

**Company name: Levi Strauss & Co.**

**Total weighted score: 47.3\* out of 100**

### Weighted score by measurement area

Weighted Score	Out of	Measurement area
12.0	20.0	Governance and strategy
5.5	17.5	Representation
4.0	17.5	Compensation and benefits
9.8	17.5	Health and well-being
10.9	17.5	Violence and harassment
2.5	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
<b>1. Strategic action</b>	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 integrated gender equality and women's empowerment into its business strategy across the value chain through a focus on creating an inclusive culture, furthering women in leadership, ensuring pay equity and recruiting diverse candidates.
		MET: The company has conducted a self-assessment through its gender equity scorecard
		NOT MET: There is no evidence that the company has specific targets on gender equality and women's empowerment.
<b>2. Senior leadership accountability</b>	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.
		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.
<b>3. Gender-responsive human rights due diligence process</b>	2	MET: The company has a human rights due diligence process, which covers gender-related issues across its value chain.
		MET: The company has identified the following issues as salient: sexual harassment and coercion and women's needs being are not adequately met
		MET: The company engages with stakeholders such as Women's organizations and women human rights defenders to prioritise issues that have been identified as part of the risk identification and assessment process.

## WORKPLACE

Indicator	Score (out of 2)	Draft assessment
<b>4. Sex-disaggregated data</b>	<b>0</b>	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 multiple 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.
<b>5. Grievance mechanism</b>	<b>1</b>	<p>PARTIALLY MET: The company's grievance mechanism includes 5 gender-responsive elements:</p> <ul style="list-style-type: none"> <li>- Confidential</li> <li>- Anonymous</li> <li>- Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party</li> <li>- Allows verbal submission of grievances via a telephone line</li> <li>- Ensures protection of the aggrieved party (non-retaliation)</li> </ul> <p>However, there is no evidence it includes other features, such as ensuring its mechanism is available in all relevant languages or having an impartial third-party investigator for all grievances.</p>
<b>6. Employee engagement</b>	<b>0</b>	NOT MET: The company provides information on racial equity but it is unclear whether it engages with employees on gender issues.
		NOT MET: There is no evidence regarding whether the company has integrated employee feedback regarding gender issues into its policies and practices.
<b>7. External stakeholder engagement</b>	<b>2</b>	MET: The company engages with Harvard SHINE on its Worker Well-being programme to survey workers about their daily experiences and overall well-being in the workplace.
		MET: The company has integrated external stakeholder feedback from its partnership with Harvard SHINE to inform its Worker Well-being programme by using data and additional insights from the surveys conducted to adapt and improve their approaches to workers issues

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	2	MET: The company requires its vendors have processes in place to listen to workers and identify local needs.
		MET: The company has publicly disclosed specific supply chain targets for example they have a target to produce more than 80 percent of its product volume in Worker Well-being factories and incorporate all of its strategic vendors into the initiative by 2025.
		MET: The company tracks its progress against the targets.
9. Grievance mechanism in the supply chain	1	NOT MET: While the company has a pilot project on grievance mechanism in Lesotho, it is unclear whether its own grievance mechanism is applicable to all workers in the company's supply chain.
		PARTIALLY MET: The company requires suppliers to have a grievance mechanism in place for workers and ensures that workers are aware of the procedures. However it does not require that its suppliers collect sex-disaggregated data on the grievances reported by supply chain workers or to ensure that external individuals and communities have access to the supplier's grievance mechanism to raise complaints (including in relation to gender-related issues)
10. Corrective action process in the supply chain	2	MET: The company screens for gender-related issues among its suppliers including sexual harassment, discrimination based on gender, discrimination against married women, non-retaliation against trade union members, lack of gender-segregated washrooms and toilet facilities, absence of policy covering gender discrimination, absence of policy on sexual harassment and lack of communication of non-discrimination policy .
		MET: The company has identified gender-related issues as requiring corrective action.
		MET: The company has identified sexual harassment as a Zero Tolerance Violation.

