

Company name: Under Armour

Total weighted score: 43.3* out of 100

Weighted score by measurement area

Weighted Score	Out of	Measurement area
7.5	20.0	Governance and strategy
6.6	17.5	Representation
3.5	17.5	Compensation and benefits
8.8	17.5	Health and well-being
12.0	17.5	Violence and harassment
2.5	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
1. Strategic action	0.5	NOT MET: There is no evidence that the company has made a public commitment to gender equality and women's empowerment at CEO level.
		MET: The company has integrated gender equality and women's empowerment into its diversity and inclusion strategy, which includes advancing women in leadership and promoting gender equality and women's empowerment in the global value chain.
		NOT MET: Whilst the company has participated in the McKinsey Women in the Workplace Assessment and the Diversity Best Practices Inclusion Index, there is not sufficient evidence that these assessments provide detailed feedback to the company to any identified gaps in its gender equality and women's empowerment work for the full value chain.
		NOT MET: Whilst the company has non-public targets on advancing gender equality within the company, targets must be public to meet our scoring criteria.
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: Whilst the company has targets on advancing gender equality within the company, which have leadership oversight, the targets are not sufficient to meet our scoring guidelines (e.g. in at least 2 different areas, such as pay equity, representation, inclusion, skills development or 2 different parts of the value chain, such as community and supply chain)

3. Gender-responsive human rights due diligence process	0	NOT MET: Whilst the company discloses that it undertakes human rights due diligence, no evidence was found that it screens for any gender-specific risks.
		NOT MET: Whilst the company has assessed the following labour rights issues as material to its business (Forced or Compulsory Labour; Child Labour; Freedom of Association and Collective Bargaining; Occupational Health and Safety; Fair Compensation (including Working Hours); and Non-Discrimination, Diversity and Equal Opportunity), none are gender-specific or include a specific mention of how they intersect with or can specifically impact women or girls.
		NOT MET: The company identifies and assesses risk (both for its materiality assessment and supply chain due diligence process) in collaboration with different stakeholders, but 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: Whilst evidence suggests that grievance data is collected and shared with the board quarterly, 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 since 2019.
		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	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	1	MET: The company has a worker engagement survey, which it conducts annually. The survey includes questions on flexible working, grievance reporting, equitable pay, and diversity that specifically mentions gender.
		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	1	MET: The company has engaged with The Center for Child Rights and Corporate Social Responsibility (CCR CSR) to inform its work to improve the lives of women workers in the supply chain.
		NOT MET: There is no evidence of the company integrating external stakeholder feedback on gender issues into its policies or policies.

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 in its supply chain.
		NOT MET: The company has not publicly disclosed targets on gender equality in its supply chain to track progress against.
9. Grievance mechanism in the supply chain	0.5	PARTIALLY MET: The company provides details of its grievance mechanism to its suppliers in its Supplier Code of Conduct and states that its suppliers, subcontractors and employees may raise grievances through this mechanism. However, there is no information on how this must be communicated to workers, available to external individuals and the community, or if the company collects, analyses and monitors sex-disaggregated data in its supply chain (e.g. number of grievances reported, number of grievances remediated).
		PARTIALLY MET: The company requires suppliers to have a procedure that allows workers to raise workplace grievances, however there is no requirement for this to be communicated to workers, available to external individuals and the community, or 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, through alignment with the the FLA Compliance Benchmarks, 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 - Restricted access toilets - Non-retaliation against trade union members - women engaging in work that constitutes a substantial risk to their reproductive health
		MET: The company requires any non-compliance to its Code of Conduct or the FLA Compliance Benchmarks, within 90 days. This include gender-related issues, such as sexual harassment and women engaging in work that constitutes a substantial risk to their reproductive health.
		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 (20%)
		NOT MET: Less than 40% of the senior executives are women (33%)
		NOT MET: Less than 40% of senior management are women (21%)
		MET: The company maintains a gender balance (between 40-60%) among its middle management (41%).
12. Professional development and promotion	1.5	PARTIALLY MET: The company offers at least 3 professional development programmes (W.I.L.L., Women's Development Forum and W.I.S.E.) with specific support for women, but there is no evidence to confirm it tracks the number of women participating in the professional development programmes offered.
		MET: 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	1	MET: 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: Whilst the company does support its suppliers through a program that works to improve working conditions and the well-being of migrant working parents and their families, there was no evidence to suggest this programme offers professional development opportunities to women workers in the supply chain.
16. Non-discrimination against pregnant and/or married women workers in the supply chain	0.5	PARTIALLY MET: The company requires its suppliers to follow FLAs benchmarks, which includes a clause prohibiting discrimination against pregnant women's employment status, however the non-discrimination policy does not explicitly protect married women.
		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: The FLA benchmarks are not adequate as support for suppliers to prevent discrimination against married and pregnant women workers, unless suppliers are provided training on the benchmarks and there is no evidence that the company provides this type of 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 requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members and representatives.
		PARTIALLY MET: There is evidence that the company works with its suppliers to remediate cases where workers rights to freedom of association and collective bargaining have been hindered, which has included training, but there is not evidence that the company provides, or requires its suppliers to provide awareness and education (e.g. training) to all workers on their rights to freedom of association and collective bargaining.
18. Gender-responsive procurement	1	MET: The company has made a commitment to advancing supplier diversity, and its diverse vendor certification process includes women-owned businesses.
		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 has had a 3rd party assessment of equal pay for equal work of men and women, but this 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 for its global operations, although it has had a 3rd party assessment of equal pay for equal work of men and women, but this does not meet our gender pay gap requirement.
		NOT MET: Whilst the company collects sex-disaggregated data to assess equal pay for equal work separated by job family and job sub-family, this is not assessing the gender pay gap, as required by our methodology.
		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: Whilst the company has its data independently validated by a consultant to assess equal pay for equal work, there is no evidence to suggest that it uses a third-party to undertake or verify its gender pay gap analysis.
		NOT MET: The company takes steps to remedy any cases where it identifies equal work is not being remunerated equally, but does not have a strategy to identify and address more systemic pay gaps.
20. Paid carer leave	0.5	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.
		MET: The company implements concrete actions that promote the return to work and retention of workers after primary care leave, by having a PPG (PARENTS FOR PROFESSIONAL GROWTH) group, that provide support, information, and networking opportunities for working parents.
		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: The company promotes the details of its flexible parental leave policy on its internal Benefits website, but there is no evidence of more concrete actions taken to improve uptake.

