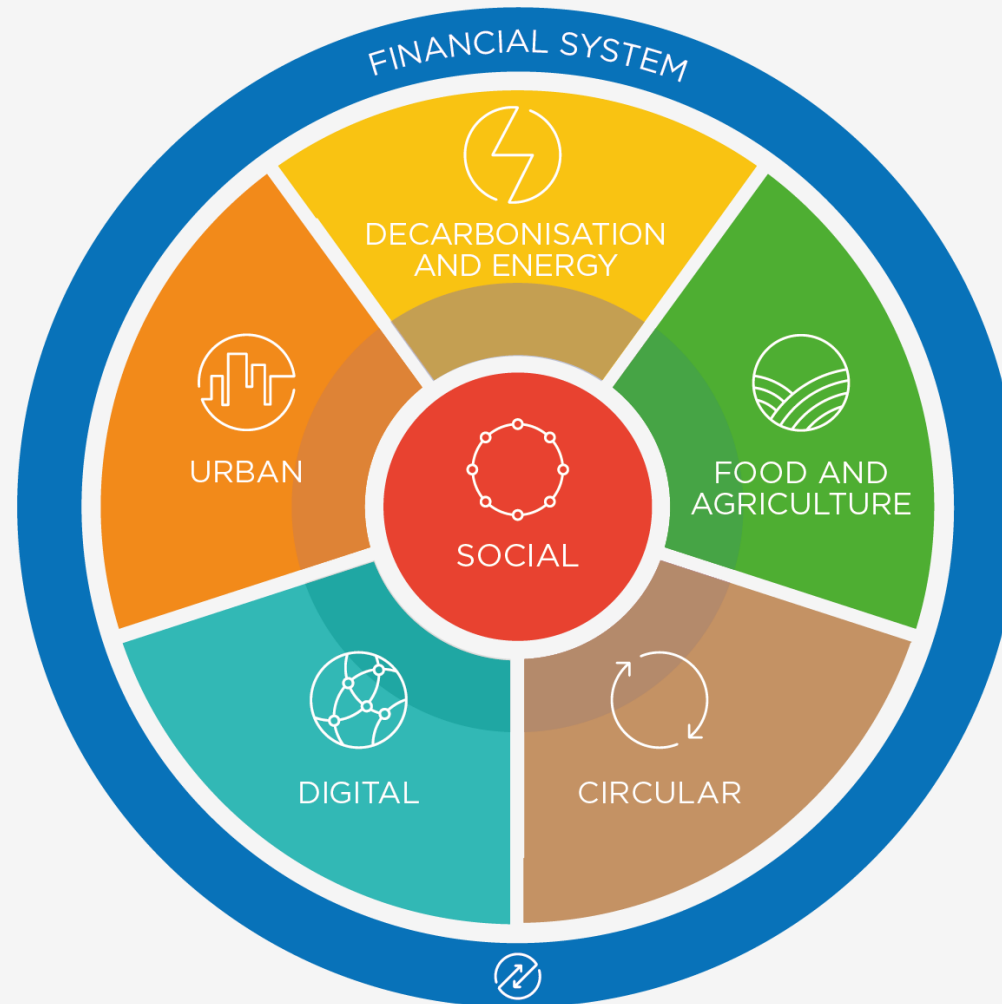




Gender Benchmark 2021

Transformational change



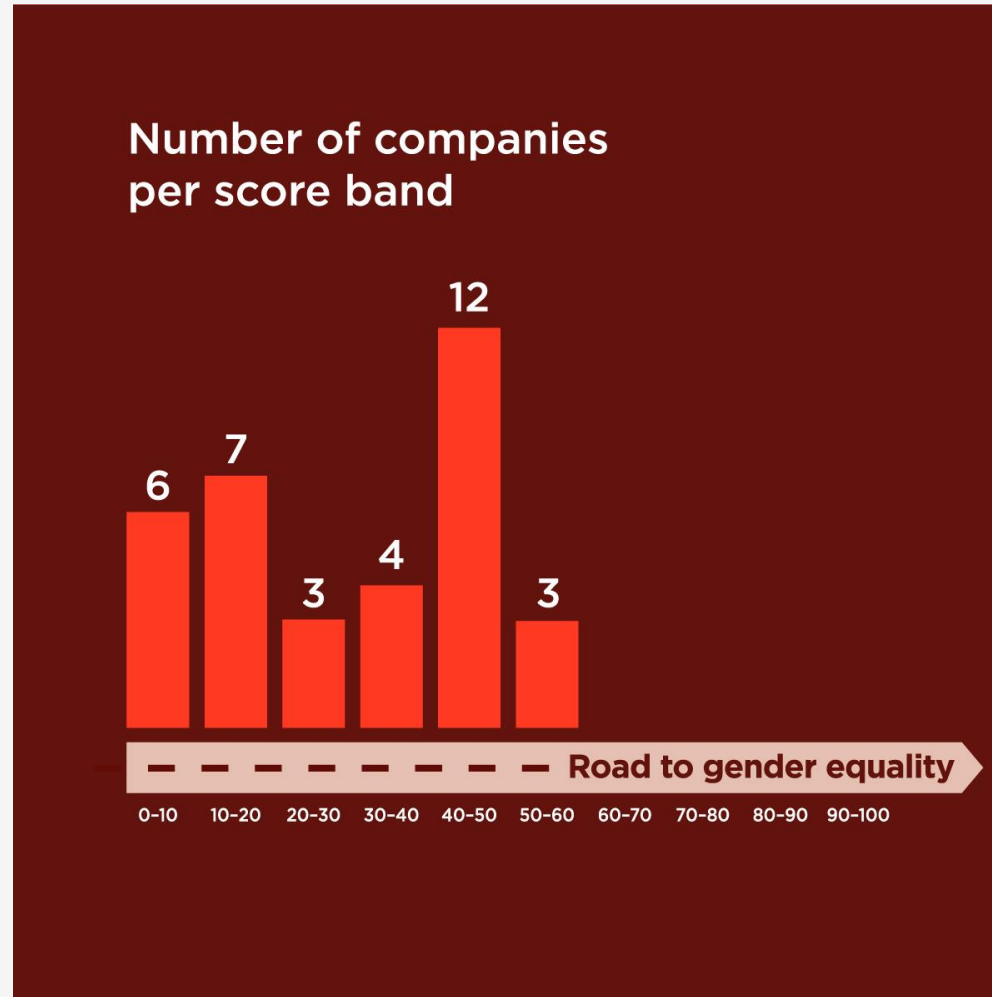
Ranking

Ranking	Company	Score out of 100	Engaged*
1	Gap	<div><div></div></div> 53.9	✓
1	VF Corporation	<div><div></div></div> 53.9	✓
3	Adidas	<div><div></div></div> 50.1	✓
4	Levi Strauss & Co.	<div><div></div></div> 47.3	✓
4	Target Corporation	<div><div></div></div> 47.3	✓
6	Industria de Diseño Textil (Inditex)	<div><div></div></div> 46.4	✓
7	PVH	<div><div></div></div> 45.6	✓
8	Nike	<div><div></div></div> 45.2	✓
9	Kering	<div><div></div></div> 44.6	✓
10	Aditya Birla Group	<div><div></div></div> 43.7	✓
11	Under Armour	<div><div></div></div> 43.3	✓
12	Ralph Lauren Corporation	<div><div></div></div> 41.8	
13	Marks & Spencer	<div><div></div></div> 41.2	✓
14	Abercrombie & Fitch	<div><div></div></div> 40.1	✓
14	Fast Retailing	<div><div></div></div> 40.1	✓
16	Associated British Foods (Primark)	<div><div></div></div> 36.1	✓
