



2023 Gender Benchmark

Scoring Guidelines

December 2023

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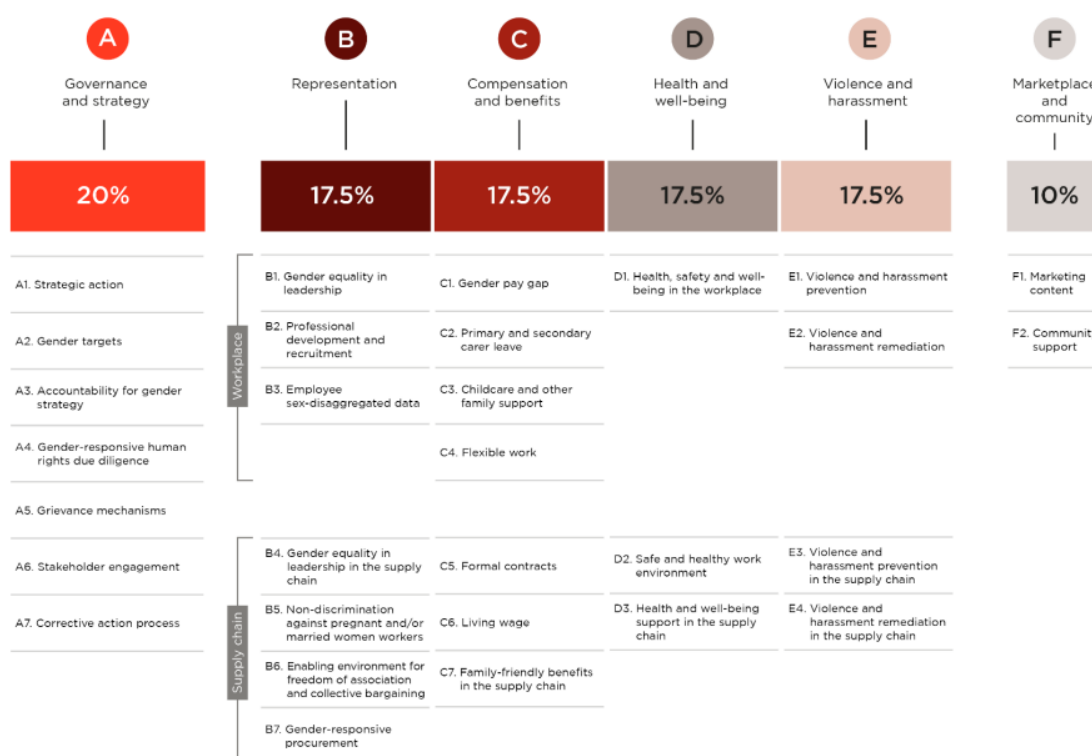
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Overview

The Gender Benchmark comprises 30 indicators distributed across six measurement areas: governance and strategy, representation, compensation and benefits, health and well-being, violence and harassment, and marketplace and community. It assesses a company's performance throughout its entire value chain. The potential maximum score is 100 points, with total score rounded to one decimal place. Figure 1 provides an overview of the measurement areas and their respective weightings.

FIGURE 1: GENDER BENCHMARK MEASUREMENT AREAS AND THEIR WEIGHTINGS



For the 2023 Gender Benchmark, the full methodology was applied to the 112 companies from the apparel and food and agriculture sectors. The additional 894 companies included in this year's Gender Assessment were evaluated against a subset of the methodology. The methodology for the 2023 Gender Benchmark could be accessed through this [webpage](#). Companies in the Gender Assessment could receive a potential maximum score of 52.3 points out of the possible 100 points from the full methodology (see Table 1 for Gender Assessment score calculation). Indicators and elements that are applied to these companies are marked by a circle (•) under the Gender Assessment column.



TABLE 1: GENDER ASSESSMENT WEIGHTED SCORE CALCULATION

Measurement area	Maximum unweighted scores in Gender Assessment	Maximum unweighted scores in Gender Benchmark	Weight (%) per measurement area	Weighted scores in Gender Assessment*
A. Governance and strategy	8	14	20	$8/14 * 20 = 11.43$
B. Representation – Workplace	5	6	8.75	$5/6 * 8.75 = 7.29$
B. Representation – Supply chain	4	8	8.75	$4/8 * 8.75 = 4.38$
C. Compensation and benefits –Workplace	8	8	8.75	$8/8 * 8.75 = 8.75$
C. Compensation and benefits – Supply chain	2	6	8.75	$2/6 * 8.75 = 2.92$
D. Health and well-being – Workplace	2	2	8.75	$2/2 * 8.75 = 8.75$
D. Health and well-being – Supply chain	1	4	8.75	$1/4 * 8.75 = 2.19$
E. Violence and harassment – Workplace	3	4	8.75	$3/4 * 8.75 = 6.56$
E. Violence and harassment – Supply chain	N/A	4	8.75	N/A
F. Marketplace and community	N/A	4	10	N/A
Total				52.3

* Calculated by multiplying the respective weight to the share of the maximum unweighted score in Gender Assessment over the maximum unweighted score in Gender Benchmark.

Scoring

The 30 indicators are scored on a scale of between 0 – 2. Each indicator consists of several elements which are assigned a certain number of points amounting to a value between 0 – 2, either on a 3-layer scale (0, 1, 2) or a 5-layer scale (0, 0.5, 1, 1.5, 2). The elements are often not cumulative. However, in instances where the company must meet certain elements to receive a score for the other elements, this is indicated in the guidelines.



A. Governance and strategy

A1. Strategic action

The company has integrated gender equality and women’s empowerment into its business strategy.

A company committed to gender equality makes a public commitment to gender equality (e.g., signatory to the UN Women’s Empowerment Principles). It has a stand-alone gender strategy or has incorporated gender equality and women’s empowerment into its business strategy, which includes specific targets that are monitored regularly.

Score	Element	Gender Assessment	Element description
1	A01.EA	•	<p>The company has a public commitment to gender equality and women’s empowerment (e.g., signatory to the UN Women’s Empowerment Principles or having made another public commitment at the CEO level).</p> <p>The commitment must be at the group level and applicable to the full value chain. The company can provide evidence from any type of public document or webpage belonging to the company.</p> <p>The company either:</p> <ul style="list-style-type: none"> • Is a signatory to the UN Women's Empowerment Principles in all locations of operation or; • Commits to gender equality and women’s empowerment in a broad sense not only in a specific setting, location, or function or; • Discloses at least one programme/initiative/target on gender equality and at least one programme/initiative/target on women’s empowerment. <p>Being a signatory to other external initiatives or programs as well as disclosure related to external gender equality or women’s empowerment rankings or scores is not sufficient for this element.</p>
1	A01.EB		<p>The company has a gender strategy or has integrated gender equality and women’s empowerment into its business strategy.</p> <p>The gender strategy (or incorporation of gender into another strategy) must explicitly mention gender equality and/or women’s empowerment and go beyond general support for diversity and inclusion. The strategy must cover a company’s entire value chain (not only the business or only the supply chain). The strategy must, at a minimum, address both the workplace and supply chain.</p>



A2. Gender target

The company has gender objectives and targets embedded in its strategy for both its workplace and supply chain, as well as tracks progress against its targets.