## Representation (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	1	NOT MET: 33% - Less than 40% of the company's members of the board are women
		MET: 44% -The company maintains a gender balance (between 40-60%) at the senior executive level
		MET: 41% - The company maintains 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	0.5	PARTIALLY MET: There is evidence of only two of the company's professional development programmes for women, its Women's "Rivet" Employee Resource Group and RISE Leadership programme. However, the company does show evidence of tracking how many women participated in RISE in 2019.
		NOT MET: There is no evidence to suggest the company collects sex-disaggregated data on percentage of employees promoted.

<b>13. Occupational segregation</b>	<b>0</b>	NOT MET: The company only collects sex-disaggregated data on the gender balance of its workforce by occupational function across two functions: retail and corporate functions. This is not sufficient to meet our minimum threshold of at least three occupational functions.
<b>14. Turnover and absenteeism</b>	<b>0</b>	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

<b>Indicator</b>	<b>Score (out of 2)</b>	<b>Assessment</b>
<b>15. Gender equality in leadership in the supply chain</b>	<b>1</b>	NOT MET: While the company does not collect sex-disaggregated data by leadership level across the supply chain, it will begin collecting this data in 2021.
		MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain, for example through its Female Leadership Program in Cambodia.
<b>16. Non-discrimination against pregnant and/or married women workers in the supply chain</b>	<b>1.5</b>	MET: The company requires its suppliers to have a non-discrimination policy that explicitly protects both pregnant and married women workers.
		NOT MET: While the company states that factory managers and suppliers should be training to eliminate opportunities for abuse, there is no evidence that the company requires its suppliers to provide non-biased training to its hiring managers.
		MET: The company provides support to its suppliers to prevent discrimination against pregnant and married women workers in the supply chain through classroom and onsite trainings of suppliers and subcontractors on gender discrimination issues in India as part of a project with Social Accountability International (SAI).
<b>17. Enabling environment for freedom of association and collective bargaining in the supply chain</b>	<b>1</b>	MET: The company requires its suppliers to prohibit intimidation, harassment, retaliation and violence 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.
<b>18. Gender-responsive procurement</b>	<b>0</b>	NOT MET: While the company bases its selection of vendors on measures of business and sustainability alignment as well as their investments in worker well-being programmes, the company has not 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, but it does collect this data for its UK operations, as required by law.
		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 when analysing its gender pay gap.
		NOT MET: There is no evidence that the company uses a third-party to undertake / 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	0.5	NOT MET: While the company provides benefits for paid carer leave to US-based employees, there is no evidence of a global policy.
		MET: The company promotes the return to work and retention of workers after primary carer leave by providing new parents with an additional 100 hours of back-up care during their first 12 months back to work.
		NOT MET: While the company provides non-birth parents in the US with 8 weeks of paid leave, this is not a global policy.
		NOT MET: There is no evidence that the company implements concrete actions that promote the uptake of secondary carer leave.
21. Childcare and other family support	2	MET: The company provides childcare and other family support, such as 100 hours per year of back-up childcare or adult/eldercare at a subsidized rate for its employees at its US office.
22. Flexible work	0.5	PARTIALLY MET: The company provides flexible work scheduling and allows Home Office payroll employees to adjust their regular work schedules. However, there is no evidence that the company tracks the uptake of flexible working hours.
		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	0.5	NOT MET: The company only requires its suppliers to offer their workers formal, written contracts where it is legally required.
		PARTIALLY MET: The company requires that its suppliers subcontract to registered businesses. However, while the company states that suppliers must maintain employee files for their personnel as well as subcontracted personnel, it is unclear if the company requires suppliers to collect sex-disaggregated data by contract type.

