

Company name: Lojas Renner

Total weighted score: 20.0* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
7.5	20.0	Governance and strategy
1.1	17.5	Representation
2.2	17.5	Compensation and benefits
1.1	17.5	Health and well-being
4.4	17.5	Violence and harassment
0.0	5.0	Marketplace
3.8	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	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 its board approved Diversity and Inclusion strategy and also sets targets on women's empowerment in the textile chain
		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 has specific targets on gender equality and women's empowerment.
2. Senior leadership accountability	0.5	PARTIALLY MET: The company has multiple individuals in in their Sustainability Committee who are responsible for gender.
		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 for gender-related human rights impacts as part of a 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	0.5	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.
		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	1	PARTIALLY MET: The company's grievance mechanism includes 5 gender-responsive elements: <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). 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.
6. Employee engagement	1	MET: The company engages with employees on gender issues through their diversity census. 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 lists stakeholders such as UNWEPS, UNGC and Childhood Brazil's Na Mão Certa Program, Malhada Grande Community Quilombola Women's Association, in Catuti (MG) and the Weaving Autonomy project that provide programmes focussing on gender NOT MET: While the company engages external stakeholders, it is unclear if stakeholder feedback regarding gender issues is integrated into the company's policies and 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 requires its suppliers to undertake a gender needs assessments.
		NOT MET: The company has not publicly disclosed specific supply chain targets.
		NOT MET: The company does not have this information
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 (including in relation to gender-related issues) about the company's suppliers or the company's operations. The company ensures that workers in the supply chain are aware of this grievance mechanism, by requiring its suppliers to disclose the existence of the whistleblowing channel to all its employees and sub-contractors through notices posted in the workplace explaining how to notify complaints. The company does not, however, appear to collect, analyse and monitor sex-disaggregated grievance data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		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	NOT MET: The company only screens for two issues including sexual harassment and discrimination based on gender.
		MET: The company has identified gender-related issues as requiring corrective action
		NOT MET: There is no evidence that the company has identified any gender-related issues as zero tolerance or automatically resulting in termination of the relationship with a supplier.

Representation (17.5% of total score)

WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	1	NOT MET: 25% - Less than 40% of the company's members of the board are women
		MET: 40% - The company maintains a gender balance (between 40-60%) at the senior executive level
		MET: 48% The company has achieved gender equality in leadership 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: 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 to suggest 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.
17. Enabling environment for freedom of association and collective bargaining in the supply chain	0	NOT MET: There is no evidence to suggest that 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.
18. Gender-responsive procurement	0	NOT MET: There is no evidence that the company has 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: While the company discloses the ratio between the compensation of women and men, this only considers their pay base salaries, rather than average salaries, and, therefore, does not meet our gender pay gap requirement.
		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	NOT MET: There is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave.
		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
		NOT MET: There is no evidence that the company has a global policy of providing at least two weeks of paid secondary carer leave offered to full-time employees.
		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	0	NOT MET: There is no evidence that the company offers childcare or other family support to its employees.
22. Flexible work	2	MET: The company has a pilot project for its employees which offers home office and flexible hours for the Product and E-commerce Departments
		MET: The company offers flexible work locations to its employees which offers home office and flexible hours for the Product and E-commerce Departments

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	0	NOT MET: There is no evidence the company requires its suppliers to offer their workers 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: The company requires salaries paid must be in line with the legal standards defined for the sector and must always be sufficient to meet employees' basic needs. However, it does not require salaries to be sufficient to meet the needs of the employee's family.
		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: 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: 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 to address 3 of the specific health, safety and hygiene needs of their women workers, including: <ul style="list-style-type: none"> - Provide training to staff on chemical and machine safety. - Provide access to clean drinking water - Provide personal protective equipment 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 the company supports its suppliers with ensuring 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 whether the company requires its suppliers to have a clean health 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	0.5	PARTIALLY MET: The company prohibits violence and harassment in the workplace through a statement in its Code of business Conduct for employees, however there is no evidence of a standalone policy.
		NOT MET: There is no evidence that the company provides training on violence & harassment to its employees.
		NOT MET: There is no evidence that the company takes additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	1	PARTIALLY MET: The company has a process to remediate violation of its code of conduct (which includes violence and harassment), which 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
31. Violence and harassment prevention in the supply chain	0.5	MET: The company requires its suppliers to have a violence and harassment policy.
		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 all of its suppliers to provide training specific to 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 and 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.

Marketplace (5% of total score)

MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	0	NOT MET: While the company indicates that its advertising campaigns employ content which is not deceptive, this does not qualify as a public commitment on 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	1.5	MET: The company provides information various initiatives that drive gender equality in the communities they operate.
		MET: The company has women empowerment projects in empowerment in Brazil, Angola, Haiti, and Venezuela.
		MET: The company tracks the number of female beneficiaries for at least one of its programs.
		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.