Gender targets help a company prioritise delivery on its gender strategy. They facilitate a company's ability to adapt and change through forward planning by increasing its resilience, managing risks and protecting workers, the company and society at large.

Score	Element	Gender Assessment	Element description
0.5	A02.EA	•	<p>The company has identified specific, timebound targets on gender equality and women empowerment with regard to its workplace.</p> <p>The company discloses one or more targets on gender equality or women's empowerment e.g.:</p> <ul style="list-style-type: none"> • Representation (e.g. gender equality in leadership) • Closing the gender pay gap • Improving women's health and well-being • Preventing violence and harassment <p>The target(s) must be time-bound, forward-looking or was achieved in the reporting year of the assessment. Reporting of having met targets in the past beyond the reporting year cannot be accepted.</p> <p>Targets can be at the subsidiary level but are not accepted if only cited on a subsidiary website or in a subsidiary report.</p>
0.5	A02.EB		The company discloses progress against its targets for gender equality and women's empowerment in its workplace.
0.5	A02.EC	•	<p>The company has identified specific, timebound targets on gender equality and women's empowerment with regard to its supply chain.</p> <p>The company discloses one or more targets on gender equality or women's empowerment e.g.:</p> <ul style="list-style-type: none"> • Representation (e.g. gender equality in leadership) • Closing the gender pay gap • Improving women's health and well-being • Preventing violence and harassment <p>The target(s) must be time-bound, measurable, and forward-looking or was achieved in the reporting year of the assessment.</p>
0.5	A02.ED		The company discloses progress against its targets for gender equality and women's empowerment in its supply chain.



A3. Accountability for gender strategy

The company has established accountability for its gender strategy.

A company committed to gender equality appoints specific individuals with direct and overall responsibility for gender equality and women’s empowerment across the company and has them report on progress against targets to the highest levels of leadership. It may also undertake a self- or third-party assessment and/or certification on gender equality.

Score	Element	Gender Assessment	Element description
1	A03.EA		<p>The company has an individual (or multiple individuals) responsible for gender equality and women’s empowerment.</p> <p>There should be a clear and specific mention to gender within the scope covered by the person(s) role or department (e.g. if there is evidence of a head of Diversity & Inclusion/ CSR / sustainability and gender is mentioned as falling into scope of this department, this would be sufficient). If there is a dedicated “committee” that clearly includes gender within its scope, this would be evidence of multiple individuals responsible.</p>
1	A03.EB		<p>The company has undertaken a self-assessment or third-party assessment and/or certification for gender equality (e.g., EDGE, WGEA Employer of Choice, Arborus – GEEIS*, UNDP Gender Equality Seal, WEPs-GAT).</p> <p>Third-party gender assessment or certifications must be awarded at the group level – not only specific subsidiaries.</p>

A4. Gender-responsive human rights due diligence process

The company has a gender-responsive risk identification and assessment process as part of its human rights due diligence process.

A company committed to gender equality incorporates gender-related human rights impacts that specifically affect women and girls (e.g., sexual harassment, human trafficking, gender discrimination) into its human rights due diligence process.

Score	Element	Gender Assessment	Element description
1	A04.EA	•	<p>The company assesses and prioritises gender-related human rights impacts as being salient.</p> <p>The company either:</p> <ul style="list-style-type: none"> • Screens for at least 1 gender-related human rights impacts as part of its human rights' due diligence process. Screening cannot be limited to the supply chain audit programme. There must be evidence of how this data feeds into a wider risk assessment and identification process.



			<ul style="list-style-type: none"> Has assessed and prioritized at least 1 gender-related human rights impact as being salient (i.e., the most severe and potentially irremediable if not addressed). <p>The assessment should describe how it determines its salient risks and disclose what they are i.e. those with most severe negative impacts on people affected by the company's activities.</p> <p>The company discloses a description of the process for assessing its gender-related human rights risks and impacts by describing how it has determined which of its human rights risks are most salient, including the social, economic, geographical or other factors considered in the assessment.</p> <p>An audit alone is not sufficient for human rights risk identification and assessment. A materiality assessment alone is not sufficient as this is different to a saliency assessment as usually considers risk to business, as well as, risk to people.</p>
1	A04.EB	<ul style="list-style-type: none"> 	<p>The company engages with women as part of its risk identification and assessment process.</p> <p>The company consults with stakeholders as part of its risk identification and assessment process. The evidence must include, at a minimum:</p> <ul style="list-style-type: none"> with which stakeholder the company has engaged. The stakeholder must have a clear focus on gender or women's empowerment, or be a potentially impacted woman; and how it engaged with the stakeholder (e.g., via surveys, interviews, roundtables, one-to-one consultations). <p>It must be clear that the stakeholders affected are those identified as part of the human rights due diligence process and not as part of a materiality assessment or general stakeholder engagement.</p>



A5. Grievance mechanism

The company has a grievance mechanism for its employees, as well as individuals and communities who may be adversely impacted by the company. It also requires its suppliers to have a grievance mechanism in place for their workers to raise complaints related to the supplier or the company's operations.

A company committed to gender equality has a grievance mechanism which considers and addresses the additional barriers women face to access and/or use these mechanisms (e.g., allowing for anonymity and confidentiality) and requires the same from its suppliers. It recognises that women employees may face additional barriers to accessing and using the mechanism and obtaining an effective remedy.

Score	Element	Gender Assessment	Element description
0.5	A05.EA	•	<p>The company has one or more channel(s)/mechanism(s), or participates in a third-party or shared mechanism, accessible to all employees to raise complaints or concerns related to the company.</p> <p>The channel must ensure both anonymous and non-anonymous reporting (disclosure of an 'option' to report anonymously is accepted) and that all reports are considered regardless.</p> <p>Grievances can be made via a webpage, phonenumber, online portal, or by mail or email, or a combination. The complainant should be able to report on all aspects of human rights, not only specific rights (e.g. discrimination), though an explicit reference to human rights is not required.</p>
0.5	A05.EB	•	<p>The company has one or more channel(s) /mechanism(s), or participates in a shared mechanism, accessible to all external individuals and communities who may be adversely impacted by the company (or individuals or organisations acting on their behalf or who are otherwise in a position to be aware of adverse impacts) to raise complaints or concerns.</p> <p>The channel must ensure both anonymous and non-anonymous reporting (an 'option' to report anonymously is accepted), and that all reports are considered regardless.</p> <p>Grievances can be made via a webpage, phonenumber, online portal, or by mail or email, or a combination. The complainant can report on all aspects of human rights, not only specific rights (e.g. discrimination), though an explicit reference to human rights is not required.</p> <p>It is sufficient for the company to state that its grievance channel/mechanism(s) are open to 'anyone' or the public. It must be clear it is open to all stakeholders, not only specific groups e.g. suppliers.</p>
0.5	A05.EC	•	<p>The company collects, analyses and monitors sex-disaggregated grievance data (e.g., number of grievances reported, number of grievances remediated).</p>



