

Country
Alle

Region
Europe

Alliance Codes
Alle

Assessment Year
Alle

Sector
Alle

Theme
Alle

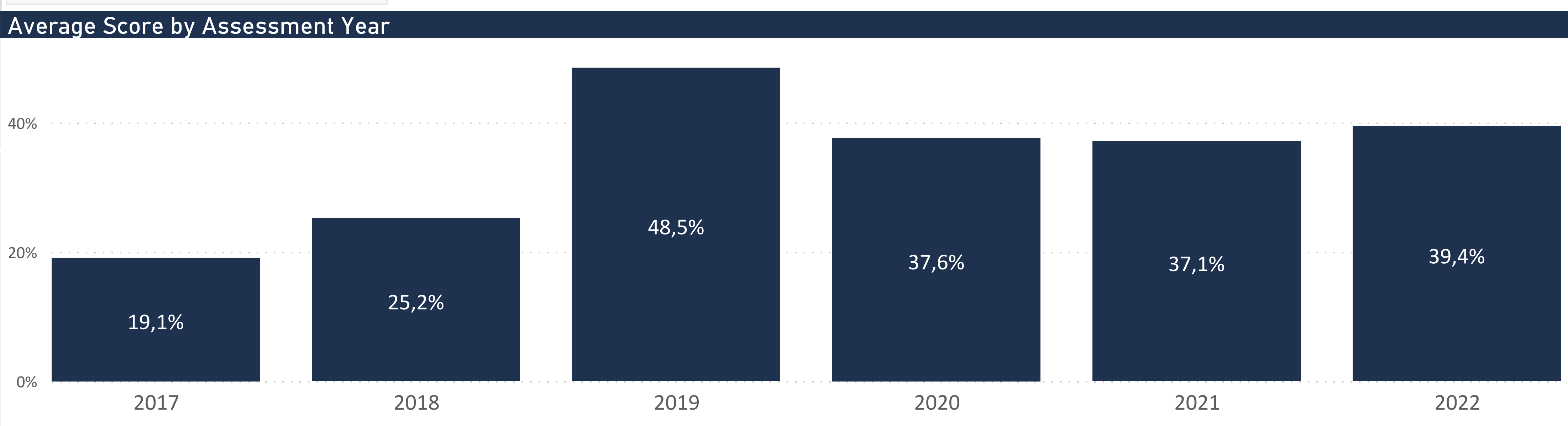
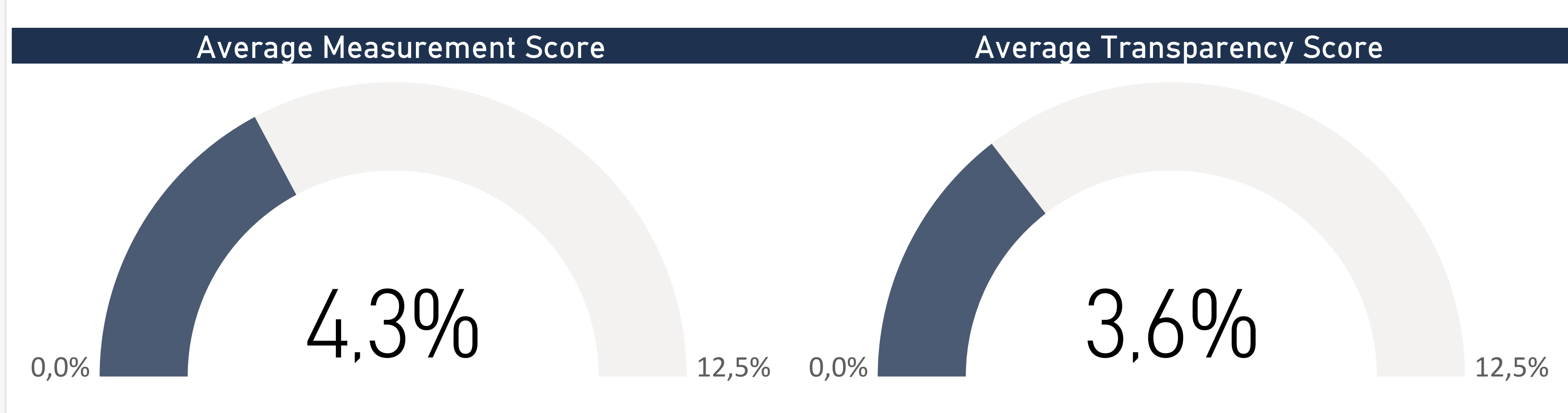
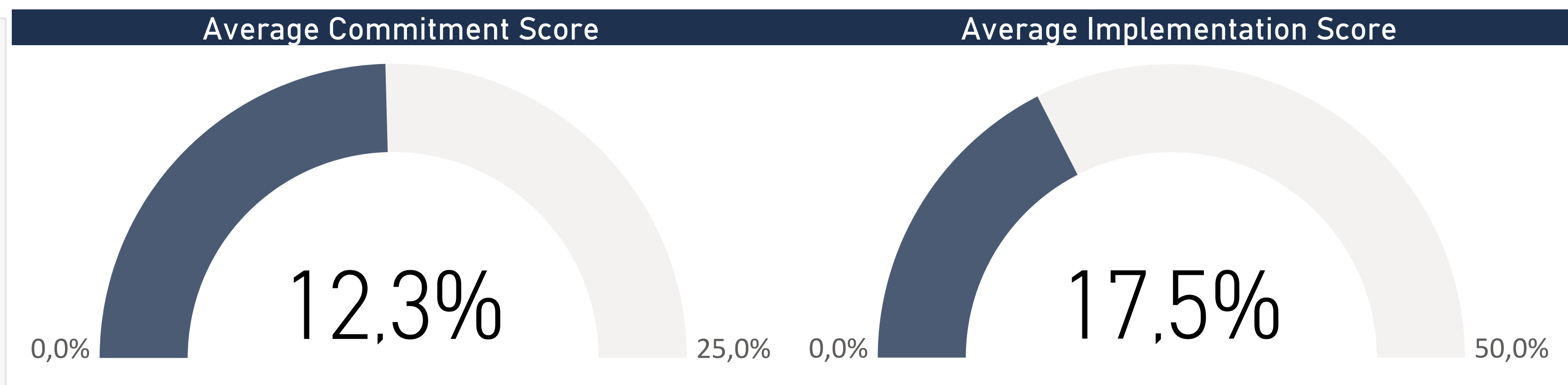
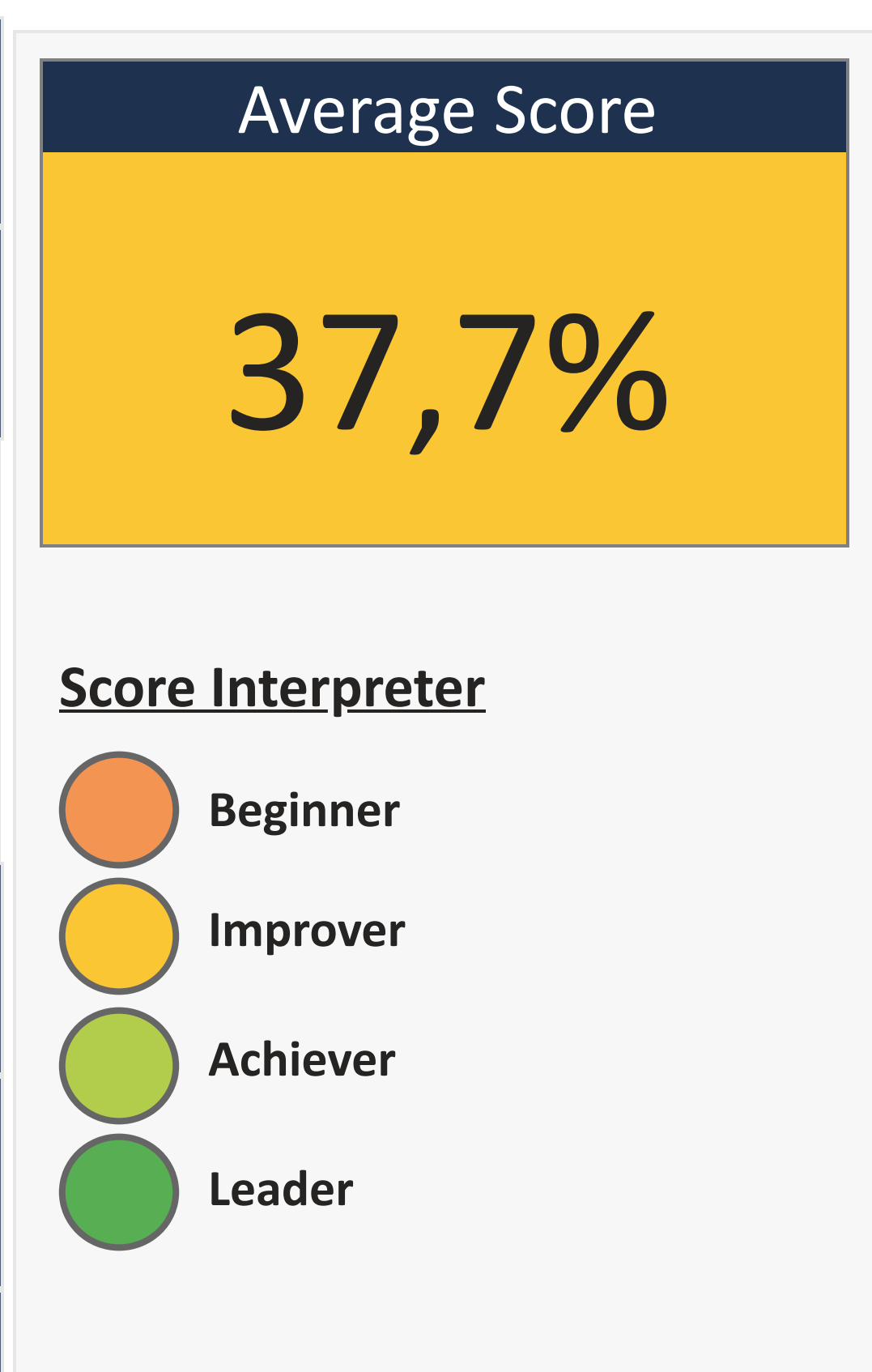
Company Size
Alle

