

Company name: LVMH Moët Hennessy Louis Vuitton

Total weighted score: 30.4* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
6.5	20.0	Governance and strategy
7.1	17.5	Representation
3.8	17.5	Compensation and benefits
0.0	17.5	Health and well-being
5.5	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	0.5	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.
		NOT MET: The company has incorporated a gender equality and women's empowerment into its CSR strategy for the workplace and communities, but it has no clear strategy for addressing gender equality and women's empowerment in its supply chains.
		NOT MET: Whilst the company has set up a Gender Equality Index that includes five indicators that measure wage gaps between men and women, this is not sufficient to meet our criteria for this section, which requires a holistic 3rd party or self-assessment to identify gaps in achieving gender equality and women's empowerment in the company's full value chain.
		NOT MET: Whilst the company has targets for achieving gender balance in leadership positions, it has not publicly disclosed at least two targets in different areas (e.g. representation and pay) or have at least two targets in different areas of the value chain (e.g. workplace and supply chain).
2. Senior leadership accountability	0	NOT MET: Whilst the Group's EVP Human Resources and Synergies is responsible for gender equality and women's empowerment in its own operations, there is not a clear focus on the supply chain within this role.
		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: Whilst the company screens for non-financial risks in the value chain, no evidence was found that it screens for any gender-specific risks as part of this process.
		NOT MET: Whilst the company screens for non-financial risks in the value chain, it is unclear whether it specifically screens for any gender-related human rights impacts, and none have been identified in amongst its "key risks".
		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	0.5	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.
		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.
		MET: The company tracks the number of participants in its EllesVMH programme 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 provides 4 features in its grievance mechanism that support a gender-responsive approach:</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 - Ensures protection of the aggrieved party (non-retaliation) - Is available in multiple language or has interpreters available <p>However, there is no evidence that it includes other features, such as allowing verbal submissions via a hotline, involving a gender-balanced review body to process grievances.</p>
6. Employee engagement	2	MET: The company has a "Works Councils" that handles employee-related matters and shares that dialogue with employee representatives which has given rise to a number of agreements on a broad range of gender equality issues in the workplace, which is evidence that the company engages with employees on this topic.
		MET: The company has a "Works Councils" that handles employee-related matters and shares that dialogue with employee representatives has given rise to a number of agreements, including on gender equality in the workplace.
7. External stakeholder engagement	1	MET: The company is a member of Association Française des Managers de la Diversité (AFMD) to inform its own gender equality and women's empowerment work.
		NOT MET: There is no evidence of the company integrating external stakeholder feedback on gender issues into its policies or policies.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0	NOT MET: The company carries out surveys to collect feedback on working conditions directly from employees, but it is unclear if this feedback is used to assess the needs of workers or if there are gender-specific questions included.
		NOT MET: The company does not have any publicly disclosed targets on gender equality and women's empowerment in its supply chain.
		NOT MET: The company does not have any publicly disclosed targets on gender equality to track progress against.
9. Grievance mechanism in the supply chain	1	PARTIALLY MET: The company's Alert Line is available to all external partners and clients ("stakeholders"). However, there is no information on how this must be communicated to workers in the supply chain, or if the company collects, analyses and monitors sex-disaggregated data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		NOT MET: No evidence could be found to suggest 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	0.5	PARTIALLY MET: The company screens for some gender-related issues among its suppliers, such as: <ul style="list-style-type: none"> - Discrimination based on gender identity - Discrimination based on sex - Sexual harassment However, the company does not screen for other gender-related issues like intimidation, harassment, retaliation or violence against trade union members/representatives.
		NOT MET: There is no evidence on how the company categorises non-compliances and, therefore, which issues would result in requiring corrective action within a set time period.
		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	1	MET: 40-60% of the members of the board are women (50%)
		NOT MET: Less than 40% of the senior executives are women (15%)
		MET: Between 40-60% of senior management are women (44%)
		NOT MET: More than 60% of middle management are women (65%)
12. Professional development and promotion	1	MET: The company has at least 3 programmes geared towards women within the company and tracks the number of women participating in the professional development programmes offered.
		NOT MET: While one of the company's Maisons, Louise Vuitton, does collect sex-disaggregated data on the percentage of employees promoted and publishes that 60% of the executive mobility observed in 2020 went to women, there is no evidence that the company collects sex-disaggregated data on percentage of employees promoted across the Group.