<b>24. Living wage in the supply chain</b>	0	NOT MET: The company only requires its suppliers to meet the legal minimum wage or the prevailing industry wage.
		NOT MET: There is no evidence to suggest that the company monitors the payment of living wages.
		NOT MET: There was no evidence that the company takes specific action to help ensure its suppliers pay their workers a living wage.
<b>25. Family-friendly benefits provision in the supply chain</b>	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
<b>26. Health information and services for employees</b>	1	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.
		MET: The company commits to covering birth control access for its employees, regardless of whether it is required by the government.
		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.
		PARTIALLY MET: The company provides coverage of the costs associated with sexual and reproductive health through its birth control coverage, as well as mental health support.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>27. Safe and health work environment in the supply chain</b>	1	NOT MET: The company only requires that its suppliers address 1 of the specific health, safety and hygiene needs of their women workers, including: - 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.
		MET: The company offers its suppliers guidance on improved health and safety through its "How-To" Toolkit, which has specific suggestions such as extensive health education programs, including training workers to be peer health educators, and organizing health days.

<b>28. Health information and services in the supply chain</b>	<b>1.5</b>	MET: The company's Worker Well-Being initiative has focus areas on good health and family well-being and is developing programs that improve worker and community knowledge of health issues.
		NOT MET: There is no evidence that 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 sexual and reproductive health trainings, clinic services for employees and their families, access to quality health care, hygiene workshops, nutrition, and awareness raising campaigns for HIV/AIDS and other sexually transmitted infections.

## Violence and harassment (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
<b>29. Violence and harassment prevention</b>	<b>0.5</b>	PARTIALLY MET: The company prohibits violence and harassment in the workplace through a statement in its Code of Conduct, however there is no evidence of a standalone policy.
		NOT MET: There is no evidence that the company provides violence and harassment training to its employees.
		NOT MET: There is no evidence that the company takes additional actions to help prevent violence and harassment in the workplace.
<b>30. Violence and harassment remediation</b>	<b>1</b>	PARTIALLY MET: The company provides a remediation process for violations of its harassment clause in its code of conduct that includes clear disciplinary actions for perpetrators, however there is no protection for the victim, such as not requiring private arbitration or counselling/mental health support.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>31. Violence and harassment prevention in the supply chain</b>	<b>2</b>	MET: The company prohibits sexual harassment in its Terms of Engagement with suppliers.
		MET: The company requires that the violence and harassment policy (or supplier code of conduct that includes this) be made available in one or more local languages.
		MET: The company requires its suppliers to provide training on violence and harassment to its managers and workers in company procedures to ensure compliance and abuse prevention as well as regularly training to recognize signs of gender-based violence and harassment
		MET: The company provides support to its suppliers to prevent violence and harassment in the supply chains. For example, its Safe Workplaces, Safe Communities initiative in Cambodia aims to reduce gender-based violence and sexual harassment in workplaces and communities. In Lesotho, the company worked with local experts to provide training to supervisors, management and worker representatives around gender-based violence and harassment.

<b>32. Violence and harassment remediation in the supply chain</b>	<b>1.5</b>	MET: The company monitors its suppliers' remediation process for addressing violence and harassment grievances. Its Terms of Engagement requires management to discipline anyone who engages in any physical, sexual, psychological or verbal harassment or abuse.
		MET: The company requires its suppliers to have an effective remediation process for addressing violence and harassment grievances, including counselling, warnings, demotions, and termination.
		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
<b>33. Marketing content</b>	<b>1</b>	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns. .
		MET: The company's "I Shape My World" Initiative' offers women a platform to elevate their stories from across the world.

## Community (5% of total score)

### COMMUNITY

Indicator	Score (out of 2)	Assessment
<b>34. Community support</b>	<b>1</b>	MET: The company donates cash to support women's empowerment. Grantees include MeToo, Supermajority, She the People, and the Planned Parenthood Federation.
		MET: The company's donations are recurring and show a commitment to supporting organizations' efforts to further gender equality and women empowerment.
		NOT MET: There is no evidence that the company tracks the number of beneficiaries disaggregated by sex for its donations.
		NOT MET: There is no evidence that the company collects feedback from beneficiaries or recipients of the donations or conducts impact assessment studies of its community programs to inform future programs.

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.