			The evidence must include sex-disaggregated data of grievances. It can be expressed in numbers or percentages, it can refer to any number of years (even just the last year), and it can refer to filed grievances and/or remediated grievances.
0.5	A05.ED		<p>The company requires its suppliers to have a grievance mechanism in place for workers to raise complaints related to the supplier or the company's operations.</p> <p>The evidence must show that suppliers are required to have a grievance mechanism for their workers. It is not accepted if it is a recommendation or best practice, it must be binding for suppliers.</p> <p>OR</p> <p>The evidence must show that the company enables suppliers' workers to use a company's grievance mechanism and enables them to do so (e.g. the company requires suppliers to inform their workers about how to access the grievance mechanism). It is not accepted if it is a recommendation or best practice, it must be binding for suppliers.</p>

A6. Stakeholder engagement

The company seeks feedback from its employees and external stakeholders to inform its gender equality and women's empowerment efforts. It also requires its suppliers to undertake a gender needs assessment which seeks to understand the needs of their women workers.

A company committed to gender equality collects feedback on gender issues and uses this feedback to evaluate its actions and inform its gender policies, practices and strategy. A company that engages with its women employees and gender diverse external stakeholders (including women's organisations and/or other gender experts) on its gender impacts shows its commitment to understanding and addressing any potential adverse gender impacts that result from the business activities within its value chain. Furthermore, suppliers should try to understand their women workers' needs by conducting factory surveys that cover gender issues. In turn, the company can use this feedback to inform its gender equality and women's empowerment efforts and evaluate performance.

Score	Element	Gender Assessment	Element description
0.5	A06.EA	•	<p>The company has employee surveys or other engagement mechanisms that specifically address gender equality and women's empowerment issues.</p> <p>These engagement mechanisms must have specific mention to gender issues. This does not mean that the whole engagement exercise must only relate to gender issues. However, there must be at least one question that is gender specific.</p> <p>It should be clear the employee feedback is reported to management. If a working group on feedback consists of</p>



			employees where feedback is discussed but not reported to management this is not sufficient.
0.5	A06.EB		<p>The company engages with external stakeholders to inform its gender equality and women’s empowerment efforts.</p> <p>At least one of the stakeholder(s) the company has listed must have a clear focus on gender equity / women’s empowerment or it must specify exactly what gender-related issue the company engaged with them on.</p> <p>There must be evidence/statement that the company has collected feedback from this engagement that is specifically related to gender issues.</p>
0.5	A06.EC		<p>The company has one or more programmes in place for obtaining feedback from its supply chain workers on gender-related issues.</p> <p>The gender needs assessment does not need to be called a “gender needs assessment”. In most instances this assessment could also be referred to as “In-factory survey”, “factory worker survey”, “worker voice survey” etc. While it could include other issues, gender issues must be included in the survey (e.g. on sexual harassment within a factory).</p> <p>The company either needs to require its suppliers to undertake a gender needs assessment (e.g. in contractual arrangements or in a supplier code of conduct) or the company must have a specific programme in place for obtaining the feedback of workers in the supply chain or for suppliers to obtain feedback from their workers (this must include gender issues, but results do not necessarily need to be shared with the company).</p> <p>It is not necessary that the company requires all its suppliers to undertake this exercise. Evidence related to specific suppliers will be accepted.</p>
0.5	A06.ED		<p>The company has integrated stakeholder feedback regarding gender issues into its company policies and/or practices.</p> <p>The company can only meet this element if it has met the previous element on engagement with employees. The company should have at least 1 example of how feedback from its engagement captured has resulted in a change to a policy or practice.</p>



A7. Corrective action process

The company demonstrates a gender-responsive corrective action process in its supply chain.

A company committed to gender equality screens for gender-related issues (e.g., sexual harassment, gender-based violence, gender discrimination) among suppliers as part of its supplier audit process as well as identifies and addresses the ones in need of corrective action with consequences for adverse actions to discourage adverse gender impacts among its suppliers.

Score	Element	Gender Assessment	Element description
0.5 OR 1	A07.EA	•	<p>The company screens for at least three gender-related issues among its suppliers, as part of its audit process.</p> <p>OR</p> <p>The company screens for more than four gender-related issues among its suppliers, as part of its audit process.</p> <p>Example of gender-related issues:</p> <ul style="list-style-type: none"> • Sexual harassment • Gender-based violence (other than sexual harassment) • Discrimination against pregnant or married women • Discrimination against divorced or widowed women • Intimidation, harassment, retaliation or violence against trade union members/representatives • Informal workers • Lack of access to quality health information and services • Lack of gender-segregated washrooms and toilet facilities • Absence of policy covering gender discrimination • Absence of policy on sexual harassment • Lack of communication of non-discrimination policy • Other (e.g. discrimination based on gender, adequate health and safety provision and procedures for pregnant, post-partum or lactating workers, no mandatory pregnancy or HIV tests, prohibited opposite sex frisking) <p>The evidence must show that the company is really committing to carrying out audits. Therefore, if the company only discloses that it reserves the right to do so, the disclosure will not be accepted. It must be clear that the company commits to conduct audits on at least three or at least four of the issues listed above.</p> <p>This information will usually be found in the supplier audit/remediation program/policy. Since few companies publicly disclose which issues are looked at during audits, if the issues are clearly outlined in the supplier code of conduct and the company states that they audit against all code requirements, the evidence can be accepted.</p>
1	A07.EB	•	<p>The company 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.</p>



			<p>The evidence must show that the company discloses the remediation timeframe associated gender-related issues. However, since few companies categorize issues based on whether they are gender-related, if it is clearly disclosed that all non-compliances with the supplier code of conduct require remediation within a certain timeframe and details of this process is described then the evidence can be accepted.</p>
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B. REPRESENTATION

B1. Gender equality in leadership

The company has achieved gender equality in leadership.

A company committed to gender equality has women actively participating in leadership positions at all levels in the organisation (e.g., board, senior executive, senior management, middle/other management). It recognises that increased participation of women across the different levels of a company leads to improved company governance, business performance, innovation, and recruitment and retention of women.

Score	Element	Gender Assessment	Element description
0.5	B01.EA	•	<p>The company maintains a gender balance (between 40-60%) at the highest governance body.</p> <p>The company can provide evidence from any type of public document or webpage belonging to the company. Diagrams and pictures that display the proportion of women are accepted.</p>
0.5	B01.EB	•	<p>The company maintains a gender balance (between 40-60%) at the senior executive level.</p> <p>Senior executives are the C-suite (CEO, COO, CFO, CSO, CLO, CTO, etc.). The following terms could also be used to refer to senior executives:</p> <ul style="list-style-type: none"> • Executive committee • Executive officers • Women executives
0.5	B01.EC	•	<p>The company maintains a gender balance (between 40-60%) at the senior management level.</p> <p>Senior management could include general managers, VP etc. Some companies also use the term 'People leader' to refer to senior management. In such a case it should be clear that this is a senior position, or the company should disclose accompanying figure for middle/other management.</p>
0.5	B01.ED	•	<p>The company maintains a gender balance (between 40-60%) at the middle/other management level.</p> <p>The following terms could be used to refer to middle management/other management:</p> <ul style="list-style-type: none"> • Women in management • Women as a percentage of leadership • Women professional • Supervisors • Officers



N/A	B01.EE	•	<p>The company maintains a gender balance (between 40-60%) across all employees.</p> <p>This element serves as a data collection point and does not affect the company's assessment.</p>
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B2. Professional development and promotion

The company offers professional development programmes and equal recruitment opportunities to its women employees.