13. Occupational segregation	2	MET: The company collects sex-disaggregated data on the gender balance of its workforce across four occupational function.
14. Turnover and absenteeism	0	NOT MET: There is no evidence that 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 to suggest 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	1	MET: The company's Supplier Code of Conduct includes a clause prohibiting discrimination against pregnant women
		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	1	MET: The company prohibits sanction, discrimination or harassment 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	0.5	MET: The company has made a public commitment to support female entrepreneurs.
		NOT MET: There is no evidence that the company procures from women-owned businesses.
		NOT MET: Whilst the company has taken specific actions to increase its support for women-owned businesses in other parts of business (such as its annual Businesswoman of the Year Award, Veuve Clicquot), there is no evidence of specific actions to increase its support of women-owned businesses by any of the Maison's operating in the apparel industry.

Compensation and benefits (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
19. Gender pay gap	0	NOT MET: The company has set up a Gender equality index to calculate gender wage gaps, however this has currently only been used by some of the operations in France and not been calculated for the global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands for its global operations.
		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) as part of a gender pay gap analysis.
		NOT MET: There is no evidence to suggest that the company uses a third party to undertake or verify its gender pay gap analysis.
		NOT MET: Whilst the company has entity-specific tools in place to identify and reduce any pay gaps between women and men within the same job category, it does not have a clear strategy to holistically close any gender pay gaps identified across the company globally.
20. Paid carer leave	0.5	NOT MET: Whilst the company offers paid leave longer than required by local legislation in some countries, it does not have a global policy to offer all employees at least 14 weeks paid leave.
		MET: The company implements concrete actions that promote the return to work and retention of workers after primary care leave, such as additional days of paid leave, parental leave, authorized absence for employees with sick children, and various support measures and adaptation for working time.
		NOT MET: There is no evidence that the company has a global policy of providing at least two weeks of secondary carer leave to full-time employees.
		NOT MET: There is no evidence to suggest that the company implements concrete actions that promote the uptake of secondary carer leave.
21. Childcare and other family support	2	MET: The company offers access to childcare in day care centres or at home, and provides additional support to working parents, such as providing authorized absence for employees with sick children and providing remote assistance with homework.
22. Flexible work	1	PARTIALLY MET: The company offers flexible working hours, but there is no evidence that it tracks the uptake.
		PARTIALLY MET: The company offers flexible work locations to its employees, but 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	NOT MET: The company only requires suppliers to provide formal, written contracts for workers where required by law.
		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: 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 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: The company only requires maternity leave to be paid in accordance with national law, there is no evidence that it requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers.
		NOT MET: The company only requires benefit leave to be paid in accordance with national law and there is no evidence that it requires its suppliers to provide at least two weeks of paid secondary carer leave to their workers.
		NOT MET: There is no evidence to suggest that the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence that 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 is actively working to prevent psychosocial risks with a number initiatives offered in different countries and by different maisons, such as telephone helplines, psychological support units, training courses, workshops and conferences on occupational stress. However, there is no evidence to suggest that mental health support services (such as counselling) is available in all 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	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 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	PARTIALLY MET: The company opposes all forms of physical, sexual, verbal or psychological violence and harassment in its code of conduct, however there is no evidence of a standalone policy.
		NOT MET: In 2020, the company responded to a call for action launched by the French Minister for Gender Equality, Diversity and Equal Opportunities to support a public communication campaign designed to reach victims of domestic violence, part of which was a commitment to share information on domestic violence and available support among employees and more broadly to external audiences via their social networks, however this is not aimed at addressing violence and harassment in the workplace.
		MET: The company takes additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	1	PARTIALLY MET: The company states that it will take appropriate and necessary measures in order to terminate any misconduct with its code of conduct, including appropriate disciplinary sanctions. However, the process does not mention support for the aggrieved during/after remediation (e.g. leave from work, counselling/mental health support) or prohibit the inclusion of a confidentiality provision (non-disclosure/silencing agreement) in violence and harassment settlement agreements, unless requested by the victim.

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 prohibit all forms of violence and harassment.
		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.
		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 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: Whilst the company's Bold is Beautiful campaign, which aims to empower women and girls worldwide and donates the proceeds to local charities that support women in participating countries, is primarily run by one of the cosmetic maison, it has also been supported by its fashion Maison Céline.

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 empower women and girls, both through financial donations, in-kind donations and volunteer hours. Additionally the company has a number of initiatives focused on women's causes taking place around the world for International Women's Day. LVMH also proved funding for 1,000 nights in hotels for the non-profit Foundation des Femmes, enabling it to provide emergency accommodation to women and children who are victims of domestic violence in 2020.</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 in its community women's empowerment programs.</p> <p>MET: The company collects feedback from the beneficiaries of its WOMEN@DIOR programme, a unique international mentoring & educational program that has coached and helped blossom thousands of young women all over the world.</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.