

Company name: Nike

Total weighted score: 45.2* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
10.0	20.0	Governance and strategy
6.6	17.5	Representation
3.8	17.5	Compensation and benefits
8.8	17.5	Health and well-being
9.8	17.5	Violence and harassment
2.5	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	0	NOT MET: Whilst the company is "committed to building an inclusive culture", no evidence could be found of a holistic public commitment to gender equality and women's empowerment at CEO level.
		NOT MET: The company has a Diversity and Inclusion strategy that includes gender equality in the workplace but there is no evidence of a gender strategy that addresses gender equality and women's empowerment across the full value 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: Whilst the company has reported 2019 highlights of where gender equity is being advanced, there is no evidence of at least two public targets, covering two different issues (e.g. representation and pay) or in two different areas of the value chain (e.g. workplace and supply chain).
2. Senior leadership accountability	0.5	PARTIALLY MET: The Purpose Committee directs and oversees the end-to-end integration of NIKE's work in diversity and inclusion, community, labour, and environmental impact. This includes the work Nike is doing to improve gender equality within the company and to empower girls within the community. However the company does not have one individual who is 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	1	MET: The company has identified at least 1 gender-related risk as salient, suggesting it does screen for gender-specific risks as part of this process.
		MET: The company has identified one gender-specific impact as a "Priority Issue" (Diversity and Equal Opportunity - Description: Fairness of treatment for women and men; female and minority employees in workforce and management positions representative of the consumers and communities we serve).
		NOT MET: Whilst the company includes a number of stakeholders in prioritizing risk, it is unclear if any stakeholder groups are consulted on gender-specific issues as part of its 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 its Board, VPs and middle management at least annually.
		MET: 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: Whilst the company has All-Employee Engagement and Pulse Surveys, no evidence could be found to assess if these address any gender equality or women's empowerment issues
		NOT MET: There is no evidence to suggest that the company has incorporated feedback related to gender issues into its policies and/or practices.
7. External stakeholder engagement	2	MET: The company engages with external stakeholder to inform its work on advancing gender equality in the community, such as through its partnership with Women's Sports Foundation.

		MET: The company partnered with the Women's Sports Foundation to develop a "first-of-its-kind report – Coaching Through a Gender Lens: Maximizing Girls' Play and Potential – to examine the intersection of girls' sports development needs with their current day experiences." The company "applied these findings immediately, integrating them into a training for more than 400 prospective female coaches."
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SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	1	MET: The company has a worker's needs assessment that includes questions on pay, discrimination, health and sexual harassment.
		NOT MET: Whilst the company has targets to improve the overall compliance rating of its suppliers and provide more support and services to suppliers to improve worker wellbeing and engagement, these targets are not directly related to advancing gender equality and women's empowerment
		NOT MET: There is no evidence that the company has any publicly disclosed targets on gender equality in the supply chain or, therefore, tracks progress against them.
9. Grievance mechanism in the supply chain	1	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 suppliers to have a procedure that allows workers to raise workplace grievances and this must be clearly communicated to the workers, however there is no requirement for suppliers to collect and analyse sex-disaggregated grievance data or for the mechanism to be available to external parties and communities.
10. Corrective action process in the supply chain	2	MET: The company's audit process screens for gender-related issues among its suppliers, such as: <ul style="list-style-type: none"> - Sexual harassment - Discrimination based on gender - Discrimination against pregnant women - Discrimination against married women - Access to toilets separated by gender - Non-retaliation against trade union members - No Discrimination policy
		MET: The company requires non-compliant factories to remediate non-compliances with its Code Leadership Standard within 6 months. This code includes gender-related issues such as sexual harassment, discrimination based on gender and against pregnant women.
		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	0.5	NOT MET: Less than 40% of the members of the board are women (31%)
		NOT MET: Less than 40% of senior executives are women (25%)
		NOT MET: Less than 40% of senior management are women (39%)