A company committed to gender equality monitors and grows its pipeline of women leaders by offering them professional development opportunities (including those with specific support for women) so they feel empowered to grow in their roles. Furthermore, it recognises that women have traditionally been discriminated against and focuses on removing bias from its recruitment process, for example by provide training (e.g., unconscious bias training) to its hiring managers. This company can confer productivity benefits to wider society and the economy through contributing to closing the gender gap in labour force participation.

Score	Element	Gender Assessment	Element description
0.5	B02.EA	•	<p>The company offers professional development programmes to its women employees (e.g., mentoring programme(s), leadership coaching, access to internal and/or external professional networks, educational programs, formal sponsorship programmes).</p> <p>The programmes should be specifically geared towards women employees. General internal training or programmes covering all employees do not count. Men employees can participate, but women employees should be in the majority/target group. These programmes should be substantial and provide women with skills, opportunities, etc.</p>
0.5	B02.EB	•	<p>The company tracks the number of women who are participating in these programmes.</p>
1	B02.EC		<p>The company has taken specific actions to actively remove bias from its hiring process.</p> <p>This needs to be a hiring action, for example ensuring that the company hires at least 50% women. Therefore, general company-wide bias trainings would not count unless they're specifically held for the hiring managers.</p>



B3. Sex-disaggregated employee data

The company considers gender diversity across key functions, as well as measures and addresses employee promotion, turnover and absenteeism rates by sex.

A company committed to gender equality has women employees actively participating in all occupational functions as much as their men counterparts. It acknowledges that women are overrepresented in certain functions (e.g., HR, Admin) and underrepresented in others (e.g., Finance, functions with profit and loss responsibility). Therefore, it systematically collects, monitors and analyses sex-disaggregated data about the gender balance of its occupations, along with sex-disaggregated data on employee promotion, turnover and absenteeism rates. It uses this data to identify any gender-related issues and to inform the effectiveness of its gender strategy.

Score	Element	Gender Assessment	Element description
0.5	B03.EA	•	<p>The company collects sex-disaggregated data on the gender balance of its employees for at least 3 occupational functions.</p> <p>The company needs to provide information on the workforce by job classification or occupation. Evidence is accepted if at least 90% of total workforce is covered.</p>
0.5	B03.EB	•	<p>The company collects sex-disaggregated data on the percentage of employees promoted.</p>
0.5	B03.EC	•	<p>The company collects sex-disaggregated data on the annual turnover of employees.</p> <p>Turnover refers to how many employees left the company, either voluntarily or involuntarily. The company does not need to specify/break down the total of which was voluntary or involuntary, a total figure is accepted.</p> <p>This figure does not have to be global, but it should cover the company's main operating country/region to show that it has an understanding of whether women are leaving the company at a faster rate than men.</p>
0.5	B03.ED	•	<p>The company collects sex-disaggregated data on the annual absenteeism levels of employees.</p>



B4. Gender equality leadership in the supply chain

The company requires its suppliers to drive gender equality in leadership.

A company committed to gender equality collects or requires its suppliers to collect sex-disaggregated data by leadership level (e.g., supervisors/line managers, workers). It also supports its suppliers in offering professional development opportunities to women workers in the supply chain. Women can serve as supervisors or managers and occupy similar leadership roles in the supply chain as effectively as men, but currently they are not extended equal opportunities to lead.

Score	Element	Gender Assessment	Element description
1	B04.EA	•	<p>The company collects or requires its suppliers to collect sex-disaggregated data by leadership level across the supply chain.</p> <p>A breakdown of at least two levels (i.e. worker and supervisor) within the supplier workforce should be provided.</p>
0.5	B04.EB		<p>The company supports its suppliers in offering professional development opportunities to women workers in the supply chain.</p> <p>One example of an initiative within a single factory is sufficient. The initiative does not necessarily need to be at the group/parent level, but evidence should be found in the group/parent's reporting to demonstrate the parent company's awareness and support for such initiatives.</p>
0.5	B04.EC		<p>The company tracks the number of women who are participating in these programmes.</p> <p>The company can only meet this element if it has met the previous element on supporting suppliers in offering women workers professional development opportunities.</p>



B5. Non-discrimination against pregnant and/or married women workers in the supply chain

The company requires its suppliers not to discriminate against pregnant and/or married women workers.

A company committed to gender equality requires its suppliers to have a non-discriminatory policy that explicitly protects pregnant and/or married women workers and to train supervisors and hiring managers accordingly. It supports its suppliers in preventing the discrimination of pregnant/married women workers in the supply chain to help discourage any further negative gender impacts.

Score	Element	Gender Assessment	Element description
0.5 OR 1	B05.EA		<p>The company requires its suppliers to have an equal opportunity or non-discrimination policy that explicitly protects pregnant or married women workers.</p> <p>OR</p> <p>The company requires its suppliers to have an equal opportunity or non-discrimination policy that explicitly protects pregnant and married women workers.</p> <p>Non-discrimination clauses related to workers' employment status, such as in hiring, dismissal, and demotion, also serve as evidence.</p>
1	B05.EB		<p>The company provides support to its suppliers to prevent discrimination against pregnant and/or married women workers in the supply chain.</p> <p>Any training for hiring managers addressing bias is counted as evidence. However, a social audit cannot be regarded as support.</p>



B6. Enabling environment for freedom of association and collective bargaining

The company requires its suppliers to create an enabling environment for workers to exercise their rights to freedom of association and collective bargaining.

A company committed to gender equality requires its suppliers to recognise agreements with trade unions, welcome collective bargaining agreements, prohibit intimidation, retaliation and violence against trade union members (particularly women), and support and educate workers on their rights.

Score	Element	Gender Assessment	Element description
1	B06.EA		The company requires its suppliers to prohibit gender-specific intimidation, harassment, retaliation and violence against trade union members/representatives.
1	B06.EB	●	<p>The company describes how it works to support the practices of its suppliers in relation to freedom of association and collective bargaining.</p> <p>The company discloses how it supports suppliers to facilitate freedom of association and collective bargaining by, for example:</p> <ul style="list-style-type: none"> • Providing training to suppliers • Conducting joint projects to support suppliers • Supporting unionisation, workers' groups or worker empowerment • Doing more than observing or monitoring its business relationships in relation to freedom of association and collective bargaining.

B7. Gender-responsive procurement

The company actively supports women-owned businesses.

