

**Company name: Ralph Lauren Corporation**

**Total weighted score: 41.8\* out of 100**

### Weighted score by measurement area

Weighted Score	Out of	Measurement area
10.5	20.0	Governance and strategy
3.8	17.5	Representation
5.3	17.5	Compensation and benefits
9.8	17.5	Health and well-being
9.8	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
<b>1. Strategic action</b>	<b>1</b>	NOT MET: There is no evidence that the company has made a public commitment to gender equality and women's empowerment.
		MET: The company's citizenship and sustainability strategy, Design the Change, has a clear focus on gender equality and women's empowerment both in the workplace and supply chain.
		NOT MET: There is no evidence that the company has undertaken a self- assessment or third-party assessment or certification for gender equality.
		MET: The company has publicly disclosed at least two gender-specific, timebound targets and tracks progress against them regularly, such as their 2023 gender parity goal for equal representation in leadership positions at the VP level, increase female representation in factory management by 25 percent by 2025 and to make empowerment and life-skills programs available to 250,000 workers across our supply chain by 2030.
<b>2. Senior leadership accountability</b>	<b>1.5</b>	PARTIALLY MET: the company has multiple individuals in their Global Citizenship & Sustainability Senior Steering Committee who have direct and overall responsibility for gender equality and women's empowerment in the company and supply chain.
		MET: The company involves the board and top leadership for oversight of progress against its specific targets on gender equality and women's empowerment.

<b>3. Gender-responsive human rights due diligence process</b>	<b>0</b>	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 prioritized 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
<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>2</b>	MET: The company's grievance mechanism includes at least 6 gender-responsive elements: <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> <li>- Is available in multiple language or has interpreters available</li> </ul>
<b>6. Employee engagement</b>	<b>1</b>	MET: The company engages with employees on gender issues Employees through employee-led communities such as the RL Gender which help to promote dialogue, help define focus areas and develop solutions for the issues faced by employees
		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>1</b>	MET: The company engages with the h the Asian University for Women (AUW), located in Bangladesh, to promote the education of women from Asian and Middle Eastern countries.
		NOT MET: There is no evidence that the company has integrated external stakeholder feedback regarding gender issues into its policies and practices.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	1	NOT MET: There is no evidence that the company requires its suppliers to undertake a gender needs assessments.
		MET: The company has publicly disclosed specific supply chain targets, including increasing female representation in factory management by 25 percent by 2025 and reaching 40,000 workers through the HerHealth program by 202.
		MET: The company tracks its progress against the targets.
9. Grievance mechanism in the supply chain	1	PARTIALLY MET: The company ensures that its supply chain workers have access to the company's own grievance mechanism and ensures that workers in the supply chain are aware of this grievance mechanism. The company does not, however, appear to make this mechanism available to other external individuals and communities or collect, analyse and monitor sex-disaggregated grievance data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires its suppliers to have a grievance mechanism in place for workers to raise complaints. 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	2	MET: The company's audit process screens for over 5 gender-related issues among its suppliers, such as: sexual harassment, discrimination based on gender, discrimination against pregnant women, discrimination based on marital status and non-retaliation against trade union members.
		MET: The company has identified issues within its code of conduct as requiring corrective action to be taken by a supplier.
		MET: The company has identified two gender-related issues as zero-tolerance issues: harassment (including sexual harassment) and discrimination (e.g. based on gender, pregnant women, or marital status)

## Representation (17.5% of total score)

## WORKPLACE

Indicator	Score (out of 2)	Assessment
11. Gender equality in leadership	0.5	NOT MET: 31% - Less than 40% of the company's members of the board are women
		NOT MET: 20% - Less than 40% of the company's senior executives are women
		MET: 53% -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	NOT MET: There is no evidence that the company offers professional development programmes with specific support for women.
		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	1	NOT MET: Whilst the company has set a target to increase women in factory leadership by 25 percent by 2025, there is no evidence the company currently collects sex-disaggregated data by leadership level across the supply chain.
		MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain, by partnering with the International Finance Corporation (IFC) and the International Labour Organisation (ILO) for their Gender Equality and Returns Program (GEAR).
16. Non-discrimination against pregnant and/or married women workers in the supply chain	1	MET: The company requires its suppliers to have a non-discrimination policy that explicitly protects both pregnant and 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	1	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.
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: There is no evidence that the company collects sex-disaggregated pay gap 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 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: The company provides information only for its UK operations