Organization Type
Alle

Annual Revenue
Alle

Women-owned
Alle

GC Participant
Yes



Country

 Lebanon

Alliance Code(s)

Assessment Year

Organization Type

GC Participant

Signed CEO Support

Women-owned

WEPs Gender Gap Analysis Tool Results per Region

| Region | Percentage |
|------------------|------------|
| Latin America | 64% |
| Asia | 13% |
| Europe | 12% |
| Northern America | 5% |
| Africa | 3% |
| MENA | |
| Australasia | |
| Oceania | |

WEPs Gender Gap Analysis Tool Results per Sector

| Sector | Percentage |
|---------------------|------------|
| Financial Services | 10,5% |
| Software and Co... | 5,9% |
| Pharmaceuticals... | 5,4% |
| Support Services | 5,4% |
| Food Producers | 4,9% |
| Banks | 4,3% |
| Electricity | 4,2% |
| Health Care Equ... | 4,2% |
| Construction an... | 3,6% |
| General Retailers | 3,4% |
| Academia | 3,2% |
| Travel and Leisure | 2,9% |
| Beverages | 2,8% |
| Media | 2,7% |
| Automobiles an... | 2,5% |
| General Industri... | 2,4% |
| Food and Drug ... | 2,4% |
| Government | 2,4% |
| Personal Goods | 2,1% |
| Technology Har... | 2,1% |
| Mining | 2,0% |
| Life Insurance | 1,9% |
| Real Estate Inve... | |
| Gas, Water and ... | |
| Oil and Gas Pro... | |
| Mobile Telecom... | |
| Chemicals | |
| Industrial Trans... | |
| Industrial Metal... | |

WEPs Gender Gap Analysis Tool Results per Company/Organization Size

| Company Size | Percentage |
|----------------------------------|------------|
| Company: More than 250 e... | 52% |
| SME: Between 10 - 250 empl... | 35% |
| Micro Enterprise: Less than 1... | 13% |