21. Childcare and other family support	2	MET: Along with referrals for childcare providers, they also have 10 days of free back-up childcare and dependent care flexible spending account
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: The company only requires formal, written contracts when required by law
		NOT MET: Whilst the company requires that all subcontractors also comply with the FLA Code, there is no specific action taken to ensure suppliers or subcontractors support formal rather than informal contracts.
24. Living wage in the supply chain	0.5	NOT MET: The company only requires its suppliers to pay their workers all legal wages, but it does promote that where a living wage is not being realised, suppliers should work with the FLA to take appropriate actions that seek to progressively realize a level of compensation that does.
		NOT MET: There is no evidence to suggest that the company monitors the payment of living wages by its suppliers
		PARTIALLY MET: The company took part in the pilot of FLA's Compensation Data Tool and is working with suppliers in other countries to use the tool further. However, it does not have a joint action plan with suppliers to achieve payment of 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: While the company has participated in multi-stakeholder forums regarding childcare centres in El Salvador, 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 mental health services.
		PARTIALLY MET: The company provides employees with access to health information and services in two of the three areas assessed (maternal health and mental health) by covering prenatal and postnatal visits and the cost of breast pumps and breastfeeding supplies at 100% and through its global Employee Assistance Program, which offers free mental health services to US-based employees, but it is unclear if the company's insurance policy covers any sexual and reproductive benefits at 100%.

SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
27. Safe and health work environment in the supply chain	1.5	MET: The company requires its suppliers to address at least 4 of the specific health, safety and hygiene needs of their women workers, including: <ul style="list-style-type: none"> - Provide personal protective equipment - Provide access to clean drinking water - Provide gender-segregated toilet facilities - Ensure that women are not engaged in work that constitutes a substantial risk to their reproductive health - Ensures appropriate accommodations for pregnant women with regard to hazardous chemicals - Provide training to staff on ergonomics - Free/unrestricted access to toilets and water
		MET: The company has developed an inhouse tool to monitor supplier adherence to the requirement against its own Supplier Code and the Fair Labor Association's Workplace Code and Compliance Benchmarks, which includes gender-related health, safety and hygiene needs
		PARTIALLY MET: The company has supported the Central America Committee's work on occupational health and safety and has provided some of its upstream suppliers with training on health and safety. However, there is no evidence that the company requires its suppliers to provide health and safety training to workers to ensure a gender-responsive, safe and healthy work environment.
28. Health information and services in the supply chain	0.5	NOT MET: There is no evidence that the company has made a commitment to gender-responsive health information or services 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 by 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	1.5	PARTIALLY MET: The company prohibits harassment and discrimination in its Code of conduct, however there is no evidence of a standalone policy.
		MET: The company provides training on creating a workplace free of harassment for its employees.
		MET: The company provides training on prevent sexual harassment for supervisors.
30. Violence and harassment remediation	1	PARTIALLY MET: The company has an investigation policy that includes the process for alerting external authorities if the complaint is about criminal behaviour and disciplinary action for the perpetrator. However, the process does not mention support for the aggrieved during/after remediation (e.g. leave from work, counselling/mental health support).

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 prohibit all forms of violence and harassment.
		MET: The company requires that its supplier code of conduct and the FLA Codes to be posted in a language understood by workers and management.
		NOT MET: There is no evidence that the company requires its suppliers to provide training on violence and harassment to its managers and workers.
		MET: The company supports its suppliers with remediation where violence and harassment cases are reported and has supported the work the Central America Committee has done to address sexual harassment and other forms of gender-based violence at work and occupational health and safety
32. Violence and harassment remediation in the supply chain	1.5	MET: The company monitors its suppliers remediation of grievances that have been submitted and how they have been resolved.
		MET: The company requires its suppliers to have an effective remediation process for addressing 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
33. Marketing content	1	NOT MET: The company has recognised that having women at the heart of their marketing towards women is important and are committed to increase its roster of women's athletes representing the brand, but they have not made a clear, public commitment to address how gender stereotypes are portrayed in its marketing campaigns.
		MET: The company has taken specific actions to avoid discriminatory marketing practices, by designing sport shoes specifically for difference in female anatomy, where traditional sports shoes have been designed with male athletes in focus, as well as increasing its roster of women basketball players to empower the next generation of female athletes.

Community (5% of total score)

COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1	MET: The company donates to initiatives focused on women's empowerment and gender equality, such as its Black Girls Global Exchange, International Women's Day scholarships and by partnering with women's organizations that work to empower the next generation of female athletes by providing more opportunities and access for girls to start and stay in sport.
		MET: The company's donations to the International Women's Day scholarships to exceptional young women from Oakland are recurring (2019 and 2020).
		NOT MET: The company does not share evidence that it tracks the number of women and girls benefitting from its community projects.
		NOT MET: The company does not share evidence of an impact assessment or feedback process.

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.