<b>20. Paid carer leave</b>	<b>0.5</b>	NOT MET: The company places seniority clause as a prerequisite for parental leave and has a policy of providing 4 weeks of paid time off.
		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 provides four weeks of secondary carer leave to full-time employees, but places a seniority clause (1 year of service) as a prerequisite for parental leave
		NOT MET: There is no evidence that the company implements concrete actions that promote the uptake of secondary carer leave.
<b>21. Childcare and other family support</b>	<b>2</b>	MET: The company offers childcare and/or other support to its employees.
<b>22. Flexible work</b>	<b>1</b>	PARTIALLY MET: The company offers flexible working hours to its employees but does not track uptake.
		PARTIALLY MET: The company offers flexible work locations to its employees however there is no evidence that it tracks the uptake.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>23. Formal contracts in the supply chain</b>	<b>0.5</b>	NOT MET: There is no evidence the company requires its suppliers to offer their workers formal, written contracts.
		PARTIALLY MET: The company takes specific actions to help ensure its suppliers support formal rather than informal work. However, it does not require that its suppliers collect sex-disaggregated data by contract type.
<b>24. Living wage in the supply chain</b>	<b>0.5</b>	NOT MET: There is no evidence that the company requires its suppliers to pay their workers a living wage.
		NOT MET: There was no evidence that the company monitors the payment of living wages.
		PARTIALLY MET: The company has a wage management strategy and focuses on developing human resource systems with suppliers to support the opportunity to advance compensation for workers and conducts in-depth wage analyses and data gathering in key sourcing countries. However, there is no evidence that it takes further action, such as having a joint action plan with suppliers to achieve payment of a living wage.
<b>25. Family-friendly benefits provision in the supply chain</b>	<b>0</b>	NOT MET: The company does not require 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>	<b>1.5</b>	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 Employee Assistance Program (EAP) service provides employees and their families with mental health support, to help with stressful problems at work or home.
		MET: The company's EAP program provides employees and their families with support to help with stressful problems at work or home.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>27. Safe and health work environment in the supply chain</b>	<b>0</b>	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.
<b>28. Health information and services in the supply chain</b>	<b>1.5</b>	MET: The company has made a commitment to gender-responsive health information and services in its supply chain through its target to provide 40,000 workers with access to health info/service through BSR HerHealth
		NOT MET: There is no evidence whether 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 including <ul style="list-style-type: none"> <li>- Menstrual Health</li> <li>- Maternal Health</li> <li>- Hygiene</li> <li>- Nutrition</li> </ul>

## 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 prohibits violence and harassment in the workplace through a statement in its Code of business Conduct and ethics, however there is no evidence of a standalone policy.
		MET: The company provides mandatory trainings on violence and harassment available in 17 languages for their 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 provides a remediation process with clear disciplinary actions for perpetrators, which includes the possibility of counselling. However, there is no evidence of 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 harassment prevention in the supply chain	1	MET: The company requires its suppliers to have a violence and harassment policy.
		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.
		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	1.5	MET: The company monitors the its suppliers process for addressing grievances filed by their workers, including violence & harassment cases.
		MET: The company requires its suppliers to have an effective remediation process for addressing grievances, including 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 reported by their workers.

## Marketplace (5% of total score)

### MARKETPLACE

Indicator	Score (out of 2)	Assessment
<b>33. Marketing content</b>	<b>0</b>	NOT MET: While the company provides information on its cultural awareness guidelines which inform its marketing from design to inception, the company has not made a public commitment to address how gender stereotypes are portrayed in its marketing campaigns.
		NOT MET: The company mentions an internal council which informs and advises on the guidelines, and ensures that cultural awareness is integrated from concept design through to marketing campaign. However, no information on how it avoids gender stereotypes is mentioned.

## Community (5% of total score)

### COMMUNITY

Indicator	Score (out of 2)	Assessment
<b>34. Community support</b>	<b>1</b>	MET: The company runs initiatives that drive gender equality in the community include raising awareness on breast cancer through its Pink Pony Campaign and donations to Royal Marsden NHS Foundation Trust (cancer centre). The company also runs the Lead Like a Woman campaign which includes media, products, and events celebrating female leaders.
		MET: Ralph Lauren also has a 2025 goal to increase employee volunteering hours by 25%.
		NOT MET: Number of women beneficiaries not clear.
		NOT MET: It is not clear whether the company conducts impact assessment studies of their 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.