No. of Responses

3283

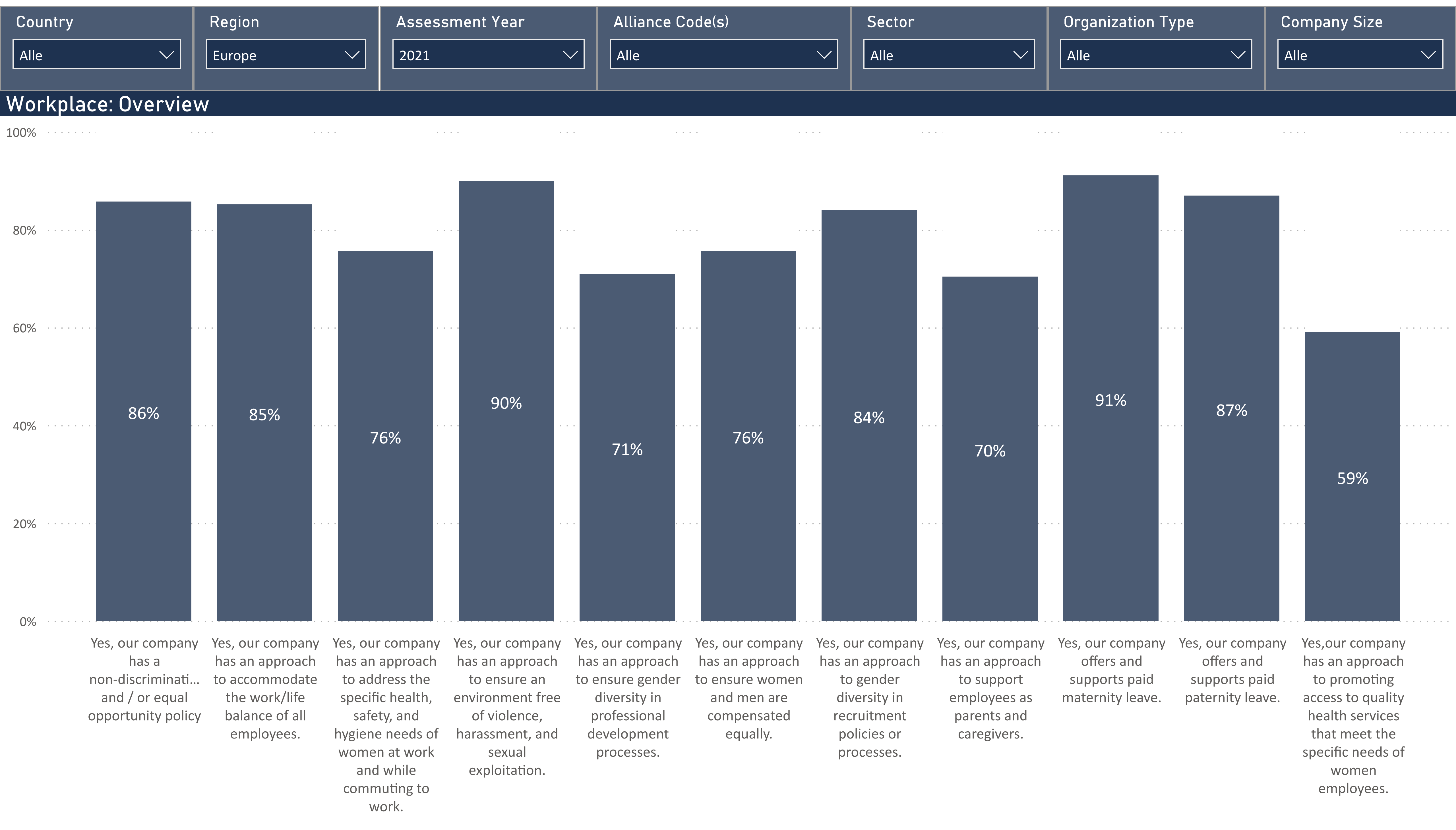
No. of Countries

116

No. of Sectors

44

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size |
|---|--------|--|------------------|---|-------------------|---|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle |
| Leadership Commitment | | Commitment | | Measurement | | Transparency |
| <p>79%</p> <p>Yes, our company has leadership commitment or support for gender equality and women's empowerment.</p> | | <p>62%</p> <p>Has circulated an internal communication and/or informal acknowledgment of the relevance of gender equality and women's empowerment</p> <p>55%</p> <p>Has released a public written statement or commitment outlining our company's commitment to gender equality and women's empowerment...</p> | | <p>32%</p> <p>Includes formal accountability mechanisms for progress and outcomes on the strategy</p> <p>46%</p> <p>Includes time-bound, measurable goals and targets in the strategy</p> | | <p>37%</p> <p>Reports publicly to company stakeholders on progress made and outcomes of strategy commitments and targets</p> <p>51%</p> <p>Reports to the board on progress made and outcomes of strategy commitments and targets</p> |
| Implementation | | | | | | % of companies with no commitment, but... |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>55%</p> <p>36%</p> <p>47%</p> <p>23%</p> <p>33%</p> <p>20%</p> <p>45%</p> <p>Advocates for gender equality and women's empowerment and promotes our company's commitment in public forums</p> <p>Has an organization-wide gender equality strategy that articulates the link between gender equality and other areas of corporate sustainability and business performance</p> <p>Has an organization-wide gender equality strategy that identifies specific priority areas where further improvement can be made</p> <p>Has an organization-wide gender equality strategy that includes a business case or rationale for investment in gender equality</p> <p>Has an organization-wide gender equality strategy that was developed in consultation with employees</p> <p>Has an organization-wide gender equality strategy that was developed in consultation with external stakeholders</p> <p>Has an organization-wide gender equality strategy this is communicated to all employees</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>11%</p> <p>We are interested in learning more.</p> <p>10%</p> <p>We plan to take steps in the next year.</p> |



| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|--|--|--|--|---|--|--|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | |
| Non-Discrimination/Equal Opportunity Policy | Commitment | | | Measurement | | Transparency | |
| <p>84%</p> <p>Yes, our company has a non-discrimination and / or equal opportunity policy</p> | <p>71%</p> <p>Has a non-discrimin... and equal opportunity policy that is communicated to all employees</p> <p>38%</p> <p>Has a non-discrimin... and equal opportunity policy that is communicated to potential employees in job applications and at the tim...</p> <p>44%</p> <p>Has a non-discrimin... and equal opportunity policy that was informed by internal and/or external expertise (including em...</p> | <p>41%</p> <p>Our company collects and analyzes sex-disaggregated data on incidents of discrimination (related to sex/gender) and corrective actions taken</p> | <p>19%</p> <p>Reports publicly to company stakeholders the total number of incidents of discrimination (related to sex/gender) and corrective actions taken.</p> | <p>42%</p> <p>Reports to the board the total number of incidents of discrimination (related to sex/gender) and corrective actions taken</p> | | | |
| Implementation | | | | | % of companies with no policy, but... | | |
| <p>100%</p> <p>39%</p> <p>Our company provides training to all employees, including managers on non-discrimination and equal opportunity</p> | <p>29%</p> <p>Our company provides unconscious bias training to all employees</p> | <p>21%</p> <p>The grievance and resolution mechanism is managed by an independent third party</p> | <p>62%</p> <p>The non-discrimination policy is supported by confidential grievance and resolution mechanisms</p> | <p>10%</p> <p>We are interested in learning more.</p> | <p>We plan to take steps in the next year.</p> | <p>84%</p> <p>Yes, our company has a non-discrimina... and / or equal opportunity policy</p> | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | | | | | | | | | | | | | | | | | | | | | | | |
|--|------------|--|------------------|---|-------------------|---|------------|--|-----|---|-----|---|-----|--|-----|---|-----|--|-----|--|-----|--|-------------|------------|---|----|-------------------------------------|-----|---|----|
| <input type="checkbox"/> Armenia <input type="checkbox"/> Austria <input type="checkbox"/> Belarus | Europe | Alle | Alle | Alle | Alle | Alle | | | | | | | | | | | | | | | | | | | | | | | | |
| Recruitment Policies or Processes | | Commitment | | Measurement | | Transparency | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>81%</p> <p>Yes, our company has an approach to gender diversity in recruitment policies or processes.</p> | | <p>61%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy on non-discrimination and equal opportunity, that specifically addresses gender diversity in recruitment</p> | | <p>41%</p> <p>Tracks employee recruitment and reasons for turnover disaggregated by sex</p> | | <p>29%</p> <p>Reports publicly to company stakeholders on the number and rate of new employee hires and employee turnover, disaggregated by sex</p> <p>40%</p> <p>Reports to the board on the number and rate of new employee hires and employee turnover, disaggregated by sex</p> | | | | | | | | | | | | | | | | | | | | | | | | |
| Implementation | | | | | | % of companies without an approach, but... | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="1"> <thead> <tr> <th>Implementation Practice</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Ensures gender-balanced interview panels during hiring processes</td> <td>34%</td> </tr> <tr> <td>Ensures job descriptions use gender neutral language and images</td> <td>61%</td> </tr> <tr> <td>Ensures that both women and men candidates are shortlisted for interviews</td> <td>53%</td> </tr> <tr> <td>Forbids inquiring about the status or plans of the following in job applications or during interview processes: marriage, pregnancy or care responsibilities</td> <td>50%</td> </tr> <tr> <td>Has due diligence and remediation processes in place to identify and address violations of recruitment policies that are based on gender discrimination</td> <td>21%</td> </tr> <tr> <td>Takes proactive steps to recruit women at all levels</td> <td>48%</td> </tr> <tr> <td>Takes proactive steps to recruit women in traditionally underrepresented roles</td> <td>39%</td> </tr> </tbody> </table> | | | | | | Implementation Practice | Percentage | Ensures gender-balanced interview panels during hiring processes | 34% | Ensures job descriptions use gender neutral language and images | 61% | Ensures that both women and men candidates are shortlisted for interviews | 53% | Forbids inquiring about the status or plans of the following in job applications or during interview processes: marriage, pregnancy or care responsibilities | 50% | Has due diligence and remediation processes in place to identify and address violations of recruitment policies that are based on gender discrimination | 21% | Takes proactive steps to recruit women at all levels | 48% | Takes proactive steps to recruit women in traditionally underrepresented roles | 39% | <table border="1"> <thead> <tr> <th>Future Plan</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Some of our country offices or business units have taken steps.</td> <td>0%</td> </tr> <tr> <td>We are interested in learning more.</td> <td>11%</td> </tr> <tr> <td>We plan to take steps in the next year.</td> <td>0%</td> </tr> </tbody> </table> | Future Plan | Percentage | Some of our country offices or business units have taken steps. | 0% | We are interested in learning more. | 11% | We plan to take steps in the next year. | 0% |
| Implementation Practice | Percentage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ensures gender-balanced interview panels during hiring processes | 34% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ensures job descriptions use gender neutral language and images | 61% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Ensures that both women and men candidates are shortlisted for interviews | 53% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Forbids inquiring about the status or plans of the following in job applications or during interview processes: marriage, pregnancy or care responsibilities | 50% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Has due diligence and remediation processes in place to identify and address violations of recruitment policies that are based on gender discrimination | 21% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Takes proactive steps to recruit women at all levels | 48% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Takes proactive steps to recruit women in traditionally underrepresented roles | 39% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Future Plan | Percentage | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Some of our country offices or business units have taken steps. | 0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| We are interested in learning more. | 11% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| We plan to take steps in the next year. | 0% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | |
|---|--|---|---|---|---|---|---|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | | |
| Professional Development and Promotion | Commitment | Measurement | Transparency | | | | | |
| <p>70%</p> <p>Yes, our company has an approach to ensure gender diversity in professional development processes.</p> | <p>43%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that includes professional development opportunities for women and suppor...</p> | <p>26%</p> <p>Has time-bound and measurable goals and targets to build a pipeline of qualified women for management level positions</p> | <p>21%</p> <p>Reports publicly to company stakeholders on the average number of training hours, disaggregated by sex and employee level</p> | <p>16%</p> <p>Reports publicly to company stakeholders on the total number of employees promoted in the last year,disaggre...</p> | <p>35%</p> <p>Reports publicly to company stakeholders on the total number of women, as compared to men, in management ...</p> | <p>28%</p> <p>Reports to the board on the total number of employees promoted in the last year, disaggregated by sex</p> | <p>24%</p> <p>Reports to the board on the average number of training hours, disaggregated by sex and employee level</p> | <p>48%</p> <p>Reports to the board on the total number of women, as compared to men, in management and senior leadership level positions</p> |
| Implementation | | | | | | % of companies without an approach, but... | | |
| <p>40%</p> <p>Has measures in place to ensure professional development programmes are scheduled at times that accomodate the scheduling needs of both men and women (taking into consideration care responsibilities)</p> | <p>33%</p> <p>Offers access to professional networks (internal and/or external) with specific support for women</p> | <p>23%</p> <p>Offers development trainings, rotational programmes, and educational opportunities with specific support for women</p> | <p>24%</p> <p>Offers leadership coaching with specific support for women</p> | <p>25%</p> <p>Offers mentoring programme(s) with specific support for women</p> | <p>23%</p> <p>Offers specific programmes to build the pipeline of qualified women for management/ senior leadership level positions</p> | <p>Some of our country offices or business units have taken steps.</p> | <p>19%</p> <p>We are interested in learning more.</p> | <p>11%</p> <p>We plan to take steps in the next year.</p> |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size |
|---|--------|--|------------------|--|--|---|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle |
| Equal Compensation | | Commitment | | Measurement | | Transparency |
| <p>75%</p> <p>Yes, our company has an approach to ensure women and men are compensated equally.</p> | | <p>55%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses equal pay for work of equal value, aligned with national regulatory requirements and/or the ILO Convention 100 on Equa...</p> | | <p>40%</p> <p>Undertakes an objective gender pay gap audit or evaluation by internal or external parties at least every five years to ensure jobs of equal value are remunerated equally</p> | | <p>24%</p> <p>Publicly discloses to company stakeholders the overall ratio and ratio by employee level of basic salary and remuneration of women to men</p> <p>35%</p> <p>Reports to the board the overall ratio and ratio by employee level of basic salary and remuneration of women to men</p> |
| Implementation | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>45%</p> <p>Assesses other financial benefits including insurance benefits, bonuses, and retirement contributions when reviewing compensation</p> <p>40%</p> <p>Has procedures in place to remediate pay inequalities (including working with unions or staff representatives)</p> | | | | | <p>14%</p> <p>Some of our country offices or business units have taken steps.</p> <p>10%</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | |

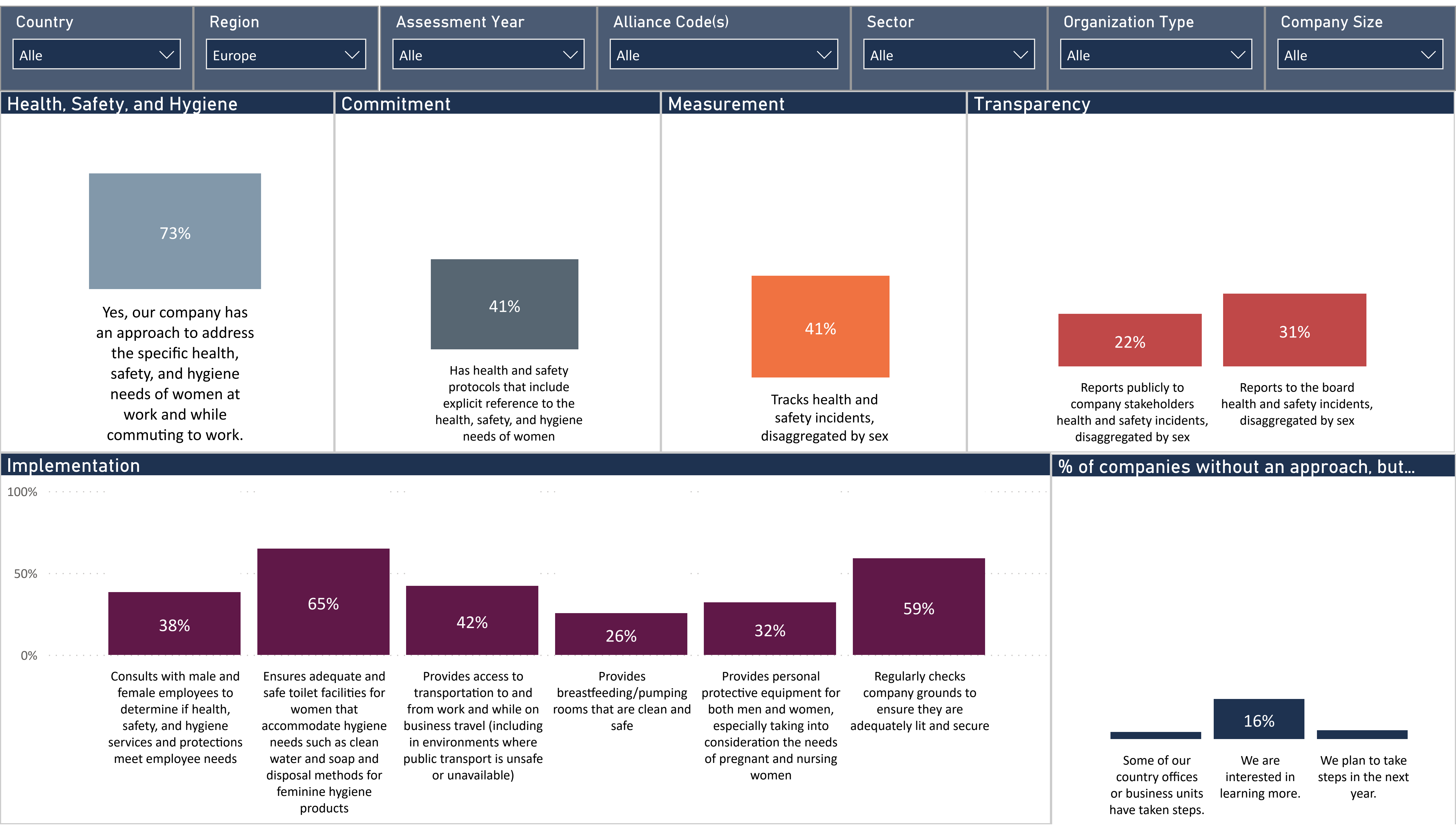
| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | | | |
|--|--------|---|--|---|---|--|--|---|--|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | | | | |
| Maternity Leave | | Commitment | | | Measurement | | Transparency | | | |
| <p>91%</p> <p>Yes, our company offers and supports paid maternity leave.</p> | | <p>53%</p> <p>Above the ILO Convention of 14 weeks paid weeks or regulatory requirements in the country it operates (whichever i...</p> | <p>Aligned with national regulatory requirements in the country it operates, but is lower than the ILO's Convention 183 on Mate...</p> | <p>69%</p> <p>Aligned with the ILO's Convention 183 on Maternity Protection of 14 weeks</p> | <p>63%</p> <p>Communicat... maternity leave policies to all employees and notifies employees of any changes</p> | <p>29%</p> <p>This policy extends to employees that adopt children</p> | <p>71%</p> <p>Tracks the effectiveness of its approach to retain women after maternity leave</p> | <p>23%</p> <p>Tracks the number of women who take maternity leave</p> | <p>36%</p> <p>Reports publicly to company stakeholders on the number of women that took maternity leave and their return to work and retention rates</p> | <p>36%</p> <p>Reports to the board on the number of women that took maternity leave and their return to work and retention rates</p> |
| Implementation | | | | | | % of companies without an approach, but... | | | | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>19%</p> <p>60%</p> <p>33%</p> <p>33%</p> <p>Consults with female employees or conducts employee surveys to determine if maternity leave benefits meet employee needs</p> <p>Provides financial support for replacement staff and training or support to managers supervising employees on maternity leave</p> <p>Provides mentorship/ succession planning before going on maternity leave</p> <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | | |
|--|--------|--|--|---|---|--|---|---|---|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | | | |
| Paternity Leave | | Commitment | | | Measurement | | Transparency | | |
| <p>84%</p> <p>Yes, our company offers and supports paid paternity leave.</p> | | <p>15%</p> <p>Above regulatory requirements in the country it operates, if national provisions exist</p> | <p>57%</p> <p>Aligned with national regulatory requirements in the country it operates, if national provisions exist</p> | <p>60%</p> <p>Although no legal requirements exist in the country it operates</p> | <p>58%</p> <p>Communicat... paternity leave policies to all employees and notifies employees of any changes</p> | <p>17%</p> <p>Tracks the effectiveness of its approach to retain men after paternity leave</p> | <p>57%</p> <p>Tracks the number of men who take paternity leave</p> | <p>19%</p> <p>Reports publicly to company stakeholders on the percentage of eligible male employees that took paternity leave</p> | <p>30%</p> <p>Reports to the board on the percentage of eligible male employees that took paternity leave</p> |
| Implementation | | | | | | % of companies without an approach, but... | | | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>13%</p> <p>52%</p> <p>21%</p> <p>16%</p> <p>13%</p> <p>Consults with male employees or conducts employee surveys to determine if paternity leave benefits meet employee needs</p> <p>Informs employees of major changes at work while they are on leave</p> <p>Provides incentives to encourage men to take paternity leave</p> <p>Provides mentorship/succession planning before going on paternity leave</p> <p>Provides training and support to managers supervising employees on paternity leave</p> | | | | | | <p>9%</p> <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | |

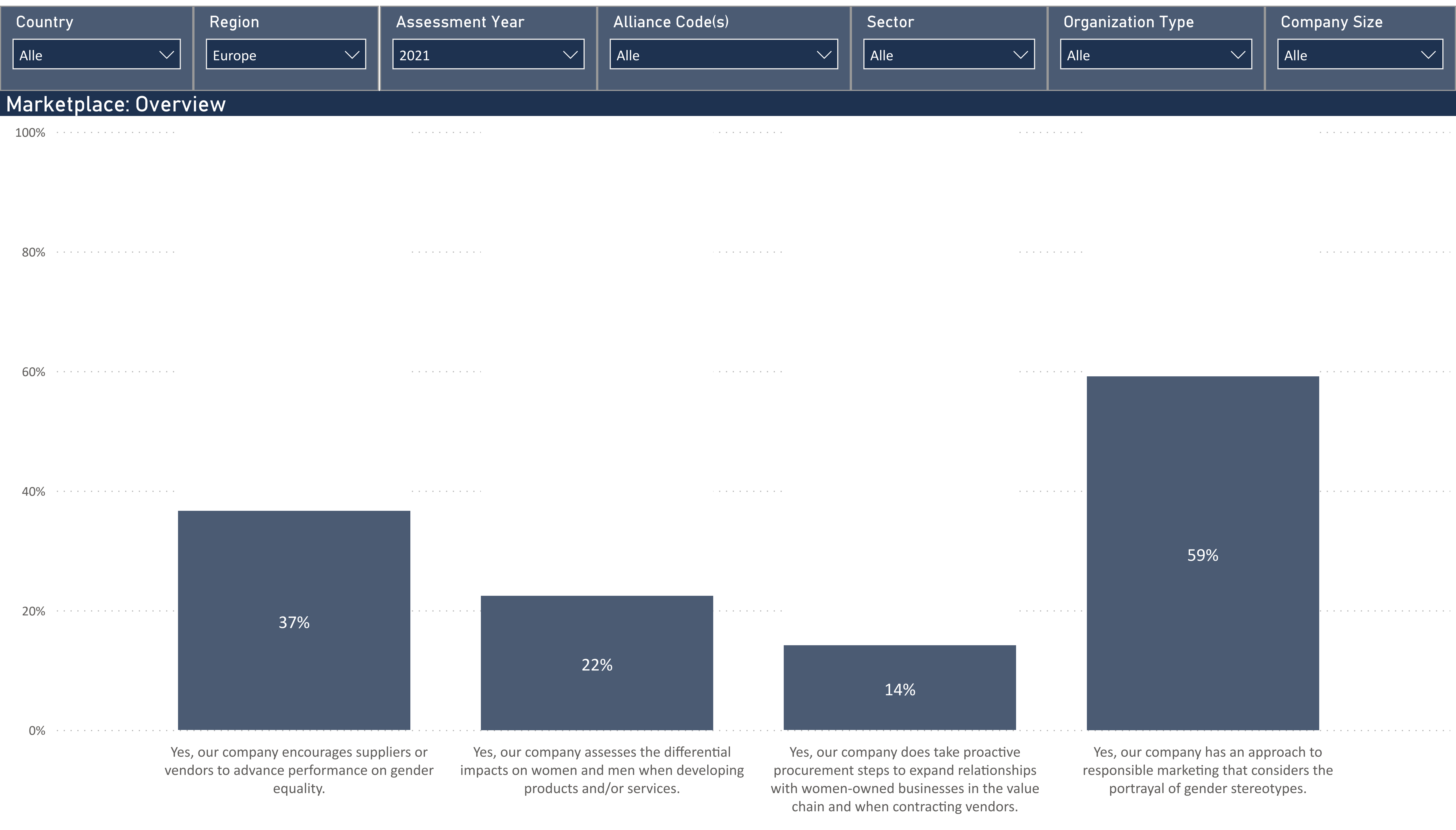
| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|---|--------|--|---|---|---|--|--------------|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | |
| Parental and Caregiver Support | | Commitment | | | Measurement | | Transparency |
| <p>69%</p> <p>Yes, our company has an approach to support employees as parents and caregivers.</p> | | <p>50%</p> <p>Communicates parental and caregiver benefits and services to all employees and notifies employees of any changes</p> | <p>37%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses supporting employees as parents and caregivers</p> | <p>33%</p> <p>Offers parental and caregiver benefits to part-time workers</p> | <p>34%</p> <p>Tracks the percentage of women and men that take advantage of parental or care benefits</p> | <p>22%</p> <p>Reports publicly to company stakeholders on the total number of employees that take advantage of parental or care benefits,...</p> <p>Reports to the board on the total number of employees that take advantage of parental or care benefits, disaggregated by sex</p> | |
| Implementation | | | | | % of companies without an approach, but... | | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>18%</p> <p>42%</p> <p>19%</p> <p>36%</p> <p>42%</p> <p>21%</p> <p>19%</p> <p>Consults with male and female employees or conducts employee surveys to determine if parental and caregiver benefits meet employee needs</p> <p>Has paid time off for breast feeding or pumping</p> <p>Offers on-site childcare facilities that are clean and safe or provides child care subsidies for offsite care</p> <p>Offers paid time off to attend healthcare appointments with dependents</p> <p>Provides an option for a phased return to work after maternity or paternity leave</p> <p>Provides mentorship, support, or training to refresh employee skills when returning from parental leave</p> <p>Provides referrals for off-site childcare facilities that are clean and safe</p> | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>19%</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | |
|--|--------|---|------------------|--------|---|--------------|--|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | | |
| Work/Life Balance | | Commitment | | | Measurement | | Transparency | |
| <p>77%</p> <p>Yes, our company has an approach to accommodate the work/life balance of all employees.</p> | | <p>46%</p> <p>Communicates the policy to all eligible employees and notifies employees when there are changes</p> <p>45%</p> <p>Extends or makes arrangements to accommodate part time workers</p> <p>51%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses work/life balance for men and women</p> | | | <p>35%</p> <p>Tracks the total number of employees that take advantage of flexible work benefits, disaggregated by sex (including part time workers)</p> | | <p>15%</p> <p>Reports publicly to company stakeholders the total number of employees that take advantage of flexible work benefits, disa...</p> <p>28%</p> <p>Reports to the board the total number of employees that take advantage of flexible work benefits, disaggregated by sex (including par...</p> | |
| Implementation | | | | | % of companies without an approach, but... | | | |
| <p>100%</p> <p>38%</p> <p>18%</p> <p>65%</p> <p>32%</p> <p>22%</p> <p>59%</p> <p>0%</p> <p>Consults with male and female employees or conducts employee surveys to determine if practices meet employee needs</p> <p>Offers compressed work weeks</p> <p>Offers flextime</p> <p>Offers job sharing or part time work with benefits</p> <p>Offers predictable hourly shifts</p> <p>Offers telecommuting</p> | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>15%</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|---|--------|--|------------------|---|-------------------|---|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | |
| Violence, Harassment and Sexual Exploitation | | Commitment | | Measurement | | Transparency | |
| <p>87%</p> <p>Yes, our company has an approach to ensure an environment free of violence, harassment, and sexual exploitation.</p> | | <p>80%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that states zero tolerance of all forms of violence at work (including while on business related travel and in client entertainment)</p> | | <p>43%</p> <p>Tracks the number of grievances related to workplace violence, disaggregated by sex</p> | | <p>35%</p> <p>Communicates publicly, or to relevant company stakeholders, our company's approach to ensuring an environment free of violence</p> <p>44%</p> <p>Communicates to the board the company's approach to ensuring an environment free of violence</p> | |
| Implementation | | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>28%</p> <p>68%</p> <p>28%</p> <p>40%</p> <p>Has a process in place to monitor/ audit 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 beh...</p> <p>Has confidential grievance, resolution, and non-retaliation mechanisms in place</p> <p>Provides annual training on zero tolerance of all forms of violence to all employees, including sexual harassment, and engaging in acts of sexual exploitation of women and girls while on business travel</p> <p>Provides confidential support for victims of domestic violence</p> <p>Requires gender-sensitive training for security personnel (including contracted staff) on procedures to respond to complaints of gender based violence or harassment</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | |



| Country | | Region | | Assessment Year | | Alliance Code(s) | | Sector | | Organization Type | | Company Size | | | |
|---|--|--------|--|---|--|------------------|--|---|--|---|--|--|--|--|--|
| Alle | | Europe | | Alle | | Alle | | Alle | | Alle | | Alle | | | |
| Access to Quality Health Services | | | | Commitment | | | | Measurement | | | | Transparency | | | |
| <p>64%</p> <p>Yes, our company has an approach to promoting access to quality health services that meet the specific needs of women employees.</p> | | | | <p>33%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that recognizes the different health needs of women and men</p> | | | | <p>26%</p> <p>Tracks the types of health services provided at the workplace and collects information on who is using the services, disaggregated by sex</p> | | | | <p>18%</p> <p>Reports publicly to company stakeholders on the types of health services provided and used at the workplace</p> <p>25%</p> <p>Reports to the board on health services provided and used at the workplace</p> | | | |
| Implementation | | | | | | | | | | % of companies without an approach, but... | | | | | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>28%</p> <p>24%</p> <p>31%</p> <p>29%</p> <p>49%</p> <p>Consults with male and female employees to determine if health services and benefits meet employee needs</p> <p>Coordinates onsite mobile clinics or screenings for employees, with health providers that are trained on women's health issues and needs</p> <p>Posts health-related information in public areas in line with the local or national context, especially when there are public health outbreaks that can disproportionately impact women</p> <p>Provides onsite health services or establishes linkages with local health clinics and service providers for referral purposes, that cover the specific health needs of women (including reproductive, maternal and newborn health)</p> <p>Provides options for private insurance packages that cover the specific health needs of women (examples include: gynecology, maternal health, reproductive health, domestic violence)</p> | | | | | | | | | | <p>21%</p> <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | | | |



Country
Alle

Region
Europe

Assessment Year
2021

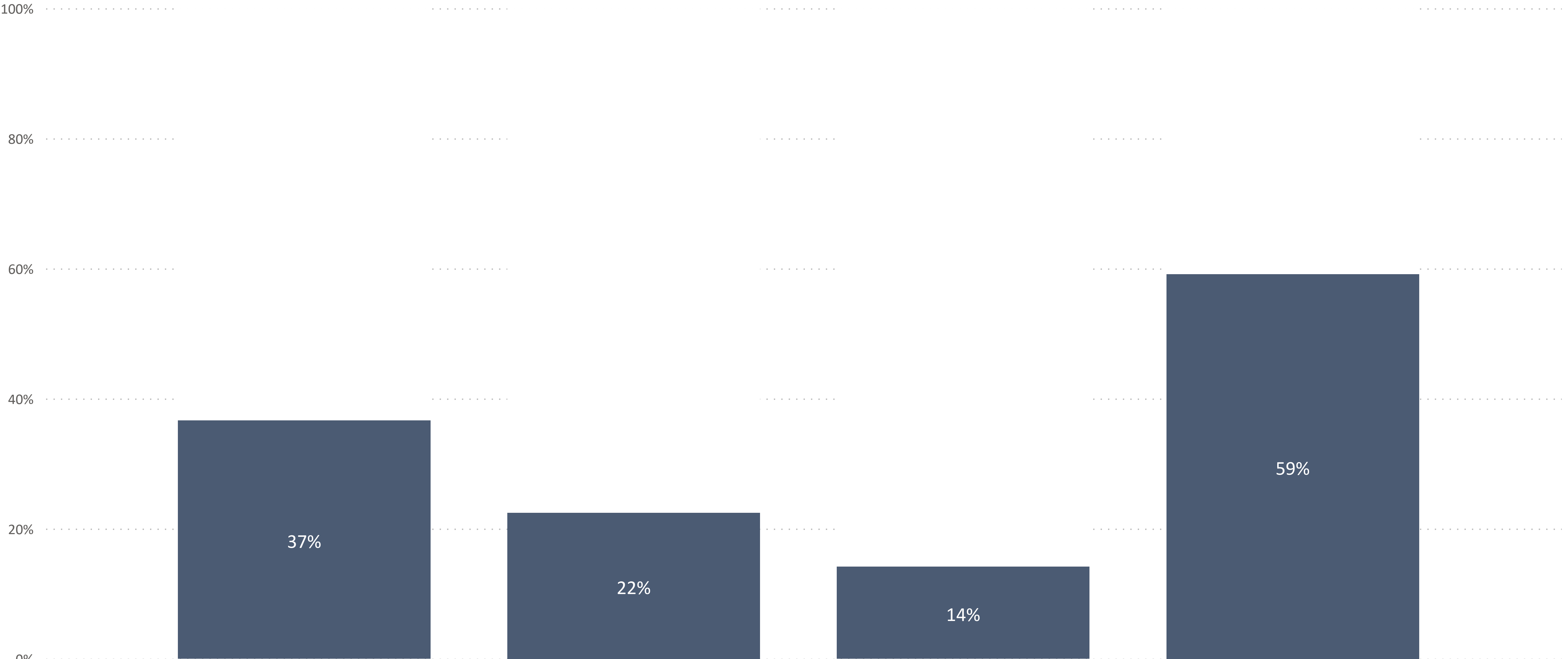
Alliance Code(s)
Alle

Sector
Alle

Organization Type
Alle

Company Size
Alle

Marketplace: Overview



Yes, our company encourages suppliers or vendors to advance performance on gender equality.

Yes, our company assesses the differential impacts on women and men when developing products and/or services.

Yes, our company does take proactive procurement steps to expand relationships with women-owned businesses in the value chain and when contracting vendors.

Yes, our company has an approach to responsible marketing that considers the portrayal of gender stereotypes.