A company committed to gender equality acknowledges that women entrepreneurs face disproportionate barriers to market access globally. It actively procures from women-owned businesses and has taken specific actions to increase its procurement spend on them to provide greater market access to and economic inclusion of women entrepreneurs who disproportionately lack this access due to social norms that limit their access to information and networking opportunities. This can confer benefits on the company, including a more diversified supplier base and increased market competition among suppliers.

Score	Element	Gender Assessment	Element description
1	B07.EA	●	The company has made a public commitment to gender-responsive procurement.
1	B07.EB	●	The company procures from women-owned businesses. The company should show evidence they are procuring from women-owned businesses. The threshold for women-owned businesses is 51%.



C. COMPENSATION AND BENEFITS

C1. Gender pay gap

The company measures, publishes and addresses its gender pay gap.

A company committed to gender equality and actively seeks to address pay inequalities across its own operations. It measures and publishes its gender pay gap, even if this is not mandated by law, and takes concrete steps to address its root causes. It is expected to collect sex-disaggregated pay data by different pay bands and occupational functions and include other financial benefits in its analysis at least annually. It can also use a third-party to undertake or verify its gender pay gap analysis.

Score	Element	Gender Assessment	Element description
1	C01.EA	●	<p>The company discloses the ratio of the basic salary and remuneration of women to men in its total direct operations for each employee category, by significant locations of operation.</p> <p>The company can refer to 'employees' or 'workers' instead of 'total direct operations workforce'. 'Employee category' refers to seniority or function:</p> <ul style="list-style-type: none"> - 'Function' can be defined in the company's own terms e.g. technician, production, administrative. - 'Seniority' can be defined in the company's own terms e.g. junior, senior management, middle management. <p>The pay data must cover global operations. Pay data reported only for countries where it is mandated by law is not considered sufficient.</p>
0.5	C01.EB	●	<p>The company collects sex-disaggregated pay data by different pay bands, occupational functions or other financial benefits.</p> <p>The company either:</p> <ul style="list-style-type: none"> • Collects sex-disaggregated pay data for at least 3 pay bands or 3 occupational functions when analysing its gender pay gap, or; • includes other financial benefits (e.g., insurance benefits, bonuses, retirement contributions) when analysing its gender pay gap.
0.5	C01.EC	●	<p>The company uses a third-party to undertake / verify its gender pay gap analysis.</p> <p>Evidence related to verification of equal pay for equal work covering all operations or specific country/region is accepted. Assurance of annual reports and sustainability reports by third party is not counted, unless it provides a detailed review of the gender pay gap.</p>



C2. Paid primary and secondary carer leave

The company provides paid primary carer leave to its employees.

A company committed to gender equality respects employees' reproductive rights and their right to family life as well as women employees' maternal health needs to physically recover from childbirth. In accordance with the ILO convention, it offers paid (at least 2/3 of full salary) primary carer/ maternity leave of at least 14 weeks and at least 2 weeks of secondary carer/paternity leave even in locations/countries where it is not mandated by law. Unpaid leave contributes to the gender pay gap and lower levels of women's workforce participation and senior leadership representation. A company that provides such paid leave can be rewarded with higher levels of staff recruitment and retention as well as health benefits for staff and society as a whole.

Score	Element	Gender Assessment	Element description
0.5	C02.EA	•	The company has a global / group-level policy of providing at least 14 weeks of paid primary carer leave offered to full-time employees.
0.5	C02.EB	•	The company monitors the return-to-work rate of employees after primary carer leave and their retention a year after primary carer leave.
0.5	C02.EC	•	The company has a global / group-level policy of providing at least two weeks of paid secondary carer leave offered to full-time employees.
0.5	C02.ED	•	The company tracks the number of employees who take secondary carer leave. The data should cover its global workforce, number in a specific location is not accepted.



C3. Childcare and other family support

The company provides childcare and/or other family support to its employees.

A company committed to gender equality demonstrates its commitments to family life and work-life balance by supporting childcare and other care responsibilities (e.g., breastfeeding, dependent care). It recognises that work-life balance leads to improved business performance in terms of talent retention. Unpaid childcare and other care responsibilities can be particularly challenging for employees with families, and these responsibilities disproportionately fall on women as a result of gender norms.

Score	Element	Gender Assessment	Element description
1	C03.EA	●	<p>The company offers childcare support to its employees.</p> <p>Childcare support does not need to be offered globally but must specify which offices (headquarters or branches) offer childcare benefits and to which employees.</p> <p>Childcare support:</p> <ul style="list-style-type: none"> • On-site childcare facilities • Childcare subsidies for off-site care • Referrals for off-site childcare facilities
1	C03.EB	●	<p>The company offers other family support to its employees.</p> <p>Other family care support does not need to be offered globally but must specify which offices (headquarters or branches) offer support and to which employees.</p> <p>Other family care support:</p> <ul style="list-style-type: none"> • Paid time off for breastfeeding and lactating • Paid time off to attend healthcare appointments with children/dependents • Flexible working options for parents or carers • Elder care or special needs care • Other dependent care options

C4. Flexible work

The company provides flexible working options to its employees.

A company committed to gender equality demonstrates its commitments to family life and work-life balance by providing flexible working options to all employees, both in terms of when and where they work (e.g., workday start/end times; away from company site). It recognises that the availability of flexible working options supports work-life balance, respects family and other responsibilities of employees and leads to increased talent retention.

Score	Element	Gender Assessment	Element description
0.5	C04.EA	●	The company offers flexible working hours to its employees (the ability to alter the start and end of the day).



			Paid time off (PTO) and flexible work hours after parental leave are not counted.
0.5	C04.EB	•	The company collects sex-disaggregated data on the number of employees who have flexible working hour arrangements.
0.5	C04.EC	•	The company offers flexible work locations to its employees (the ability to work from home/telecommuting).
0.5	C04.ED	•	The company collects sex-disaggregated data on the number of employees who have flexible work location arrangements.

C5. Formal contracts in the supply chain

The company requires its suppliers to offer their workers formal contracts.

A company committed to gender equality acknowledges that women globally are the victims of informal work or through low-quality, indirect or 'flexible' contracts, if any, with low wages, and no benefits or social protection which can lead to precarious working conditions and potentially forced labour and human trafficking. It requires its suppliers to offer formal contracts and takes specific actions to ensure suppliers support formal rather than informal work.

Score	Element	Gender Assessment	Element description
1	C05.EA		<p>The company requires that its suppliers employ workers through formal contracts.</p> <p>The requirement must cover all workers with contracts or agreements, a condition to comply only with local labour law or requirements does not count.</p>
1	C05.EB		<p>The company takes specific actions to help ensure its suppliers support formal rather than informal work.</p> <p>Example of actions:</p> <ul style="list-style-type: none"> • The company requires that its suppliers subcontract to registered businesses • The company requires that its suppliers collect sex-disaggregated data by contract type (e.g. permanent, temporary, piece-rate, agency, sub-contracted) • The company recognises the existence of home-based workers



C6. Living wage in the supply chain

The company requires its suppliers to pay their workers a living wage and monitors supplier adherence.

