

Company name: The Foschini Group

Total weighted score: 10.8* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
0.5	20.0	Governance and strategy
4.4	17.5	Representation
0.0	17.5	Compensation and benefits
1.1	17.5	Health and well-being
1.1	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	0	NOT MET: There is no evidence that the company has made a public commitment to gender equality and women's empowerment at CEO level.
		NOT MET: There is no evidence that the company has a gender strategy or has integrated gender equality and women's empowerment into its business strategy
		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	NOT MET: There is no evidence the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment.
		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 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: While the company collects data on the number of employees participating in its professional development, it's not sex-disaggregated.
		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: While the company's BBBEE certificate confirms they have set a procurement spend for businesses that are 30% women-owned, this does not meet our threshold for the definition of a Women Owned Business
		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	0	NOT MET: There is no evidence that the company has a gender-responsive grievance mechanism
6. Employee engagement	0	NOT MET: There is no evidence the company has employee surveys or other engagement mechanisms that specifically address gender equality and women's empowerment issues.
		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	0	NOT MET: There is no evidence that the company engages with external stakeholders to inform its gender equality and women's empowerment efforts.
		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	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: There is no evidence that the company track its progress against the targets.
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: There is no evidence that the company screens for gender-related issues among its suppliers.
		NOT MET: There is no evidence the company has identified any 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	1	NOT MET: 36% - Less than 40% of the company's members of the board are women
		MET: 50% - The company maintains a gender balance (between 40-60%) at the senior executive level
		MET: 49% - The company maintains a gender balance (between 40-60%) at the senior management level.
		NOT MET: 61% - The company has not achieved gender equality in leadership at the 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	1	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.
		MET: The company supports its suppliers in offering professional development opportunities to women workers in the supply chain, such as its "Sew Good Initiative".
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 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
		MET: The company provides support to its suppliers to prevent discrimination against pregnant and married women workers in the supply chain.
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	0.5	MET: The company has made a public commitment to gender-responsive procurement through its BBBEE which features Women-owned businesses
		NOT MET: While the company does procure from women owned-businesses, it does not meet the 51% ownership threshold required.
		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: 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	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 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	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: 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.
		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 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
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 requires suppliers to address only 1 of the specific health, safety and hygiene needs of their women workers: - 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.
		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 in 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	NOT MET: There is no evidence that the company has publicly available policies in place regarding violence and harassment in the workplace.
		NOT MET: There is no evidence that the company provides training on violence and 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	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	0.5	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: While the company provides a remedial action as part of its audit process, it does not specify whether it applies to instances of violence and harassment.
		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: 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	1.5	MET: The company has more than three initiatives that drives gender equality in communities including the Sew Good initiative, a partnership with Hands of Hope to support women who struggle to find employment once released from prison, donations to the Pink Drive to create and promote awareness of breast cancer in South Africa and Employee nominations of people who inspire change in the community.
		MET: The Sew Good project tracks the number of beneficiaries and reports 348 women who benefitted from the programme
		MET: The company provides donations to the Pink Drive to create and promote awareness of breast cancer in South Africa
		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.