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|--|--------|--|------------------|--|-------------------|--|--|
| Alle | Europe | 2021 | Alle | Alle | Alle | Alle | |
| Women-Owned Businesses | | Commitment | | Measurement | | Transparency | |
| <p>Yes, our company does take proactive procurement steps to expand relationships with women-owned businesses in the value chain and when contracting vendors.</p> | | <p>10%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that includes proactively sourcing from women-owned business</p> | | <p>Tracks percentage spend with women-owned businesses</p> | | <p>Reports publicly to company stakeholders on percentage spent with women-owned businesses</p> <p>Reports to the board on percentage spend with women-owned businesses</p> | |
| Implementation | | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>Has outreach initiatives to communicate procurement opportunities to women-owned businesses</p> <p>Participates in trade fairs that engage gender diverse suppliers</p> <p>Provides training to women to complete formal bid processes</p> <p>Sets procurement targets and/or goals for the amount and percentage spent with women-owned businesses</p> <p>Uses databases to identify women-owned businesses in the purchasing process</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>50%</p> <p>We are interested in learning more.</p> <p>14%</p> <p>We plan to take steps in the next year.</p> | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|---|--------|---|------------------|---|-------------------|---|--|
| Alle | Europe | 2021 | Alle | Alle | Alle | Alle | |
| Supplier Performance on Gender Equality | | Commitment | | Measurement | | Transparency | |
| <p>37%</p> <p>Yes, our company encourages suppliers or vendors to advance performance on gender equality.</p> | | <p>28%</p> <p>Has a supplier or vendor code of conduct that explicitly states support for gender equality</p> | | <p>14%</p> <p>Encourages suppliers to set and measure targets and benchmarks on gender equality</p> | | <p>16%</p> <p>Includes gender equality criteria in standard auditing protocols, supplier scorecards, or other supply chain management tools</p> <p>13%</p> <p>Includes gender-specific questions in supplier self-assessments</p> | |
| Implementation | | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>Encourages and works with suppliers to adopt policies and practices that support quality health and hygiene for both male and female workers</p> <p>Encourages suppliers and vendors to have a gender equality strategy or policy that addresses: nondiscrimination, equal pay for equal work, and health and safety of women workers</p> <p>Has robust due diligence or assessment processes for suppliers and vendors to ensure they are not causing or contributing to adverse human rights impacts, particularly for women and girls</p> <p>Incorporates gender equality expectations in supplier communications</p> <p>Offers independently, or as part of a business association, ongoing capacity building to suppliers and vendors to support continuous improvement on gender equality</p> <p>Undertakes due diligence or assessments to identify human trafficking in its supply chain</p> <p>Works with suppliers to develop a corrective action plan if gender equality risks or challenges arise</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>40%</p> <p>We are interested in learning more.</p> <p>14%</p> <p>We plan to take steps in the next year.</p> | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|--|--------|--|------------------|--|-------------------|---|--|
| Alle | Europe | 2021 | Alle | Alle | Alle | Alle | |
| Gender Responsible Marketing | | Commitment | | Measurement | | Transparency | |
| <p>59%</p> <p>Yes, our company has an approach to responsible marketing that considers the portrayal of gender stereotypes.</p> | | <p>27%</p> <p>Has a stand-alone responsible marketing policy or a commitment embedded in a broader corporate policy that addresses the portrayal of gender stereotypes</p> | | <p>18%</p> <p>Tracks the number of marketing complaints that relate to gender stereotyping or negative portrayals of women</p> | | <p>16%</p> <p>Communicates publicly to company stakeholders its commitment to not perpetuate gender stereotypes</p> <p>21%</p> <p>Communicates to the board its commitment to not perpetuate gender stereotypes</p> | |
| Implementation | | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>20%</p> <p>32%</p> <p>16%</p> <p>50%</p> <p>Consults with focus groups to ensure marketing approaches are not perpetuating gender stereotypes</p> <p>Has a marketing approach that seeks to challenge existing gender norms and promote positive images of women and girls</p> <p>Has a marketing strategy tailored to women as a customer segment</p> <p>Reviews marketing materials and tactics to protect against negative gender stereotypes</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>28%</p> <p>We are interested in learning more.</p> <p>9%</p> <p>We plan to take steps in the next year.</p> | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | | | | | |
|---|---|-----------------|--|---|--|---|-------------|--|--------------|--|--|
| <p>Alle</p> <p>22%</p> <p>Yes, our company assesses the differential impacts on women and men when developing products and/or services.</p> | <p>Europe</p> <p>15%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that ensures products and services are developed for the needs of both women and men consumers.</p> | <p>2021</p> | <p>Alle</p> <p>11%</p> <p>Tracks segmented customer data to understand women's spending patterns and needs</p> | <p>Alle</p> <p>Tracks the revenue and profit generated by women customers</p> | <p>Alle</p> <p>Communicates publicly to company stakeholders its commitment to ensure products and services are developed with needs of women and men in mind.</p> | <p>Alle</p> | | | | | |
| Product/Service Development with a Gender Lens | | | | | Commitment | | Measurement | | Transparency | | |
| Implementation | | | | | | % of companies without an approach, but... | | | | | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>16%</p> <p>Conducts market research on the specific product and/or service needs of women</p> <p>11%</p> <p>Considers gender differences in access to products and/or services and changes distribution models to accommodate these differences</p> <p>14%</p> <p>Consults stakeholders and focus groups to continuously improve design of products and services for women</p> <p>13%</p> <p>Develops products and/ or services that specifically target or meet the needs of women</p> | | | | | | <p>Some of our country offices or business units have taken steps.</p> <p>27%</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | | | | | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size |
|---|---|-----------------|---|--------|--|--------------|
| Alle | Europe | 2021 | Alle | Alle | Alle | Alle |
| Applying a Gender Lens to Community Relations | Commitment | | Measurement | | Transparency | |
| <p>36%</p> <p>Yes, our company takes action that specifically seeks to respect the rights of women and girls in the communities in which it operates.</p> | <p>25%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses respecting the rights of women and girls in the communities in which it operates</p> | | <p>11%</p> <p>Tracks stakeholder engagement and participation in community consultations disaggregated by sex</p> | | <p>Reports publicly to company stakeholders on the percentage of operations in local community engagement, impact assessments, and/or development programs (including reporting on the use of gender impact assessments and participat...</p> <p>Reports to the board on the percentage of operations with local community engagement, impact assessments, and/or development programs (including reporting on the use of gender impact assessments and participatory community c...</p> | |
| Implementation | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>13%</p> <p>Assesses differential impacts on men and women during human rights or social impact assessments</p> <p>24%</p> <p>Ensures equal participation of women and men in community consultations</p> <p>17%</p> <p>Has transparent community grievance and resolution mechanisms in place</p> <p>12%</p> <p>Provides gender-sensitive training to facilitators of community consultations</p> | | | | | <p>28%</p> <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | |

| Country | Region | Assessment Year | Alliance Code(s) | Sector | Organization Type | Company Size | |
|--|--------|--|------------------|--|-------------------|---|--|
| Alle | Europe | Alle | Alle | Alle | Alle | Alle | |
| CSR, Philanthropy, Advocacy, and Partnerships to Support Gender Equality | | | | | | | |
| <p>65%</p> <p>Yes, our company has an approach to embed gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships.</p> | | <p>43%</p> <p>Has a stand-alone policy or a commitment embedded in a broader corporate policy that addresses embedding gender in corporate social responsibility activities, philanthropy, public advocacy, and partnerships</p> | | <p>17%</p> <p>Has clear goals on the impacts it is seeking to achieve for women and girls when developing and implementing community projects</p> | | <p>12%</p> <p>Tracks the number of beneficiaries from community projects and initiatives, disaggregated by sex</p> | |
| | | | | <p>13%</p> <p>Reports publicly to company stakeholders the number of beneficiaries from community projects and initiatives, disaggregated by sex</p> | | <p>14%</p> <p>Reports to the board the number of beneficiaries from community projects and initiatives, disaggregated by sex</p> | |
| Implementation | | | | | | % of companies without an approach, but... | |
| <p>100%</p> <p>50%</p> <p>0%</p> <p>18%</p> <p>29%</p> <p>38%</p> <p>36%</p> <p>51%</p> <p>34%</p> <p>14%</p> <p>32%</p> <p>23%</p> <p>Advocates for the removal of legal barriers that restrict women's economic empowerment</p> <p>Consults with external stakeholders to understand the spectrum of opportunities to empower women and girls</p> <p>Joins public advocacy campaigns and or advocates in public forums for respecting and supporting the rights of women and girls</p> <p>Participates in multi-stakehold... platforms promoting the rights of women and girls</p> <p>Partners with local or global organizations or other companies on gender equality and women's empowerment</p> <p>Provides financial or pro-bono support for programmatic gender equality work at the global and/ or grassroots level</p> <p>Provides financial support and investment, or partners with banks and financial institutions, to provide credit and other financial servic...</p> <p>Provides financial support to civil society organizations at the global and/or grassroots level that are working to empower women and girls</p> <p>Provides training to build the capacity of women entrepreneurs</p> | | | | | | <p>24%</p> <p>Some of our country offices or business units have taken steps.</p> <p>We are interested in learning more.</p> <p>We plan to take steps in the next year.</p> | |