A company committed to gender equality acknowledges that wages paid to workers in the supply chain are often insufficient to provide a decent living to cover the basic needs – food, water, clothing, transport, education, healthcare and other essentials – of the worker and his or her dependents as well as provide them with some discretionary income. It requires its suppliers to pay their workers a living wage, contributing to closing the gender pay gap in the supply chain and takes specific actions to help ensure its suppliers pay their workers a living wage.

Score	Element	Gender Assessment	Element description
1	C06.EA	•	<p>The company requires its suppliers to pay their workers a living wage.</p> <p>Where the company does not use the term 'living wage', it must disclose that the wage provides:</p> <ul style="list-style-type: none"> • A decent standard of living or basic needs for employees and; • the employees' family and/or dependents and; • It includes some discretionary income. <p>A requirement to pay wages in line with national legal standards or industry benchmark standards alone is not sufficient as these standards vary and are not necessarily a living wage. The ETI Base Code is not accepted.</p>
1	C06.EB	•	<p>The company takes specific actions to help ensure its suppliers pay their workers a living wage.</p> <p>The company performs at least one specific action to help ensure its suppliers pay their workers a living wage.</p> <p>Action to help ensure suppliers pay their workers a living wage could include:</p> <ul style="list-style-type: none"> • Requiring a collective bargaining agreement that addresses the provision of a living wage • Having a joint action plan with suppliers to achieve payment of a living wage • Providing capacity building training on responsible purchasing practices • Promoting industry collaborations and/or initiatives • Conducting wage assessments in factories • Providing targets for achieving living wage in their supply chain



C7. Family-friendly benefits provision in the supply chain

The company requires its suppliers to provide primary and secondary carer leave, childcare and other family support.

A company committed to gender equality acknowledges that women workers in the supply chain bear the burden of family care, including children and elderly relatives, and requires its suppliers to provide family-friendly benefits. It recognises that work-life balance can drive positive impacts for workers (e.g., improved work-life balance), companies (e.g., increased worker retention) and society as a whole (e.g., greater gender balance of unpaid care burden). Requiring its suppliers to provide these benefits to their workers further demonstrates a company's commitment to gender equality and women's empowerment.

Score	Element	Gender Assessment	Element description
0.5	C07.EA		The company requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers. A requirement to comply with local laws only is not sufficient.
0.5	C07.EB		The company requires its suppliers to offer at least two weeks of paid secondary carer leave to their workers. A requirement to comply with local laws only is not sufficient.
0.5	C07.EC		The company helps ensure its suppliers provide childcare support to their workers.
0.5	C07.ED		The company helps ensure its suppliers provide other family support to their workers.



D. HEALTH AND WELL-BEING

D1. Health, safety and well-being in the workplace

The company publicly commits to respecting the health and safety of workers and demonstrates that it monitors the issue for women by disclosing quantitative information by gender. It also ensures the provision and coverage of gender-responsive health information and services for its employees.

A company should be transparent about health and safety impacts experienced by women who work for them. A company committed to gender equality invests in women's health and well-being, including in maternal health, sexual and reproductive health (e.g., contraception, abortion, assisted reproductive technologies), and mental health, stands to not only improve the lives, health and workforce participation of women employees but also generate business returns in terms of its productivity, recruitment, retention and reputation.

Score	Element	Gender Assessment	Element description
0.5	D01.EA	•	<p>The company has a publicly available policy statement committing it to respect the health and safety of its employees.</p> <p>The company's statement in a policy document or webpage includes a commitment to providing a healthy and safe workplace, respecting the health and safety of its workers or equivalent language. The commitment language must be strong e.g.:</p> <ul style="list-style-type: none"> • We commit to • We respect • We ensure • Comply with <p>If the commitment language is weak, it is accepted only if it is supported by evidence of the company's process(es) or system(s) for ensuring a healthy and safe work environment. Examples of accepted weak language are:</p> <ol style="list-style-type: none"> 1. We strive to ensure 2. We work to ensure 3. We promote 4. We encourage <p>A commitment to 'recognise' the health and safety of workers is not accepted. A commitment to comply with health and safety laws is not by itself sufficient to meet the element as these standards vary per jurisdiction.</p> <p>The commitment must cover occupational health and safety in a broad sense, not a specific aspect of health and safety e.g. security, discrimination or use of hazardous materials.</p>
0.5	D01.EB	•	<p>The company discloses sex-disaggregated information on health and safety for its employees.</p>



			<p>Health and safety information in line with GRI 403-9:</p> <ul style="list-style-type: none"> • The number and rate of fatalities as a result of work-related injuries • The number and rate of high-consequence work-related injuries (excluding fatalities) • The number and rate of recordable work-related injuries • The main types of work-related injuries • The number of hours worked. <p>If the 'rate' and/or 'number' can be calculated, it does not need to be explicitly disclosed.</p> <p>'Types of work-related injuries' refers to injuries or illnesses (e.g. broken limbs, concussion, slips/falls/cuts), not activities (e.g. working at a height, heavy object handling).</p>
0.5 OR 1	D01.EC	•	<p>The company provides coverage of the costs associated with at least two out of the following: maternal, sexual and reproductive, and mental health information and services.</p> <p>OR</p> <p>The company provides coverage of the costs associated with maternal, sexual and reproductive, and mental health information and services.</p> <p>For mental health services, one-on-one counselling with a licensed professional is counted. Wellness programs, information services/workshops on mental health are not accepted.</p>

D2. Safe and healthy work in the supply chain

The company expects its suppliers to commit to respecting the health and safety of their workers, requires them to address the specific health, safety and hygiene needs of women workers, and monitors the health and safety performance of its suppliers.

A company should be transparent about health and safety impacts experienced by women who work in the supply chain. A company committed to gender equality requires its suppliers to address the specific health, safety and hygiene needs of women workers to reduce occupational health risks in its supply chain. This is in a context where, for example, many workers may not have access to adequate toilet facilities or dedicated breastfeeding rooms and may be exposed to strenuous work and hazardous chemicals and dyes which have implications for their reproductive health.

