

**Company name: Urban Outfitters**

**Total weighted score: 6.3\* out of 100**

### Weighted score by measurement area

Weighted Score	Out of	Measurement area
0.0	20.0	Governance and strategy
0.0	17.5	Representation
0.5	17.5	Compensation and benefits
0.0	17.5	Health and well-being
3.3	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>	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 publicly disclosed specific targets on gender equality and women's empowerment
<b>2. Senior leadership accountability</b>	0	NOT MET: There is no evidence that the company has a specific individual or individuals with direct and overall responsibility for gender equality and women's empowerment in the company
		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.
<b>3. Gender-responsive human rights due diligence process</b>	0	NOT MET: There is no evidence that the company screens gender-related human rights impacts as part of its 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
<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 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 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 collects data on amount spent with diverse suppliers, it does not collect data on 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>0</b>	NOT MET: The company's grievance mechanism includes only one gender-responsive element: - Non retaliation
<b>6. Employee engagement</b>	<b>0</b>	NOT MET: There is no evidence that the company has employee surveys or other engagement mechanisms that specifically address gender equality & women's empowerment issues.
		NOT MET: There is no evidence that the company has integrated employee feedback into its policies/practices.
<b>7. External stakeholder engagement</b>	<b>0</b>	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 integrates external stakeholder feedback regarding gender issues into its company policies and/or practices.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>8. Commitment in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence that the company require its suppliers to undertake a gender needs assessment with respect to their supply chain workers
		NOT MET: There is no evidence that the company has publicly disclosed specific supply chain targets related to women empowerment and has tied them to its purchasing decision.
		NOT MET: There is no evidence that the company has public targets gender equality and women's empowerment in the supply chain hence no evidence of tracking its progress against the targets.
<b>9. Grievance mechanism in the supply chain</b>	<b>0</b>	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.

<b>10. Corrective action process in the supply chain</b>	<b>0</b>	NOT MET: The company only screens for 2 gender-related issues among its suppliers - Sexual harassment - Gender discrimination
		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
<b>11. Gender equality in leadership</b>	<b>0</b>	NOT MET: 30% - The company has less than 40% women represented in their Board of Directors.
		NOT MET: 33% - Less than 40% of the company's senior executives are women
		NOT MET: There is no evidence regarding the gender balance at the company's senior management level
		NOT MET: There is no evidence regarding the gender balance at the company's middle/other management level
<b>12. Professional development and promotion</b>	<b>0</b>	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 that the company collects sex-disaggregated data on percentage of employees promoted.
<b>13. Occupational segregation</b>	<b>0</b>	NOT MET: There is no evidence the company collects sex-disaggregated data on the gender balance of its workforce by occupational function.
<b>14. Turnover and absenteeism</b>	<b>0</b>	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
<b>15. Gender equality in leadership in the supply chain</b>	<b>0</b>	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.
<b>16. Non-discrimination against</b>	<b>0</b>	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.

<b>pregnant and/or married women workers in the supply chain</b>		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.
<b>17. Enabling environment for freedom of association and collective bargaining in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence that the company requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members/representatives.
		NOT MET: There is no evidence that the company provides or requires its suppliers to provide awareness and education support to workers.
<b>18. Gender-responsive procurement</b>	<b>0</b>	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
<b>19. Gender pay gap</b>	<b>0</b>	NOT MET: There is no evidence that the company collects sex-disaggregated pay gap data on its global operations, but it does collect this data for its UK operations, as required by law.
		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 (e.g., insurance benefits, bonuses, retirement contributions) when analysing its gender pay gap.
		NOT MET: There is no evidence that the company uses a third party to undertake or 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.
<b>20. Paid carer leave</b>	<b>0.5</b>	NOT MET: While the company offers up to 6 weeks of fully paid maternity and paternity leave for full-time employees, there is no evidence it has a global policy of providing at least 14 weeks of paid primary carer leave to full-time employees.
		NOT MET: There is no evidence the company implements concrete actions (excluding policies) that promote the return to work and retention of workers after primary carer leave.
		MET: The company offers up to 6 weeks of fully paid maternity and paternity leave for full-time employees. It is however not clear if there is a seniority clause related to this benefit.
		NOT MET: There is no evidence the company has specific actions in place to encourage the uptake of secondary carer leave.

<b>21. Childcare and other family support</b>	<b>0</b>	NOT MET: There is no evidence that the company offers childcare or other family support to its employees.
<b>22. Flexible work</b>	<b>0</b>	NOT MET: While the company permits employees to work a flexible schedule, it is subject to appropriate managerial approval and the employee's position. There is no evidence that it tracks the uptake of flexible working hours.
		NOT MET: While the company permits employees to work a remote working schedule, it is subject to appropriate managerial approval and the employee's position. There is no evidence that it tracks the uptake of flexible work locations.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>23. Formal contracts in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence the company requires its suppliers to employ workers through 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.
<b>24. Living wage in the supply chain</b>	<b>0</b>	NOT MET: The company's Vendor Code of Conduct states that suppliers must comply with national laws and pay the minimum wage. However, there is no evidence that it requires suppliers to pay their workers a living wage.
		NOT MET: There is no evidence that the company monitors the payment of living wages by its suppliers.
		NOT MET: There is no evidence the company takes specific actions to help ensure its suppliers pay their workers a living wage.
<b>25. Family-friendly benefits provision in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence the company requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to offer at least two weeks of paid secondary carer leave to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence 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>0</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.
		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/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: The company has a statement on violence and harassment in its Code of Conduct and Ethics but it is more related towards complying with U.S laws and it does not explicitly prohibit harassment. Details of its Anti-discrimination/anti-harassment policies and procedures are not public.
		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 does takes any additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	1	PARTIALLY MET: The company's remediation process for addressing violence and harassment grievances in the workplace outlines clear disciplinary sanctions for the perpetrator. However, it does not include protection for the victim, such as not requiring private arbitration or providing counselling/mental health support.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	0.5	MET: The company makes it a requirement for its vendors and their suppliers to commit to meeting important human rights standards and conditions of employment, including, without limitation, the following: "No Corporal Punishment: Behaviour, including gestures, language and physical contact, that is sexually coercive, threatening, abusive or exploitative is not be permitted."
		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 require its suppliers to provide training on violence & 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.

<b>32. Violence and harassment remediation in the supply chain</b>	<b>0</b>	NOT MET: There is no evidence that the company monitor its suppliers' remediation process for addressing violence & harassment grievances filed by their workers
		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
<b>33. Marketing content</b>	<b>0</b>	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
<b>34. Community support</b>	<b>1</b>	MET: The company's brand Anthropologie partnered with Citizens of Humanity to support Every Mother Counts and its mission to make pregnancy and childbirth safe, as well as partners with Living Beyond Breast Cancer to connect those whose lives have been affected by breast cancer with support, information, and community. The company also partners with partnered with Girls, Inc. to inspire young girls to be strong, smart and bold through advocacy, programming and donations.
		MET: Anthropologie partners with Living Beyond Breast Cancer every October during National Breast Cancer Awareness Month, and one percent of every FP Movement purchase supports fitness and wellness programming for the Girls, Inc. community.
		NOT MET: There is no evidence the company tracks the number of beneficiaries disaggregated by sex for its community programs.
		NOT MET: There is no evidence the company collects feedback from the beneficiaries or conducts impact assessments of its initiatives.

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.