		MET: The company maintains a gender balance (between 40-60%) among middle/other management (41%)
12. Professional development and promotion	2	MET: The company offers at least 3 development programmes for women employees, such as Xcelerate, Amplify and E-VOLVE, and tracks the number of women participating.
		MET: The company collects sex-disaggregated data on percentage of employees promoted.
13. Occupational segregation	0	NOT MET: The company only collects sex-disaggregated data on the gender balance of its workforce by 2 occupational functions (Engineering and IT), which is not enough to meet our minimum threshold of at least 3 functions.
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	1.5	MET: The company requires its suppliers to have a non-discrimination policy that explicitly protects married and pregnant workers.
		MET: The company require its suppliers to provide relevant training to staff responsible for implementing and enforcing the non-discrimination policy.
		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	1.5	MET: The company prohibits intimidation, harassment, retaliation and violence against trade union members and representatives
		PARTIALLY MET: The company requires its suppliers to provide employees with training on Freedom of Association. However, there is evidence it provides support to ensure an enabling environment for freedom of association and collective bargaining in the supply chain.
18. Gender-responsive procurement	0.5	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.
		PARTIALLY MET: The company has joined the Women's Business Enterprise National Council (WBENC). However, there is no evidence of specific actions to increase 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 globally. Although it discloses equal pay for equal work for men and women globally, this is not sufficient. The company discloses its gender pay gap data for its UK operations, as required by law.
		NOT MET: The company does not publish its gender pay gap data 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, apart from for its UK operations.
		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: The company is striving to maintain equal pay for equal work between men and women globally, though there is no evidence that it is working to close its gender pay gap.
20. Paid carer leave	1	MET: The company has a global policy of providing at least 14 weeks of paid primary carer leave for 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 care leave.
		MET: The company has a global policy of providing at eight 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 back-up childcare, along with resources and support to care for children with learning, social or behavioural challenges
22. Flexible work	0.5	PARTIALLY MET: The company offers flexible working hours, but there is no evidence that it tracks the uptake.
		NOT MET: There is no evidence that the company offers flexible work locations to its employees (e.g. the ability to work from home or telecommuting).

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
23. Formal contracts in the supply chain	0	NOT MET: The company only requires its suppliers to offer their workers formal, written contracts where it is legally required.
		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 only requires its suppliers to pay their workers legal wages, but where compensation does not meet the workers' basic needs and provide some discretionary income, suppliers are required to develop, communicate and implement strategies to progressively realize compensation that does.
		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 requires all supplier to provide maternity leave, regardless of national law, but does not stipulate a time period for which this should be provided to ensure suppliers 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	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.
		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.
		MET: The company's global Employee Assistance Program (EAP) offers free access to a network of advisors who provide short-term counselling and assistance for a range of issues.
		PARTIALLY MET: The company's global Employee Assistance Program offers US-based employees free access to health information and services in one of the three areas assessed (mental health) via a network of advisors who provide short-term counselling and assistance for a range of issues.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	1.5	<p>MET: The company requires its suppliers to address at least 4 of the specific health, safety and hygiene needs of their women workers, including:</p> <ul style="list-style-type: none"> - Regularly check company premises to ensure they are adequately lit and secure - Provide personal protective equipment - Provide access to clean drinking water - Provide gender-segregated toilet facilities - Accommodation for pregnancy and/or breastfeeding - Provide training to staff on ergonomics

		MET: The company audits its suppliers for compliance to verify compliance with its CLS Requirements, which include requirements on the specific health, safety and hygiene needs of women at work.
		PARTIALLY MET: The company requires its suppliers to provide health and safety training to workers, but no evidence was found that it supports its suppliers in ensuring a gender-responsive, safe and healthy work environment for their workers.
28. Health information and services in the supply chain	0.5	NOT MET: Whilst the company requires its suppliers to provide all employees with information and/or training relating to physical and mental health and social wellbeing, it has not made a commitment to ensure gender-responsive health information and services are available to workers in its supply chain.
		MET: The company requires its suppliers to provide on-site medical care in the form of clinics and credentialed medical staff as applicable in national law.
		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 harassment and discrimination in its Code of conduct, however there is no evidence of a standalone policy.
		NOT MET: While the company requires director+ level to read and confirm that they have read Nike's Employee Code of Conduct and provides Unconscious Bias Awareness Training there is no evidence that the company provides training on violence and harassment.
		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 states that failure by employees to follow its Code, which prohibits harassment and discrimination, may lead to corrective action up to and including termination of employment. However, there is no evidence that the process does not require private arbitration of violence and harassment claims, that it prohibits the inclusion of a confidentiality provision or that the process offers support for the aggrieved during/after remediation

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	1.5	MET: The company requires its suppliers to have a violence and harassment policy that covers their workers.
		MET: The company requires that its supplier's publish its Code of Conduct, which includes prohibition Harassment & Abuse, to be posted in the language(s) of its employees, in all major workspaces.
		MET: 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	1.5	MET: The company requires its suppliers' to maintain all documentation regarding allegations of harassment and abuse.
		MET: The company requires suppliers to have a statement that offensive behaviour may lead to discipline up to and including termination of employment or prosecution by legal authorities
		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
33. Marketing content	1	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 has a marketing approach, such as its Dream Crazier campaign spotlighting women's exceptional athletic performance, that seeks to challenge existing gender norms and promote positive images of women and girls

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	MET: The company donated 25,000 sports bras to girls through more than 50 community programs around the world.
		MET: The company has multiple community engagement programs, such as Boundless Girls, Made to Play and Playdagogy, to encourage women and girls to take part in sport.
		MET: The company tracks donations and program participation.
		NOT MET: There is no evidence that the company does an impact assessment or collects feedback around its 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.