Score	Element	Gender Assessment	Element description
0.5	D02.EA	•	<p>The company has a publicly available statement of policy that expects its suppliers to commit to respecting the health and safety of their workers.</p> <p>The commitment should be in a policy document or webpage (e.g. policy/code of conduct) and the language must be strong e.g.:</p> <ul style="list-style-type: none"> • Suppliers should commit to respect • We expect suppliers to respect



			<ul style="list-style-type: none"> • Suppliers shall adhere to • Suppliers are expected to abide/comply with <p>Weak commitment language is not accepted e.g.:</p> <ul style="list-style-type: none"> • Suppliers are encouraged to • Suppliers are directed to <p>A commitment to comply with health and safety laws is not by itself sufficient to meet the element as these laws vary per jurisdiction.</p> <p>The commitment must cover occupational health and safety in a broad sense, not a specific aspect of health and safety e.g. security, discrimination or use of hazardous materials.</p>
0.5 OR 1	D02.EB		<p>The company requires its suppliers to address the specific health, safety and hygiene needs of their women workers.</p> <p>The company provides at least 2 examples.</p> <p>OR</p> <p>The company provides at least 4 examples.</p> <p>Examples of activities that are considered:</p> <ul style="list-style-type: none"> • Ensure adequate and safe toilet facilities for women workers that accommodate their hygiene needs, such as clean water and soap and disposal methods for feminine hygiene products. • Regularly check company premises to ensure they are adequately lit and secure • Provide access to clean drinking water • Provide dedicated breastfeeding/lactating rooms that are clean and safe • Provide access to transportation to and from work and while on business travel, including in environments where public transport is unsafe or unavailable. • Provide training to staff on ergonomics, exposure to hazardous materials and other occupational risks, considering the differential biological impacts of health and safety on women and men. • Provide personal protective equipment for men and women, taking into consideration the needs of pregnant and nursing women. • Consult with men and women workers to determine if the health, safety and hygiene services and protections provided meet workers' needs. Evidence of women being required to be on the health and safety committee is accepted. • Other
0.5	D02.EC	•	<p>The company discloses how it monitors the health and safety performance of its suppliers.</p> <p>For example, a company can disclose that it conducts audits against a code of conduct in which it requires suppliers to commit</p>



			to health and safety. However, only 'reserving the right' to conduct an audit or view supplier documents (or similar) is not sufficient.
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D3. Health and well-being support in the supply chain

The company supports its suppliers in providing their women workers access to a safe and healthy work environment and gender-responsive health information and services.

A company committed to gender equality supports its suppliers in providing access to a safe and healthy work environment for their women workers as well as support workers to realise their reproductive health rights. It also recognises that many women workers in the supply chain lack critical health information and services and that supporting its suppliers to promote women's health and well-being, including in maternal health, sexual and reproductive health, and mental health, can improve the lives and workforce participation of the women workers.

Score	Element	Gender Assessment	Element description
1	D03.EA		<p>The company supports its suppliers in ensuring a gender-responsive, safe and healthy work environment for their workers.</p> <p>Supports provided must related to building the suppliers and/or workers knowledge or awareness in how to ensure a gender-responsive, safe and healthy work environment. For example, provision of a guidance document, capacity building/training, and best practice examples. Having the issue covered in the Supplier Code of Conduct is not counted as support.</p>
1	D03.EB		<p>The company supports its suppliers in providing their workers with access to gender-responsive health information and services.</p> <p>Company provides supports to suppliers covering at least three of the following gender-responsive health aspects:</p> <ul style="list-style-type: none"> • Menstrual health • Maternal health (e.g. breastfeeding support, prenatal and postpartum care; breastfeeding rooms is not enough, we need to see support) • Contraceptive/family planning • Reproductive cancers • STDs/STIs • Gender-based violence screening • Other (e.g. nutrition and anaemia; water and sanitation; pre-/post-natal care; infectious diseases; non-communicable diseases; maternal health; abortion (where legal); mental health; public health issues/outbreaks that can disproportionately impact women).



E. VIOLENCE AND HARASSMENT

E1. Violence and harassment prevention

The company actively prevents violence and harassment in the workplace.

A company committed to gender equality demonstrates and enforces zero tolerance to violence and harassment in the workplace by having effective policies in place, providing regular employee training and actively taking additional preventative actions including trying to address any elements of the company culture that may encourage violence and harassment.

Score	Element	Gender Assessment	Element description
0.5 OR 1	E01.EA	•	<p>The company has publicly available policies in place regarding violence and harassment in the workplace. However, it is unclear whether the policies have received a sign-off from the highest governance body.</p> <p>OR</p> <p>The company has publicly available policies in place regarding violence and harassment in the workplace, which have received a sign-off from the highest governance body.</p> <p>The evidence must be specific to the workplace and cover all employees globally. If the evidence is contained in a policy document (or is a standalone policy), such as a global Code of Conduct, then it is accepted that it has received sign off at the highest level, even if that is not clearly indicated in the policy. However, if the disclosure is contained on a webpage, a blog page or a report, it will not be accepted as having received sign off at the highest level of the company governance.</p>
0.5	E01.EB		<p>The company provides training on violence and harassment to its employees (e.g. bystander training).</p> <p>The evidence must make it clear that the training is covering violence and harassment in sufficient detail and that it is mandatory to all employees. Online trainings and self-paced trainings can be accepted. Trainings that cover a very broad array of issues (including violence and harassment) cannot be accepted; examples are trainings that cover the whole Code of Conduct of a company. However, trainings that cover a limited number of issues (including violence and harassment) can be accepted; an example could be a training on Diversity and Inclusion (that also covers violence and harassment).</p>
0.5	E01.EC		<p>The company takes additional actions to help prevent violence and harassment in the workplace.</p>



			<p>The evidence must show for specific actions, going beyond commitments or a policy. Examples include monitoring of actions that might lead to incidences of harassment within the workplace. It might also include initiatives that the company has created beyond policy that are geared toward employees preventing violence and harassment within the workplace as well as outside the workplace.</p> <p>Example of actions that are considered for this element:</p> <ul style="list-style-type: none"> • The company implements internal communications/campaigns that reinforce the company's zero tolerance of violence and harassment in the workplace • The company explores its culture to understand and address underlying gender social norms • The company has a process in place to monitor/assess business travel and client entertainment expenses to detect inappropriate business expenses such as company funds being used to sexually exploit women and girls or adult 'entertainment' involving nudity or lewd behaviour • The company provides access to transportation to and from work and while on business travel (including in environments where public transport is unsafe or unavailable) • The company regularly checks company premises to ensure they are adequately lit and secure • Other
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E2. Violence and harassment remediation

The company effectively remediates claims of violence and harassment in the workplace.

A company committed to gender equality has an effective remediation process for addressing violence and harassment grievances in the workplace. It implements a philosophy of 'believing the victim', does not require private arbitration or silencing agreements, supports the aggrieved party during remediation and has clear disciplinary actions for the perpetrator, including alerting legal authorities if required. It monitors violence and harassment grievances (particularly of women employees) and their effective remediation. It recognises that a safe working environment reduces absenteeism and increases productivity and staff retention.

