

Company name: Tailored Brands

Total weighted score: 6.1* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
1.0	20.0	Governance and strategy
1.6	17.5	Representation
1.1	17.5	Compensation and benefits
0.0	17.5	Health and well-being
1.1	17.5	Violence and harassment
0.0	5.0	Marketplace
1.3	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 being a diverse and inclusive organization", no evidence could be found of a holistic public commitment to gender equality and women's empowerment at CEO level.
		NOT MET: Whilst the company states in its 2018 Sustainability Report that is "working to build out the next phase of our journey focusing on talent, culture and community" regarding diversity and inclusion within its sustainability strategy, there are no further updates provided on the development of this strategy or if gender equality has been incorporated.
		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: The company suggested in its 2018 Sustainability Report that it plans to "develop goals to drive our efforts over the next five to ten years and look forward to sharing those with you in our next sustainability report". However, 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	NOT MET: There is no evidence found to suggest that the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment across the company's value 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.

3. Gender-responsive human rights due diligence process	0	NOT MET: Whilst the company does carry out a materiality assessment, 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: Whilst the company conducts a materiality assessment, there was no evidence that it conducts human rights due diligence or that it has identified any gender-specific human rights impacts as salient.
		NOT MET: Whilst the company conducts a materiality assessment and engages stakeholders in this process, 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	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 to confirm if 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 pay data for its global operations.
		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's grievance mechanism includes 5 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) <p>However, there is no evidence that it includes other features, such as involving a gender-balanced review body to process grievances.</p>
6. Employee engagement	0	NOT MET: The company has established "Peer Circles" that support employees to engage with peers on topics that include gender equality and women's empowerment, such as women in leadership and female mentors, but there is no evidence that views of employees on gender-specific issues are relayed to the senior leadership. The company also has employee engagement surveys, but there is no information regarding what is included in these.
		NOT MET: There is no evidence to suggest that the company has incorporated employee feedback related to gender issues into its policies and/or practices.

7. External stakeholder engagement	0	NOT MET: Whilst the company engages stakeholders to influence its materiality assessment, there is no evidence that this covers any gender-specific issues or that the company engages with external stakeholders separately to inform its gender equality and women's empowerment efforts.
		NOT MET: Whilst the company states that "engaging regularly with our stakeholders is the key to our sustainability success, which is why we engage in many forums both internally and externally. The diverse views allow us to identify emerging issues, prioritize our strategy, and to create the programs that are both effective and impactful." There is no evidence that external stakeholders have provided feedback on gender-related issues or that this has resulted in a change in policy or practice within the company or value chain.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
8. Commitment in the supply chain	0	NOT MET: No evidence was found that the company requires its suppliers to undertake a gender needs assessment.
		NOT MET: The company does not have any publicly disclosed targets on gender equality.
		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	0	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
		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	0	NOT MET: The company only screens for on gender-related issue among its suppliers (intimidation, harassment, retaliation or violence against trade union members/representatives.)
		NOT MET: There is no evidence the company has identified more than two gender-related issues as requiring corrective action to be taken by a supplier within a set period of time in order to remediate the issue.
		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	0.5	MET: 40-60% of the members of the board are women (40%)
		NOT MET: Less than 40% of the senior executives are women (11%)
		NOT MET: There is no evidence regarding the gender balance at the company's senior management level (as the company only shares this data for its US operations).
		NOT MET: There is no evidence regarding the gender balance at the company's middle/other management level (as the company only shares this data for its US operations).

12. Professional development and promotion	0	NOT MET: The company has two peer circles aimed at women, its "Wo-Mentorship Program" and its "Women in Leadership Senior Peer Circle" but this is not enough to meet our criteria of 3 quality programs and 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 found 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	1	MET: The company 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 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: The company does not have a strategy and is not 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, 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.
		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 (excluding policies) that promote the uptake of secondary carer leave.
21. Childcare and other family support	1	PARTIALLY MET: The company provides access to onsite subsidized day care for employees in corporate offices in Fremont, CA, and Houston, TX. However, there is no evidence the company offers any other family support to its employees (e.g. paid time off for breastfeeding and lactating, or paid time off to attend healthcare appointments with children/dependents).
22. Flexible work	0	NOT MET: There is no evidence the company offers flexible working hours to its employees or tracks its 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: There is no evidence that the company requires its suppliers to offer their workers formal, written contracts.
		NOT MET: There is no evidence to suggest that the company takes specific actions to help ensure its suppliers support formal rather than informal work.
24. Living wage in the supply chain	0	NOT MET: While the company requires suppliers to pay their workers the minimum wage or the prevailing industry wage, it does not require 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 to suggest that 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.
		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	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	0.5	PARTIALLY MET: The company states that it is committed to maintaining a work environment free from discrimination and harassment, however there is no evidence of a standalone policy.
		NOT MET: The company disclosed that in addition to code of conduct training activities they engage its diversity and inclusion council and peer circles. However, there is no evidence that these engagements directly focus on violence and harassment.
		NOT MET: The company discloses that it has established diversity and inclusion council and peer circles. However, there is no evidence that these focus on violence and harassment.
30. Violence and harassment remediation	0	NOT MET: There is no evidence that the company has a remediation process for addressing violence and harassment grievances in the workplace.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	0	NOT MET: There is no evidence that the company requires its suppliers to have a violence and harassment policy and does not explicitly prohibit violence and harassment, including sexual harassment, in its own supplier code of conduct.
		NOT MET: There is no evidence that the company requires 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: The company does not appear to monitor its suppliers' remediation process of grievances filed by workers, it only monitors remediation of violations of its code that are detected through its audit process.
		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	0	NOT MET: There is no evidence that the company has a public commitment which addresses 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	0.5	<p>MET: The company donates to breast cancer research charities.</p> <p>NOT MET: Whilst the company appears to have made donations to breast cancer research charities in multiple years, it is unclear if this is an ongoing, recurring commitment.</p> <p>NOT MET: The company does not share evidence that it tracks beneficiaries.</p> <p>NOT MET: The company does not share evidence of an impact assessment or feedback process.</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.