	MET: The company supports initiatives to drive gender equality and women's empowerment in the community and internationally through donations and partnerships with non-profits.
		MET: The company's donations to the non-profits are recurring.
		NOT MET: No evidence was found regarding whether the company tracks the number of beneficiaries disaggregated by sex for its community programs.
		NOT MET: No evidence was found regarding whether the company collects feedback from beneficiaries or conduct impact assessment studies to understand the impact of their support.

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.