Score	Element	Gender Assessment	Element description
	E02.EA	<ul style="list-style-type: none"> • 	<p>The company has a remediation process for addressing violence and harassment grievances in the workplace.</p> <p>While the remediation process does not need to be violence and harassment specific, the company will only receive a score if they have a policy on violence and harassment.</p>



<p>0.5</p> <p>OR</p> <p>1</p>			<p>The company provides a remediation process for violations of its code of conduct that includes clear disciplinary actions for perpetrators. Features of a remediation process focused on the perpetrator or remediation process itself:</p> <ul style="list-style-type: none"> • The process outlines clear disciplinary action/sanctions for the perpetrator • The process sets out the process for alerting external authorities if the complaint is about criminal behaviour • The process is regularly assessed and updated with the participation of women and men employees and/or gender experts <p>OR</p> <p>The company has a remediation process for addressing grievances in the workplace which takes a victim-centred approach. Features of a remediation process focused on the victim:</p> <ul style="list-style-type: none"> • The process does not require private arbitration of violence and harassment claims (through company policy or mandatory arbitration clauses in employment contracts). • The process prohibits the inclusion of a confidentiality provision (non-disclosure/silencing agreement) in violence and harassment settlement agreements, unless requested by the victim • The process offers support for the aggrieved during/after remediation (e.g. leave from work, counselling/mental health support) • Other
<p>1</p>	<p>E02.EB</p>	<ul style="list-style-type: none"> • 	<p>The company collects, analyses and monitors sex-disaggregated data on the remediation of violence and harassment grievances.</p> <p>The evidence must include sex-disaggregated data of violence and harassment grievances remediation. It can be expressed in numbers or percentages, it can refer to any number of years (even just the last year), and it has to refer to remediated grievances, not to reported grievances.</p>



E3. Violence and harassment prevention in the supply chain

The company actively prevents violence and harassment in the supply chain.

A company committed to gender equality requires its suppliers to enforce and enact zero tolerance to violence and harassment in the supply chain by requiring the presence of and access to relevant policies and by providing regular training and support to suppliers where necessary. It recognises that a safe working environment reduces absenteeism and increases productivity and staff retention.

Score	Element	Gender Assessment	Element description
0.5	E03.EA		<p>The company requires its suppliers to have a violence and harassment policy that covers their workers.</p> <p>The evidence must show the company has a requirement to its suppliers to have a violence and harassment policy that covers their workers. The evidence must be specific to the supply chain and cover all suppliers' employees globally. The evidence can for example be contained in a policy document (or is a standalone policy), such as a global Code of Conduct.</p>
0.5	E03.EB		<p>The company requires that the policy be made available in one or more local language(s).</p> <p>The evidence must show that the company requires its suppliers to make the violence and harassment policy available in the languages spoken by their workers. It is not sufficient to have the violence and harassment policy to be translated in more than one language as that does not ensure all languages are covered. Rather, it is necessary for the company to ensure all its suppliers' workers can access the violence and harassment policy by requesting suppliers to translate it to the relevant languages.</p>
0.5	E03.EC		<p>The company requires its suppliers to provide training on violence and harassment to their managers and workers.</p> <p>The evidence must make it clear that the required training is covering violence and harassment in sufficient detail and that it is mandatory to suppliers' employees. Online trainings and self-paced trainings can be accepted. Trainings that cover a very broad array of issues (including violence and harassment) cannot be accepted; examples are trainings that cover the whole Code of Conduct of a company. However, trainings that cover a limited number of issues (including violence and harassment) can be accepted; an example could be a training on Diversity and Inclusion (that also covers violence and harassment).</p>
0.5	E03.ED		<p>The company provides support to its suppliers to prevent violence and harassment in the supply chain.</p> <p>The company must show evidence that it supports its suppliers in implementing actions to prevent violence and harassment beyond what is already part of the other elements of this Measurement area. It is accepted when companies support their suppliers in</p>



			preventing violence and harassment by providing training programs or working with local organizations to detect cases. The support programs do not need to cover the entire value chain and can be carried out with partner organizations.
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E4. Violence and harassment remediation in the supply chain

The company effectively remediates claims of violence and harassment in the supply chain.

A company committed to gender equality requires its suppliers to have an effective remediation process for addressing violence and harassment at work and monitors and supports its suppliers where necessary.

Score	Element	Gender Assessment	Element description
0.5	E04.EA		<p>The company requires its suppliers to have an effective remediation process for addressing violence and harassment grievances of their workers.</p> <p>Evidence shows that the company requires its suppliers to have a remediation program for violence and harassment, for example in its Suppliers' Code of Conduct. While the remediation process does not need to be violence and harassment specific, the company will only receive a score if they require suppliers to have a policy on violence and harassment.</p>
0.5	E04.EB		<p>The company monitors its suppliers' remediation process for addressing violence and harassment grievances filed by their workers.</p> <p>Evidence must show that the company commits to monitoring its suppliers' remediation process on violence and harassment cases. This can be done through audits, case-by-case follow ups, suppliers surveys, etc. It must be clear the company regularly conducts such monitoring and follow up activities rather than reserving the right to do it in specific circumstances.</p>
1	E04.EC		<p>The company requires that its suppliers collect sex-disaggregated data on the remediation of violence and harassment grievances reported by their workers.</p> <p>The evidence must show the company requires its suppliers to track sex-disaggregated data of violence and harassment grievances remediation. It can be expressed in numbers or percentages, it can refer to any number of years (even just the last year), and it has to refer to remediated grievances, not to reported grievances. The evidence does not need to include the actual data.</p>



F. MARKETPLACE AND COMMUNITY

F1. Marketing content

The company ensures it engages in non-discriminatory marketing practices that support gender equality and women's empowerment.

A company committed to gender equality recognises the role of harmful gender stereotypes in marketing and advertising to society. It proactively manages its marketing approach to ensure its marketing content is non-discriminatory and elevates women rather than degrades them.

Score	Element	Gender Assessment	Element description
1	F01.EA		The company has made a public commitment to address how gender stereotypes are portrayed in its marketing campaigns.
1	F01.EB		<p>The company has taken specific actions to avoid discriminatory marketing practices.</p> <p>Examples of actions that are considered:</p> <ul style="list-style-type: none">• The company has a marketing approach that seeks to challenge existing gender norms and promote positive images of women and girls• The company reviews marketing materials and tactics to protect against negative gender stereotypes• The company consults with focus groups to ensure marketing approaches are not perpetuating gender stereotypes• The company has a mechanism for screening marketing campaigns/materials• The company tracks the number of marketing complaints that relate to gender stereotyping and/or negative portrayals of women• Other



F2. Community support

The company supports initiatives that drive gender equality and women’s empowerment in the community.

A company committed to gender equality supports initiatives that drive gender equality and women’s empowerment in the communities where it operates and beyond (e.g., education, health or finance programmes that explicitly benefit women and girls; proactive engagement and advocacy on the legal constraints that still limit women and girls globally due to gender discriminatory laws).

Score	Element	Gender Assessment	Element description
0.5 OR 1	F02.EA		<p>The company supports initiative(s) to drive gender equality and women’s empowerment in the community.</p> <p>The company has one local initiative or has several initiatives in only one country to drive gender equality and women’s empowerment in the community.</p> <p>OR</p> <p>The company has several initiative(s) to drive gender equality and women’s empowerment in the community.</p>
0.5 OR 1	F02.EB		<p>The company tracks the number of women and girls benefitting from its community initiatives and gathers their feedback.</p> <p>The company tracks the number of women and girls benefitting from its community initiatives, however there is no evidence that it gathers their feedback.</p> <p>OR</p> <p>The company tracks the number of women and girls benefitting from its community initiatives and gathers their feedback.</p>





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