17	Hennes & Mauritz (H&M)	<div><div></div></div> 31.5	✓
18	Amazon	<div><div></div></div> 31.2	✓

Ranking	Company	Score out of 100	Engaged*
19	LVMH Moët Hennessy - Louis Vuitton	<div><div></div></div> 30.4	✓
20	Hanesbrands	<div><div></div></div> 28.1	✓
21	Walmart	<div><div></div></div> 24.1	✓
22	Lojas Renner	<div><div></div></div> 20.0	
23	Costco	<div><div></div></div> 19.4	
24	Decathlon	<div><div></div></div> 19.3	✓
25	American Eagle Outfitters	<div><div></div></div> 18.4	✓
26	Carter's	<div><div></div></div> 18.0	
27	L Brands	<div><div></div></div> 17.0	
28	The Foschini Group (TFG)	<div><div></div></div> 10.8	
29	Fung Group	<div><div></div></div> 10.5	✓
30	ANTA International Group Holdings	<div><div></div></div> 8.4	✓
31	Urban Outfitters	<div><div></div></div> 6.3	
32	Tailored Brands	<div><div></div></div> 6.1	
33	Heilan Group	<div><div></div></div> 0.0	
33	Souyute Group	<div><div></div></div> 0.0	
33	Zhejiang Semir Garment	<div><div></div></div> 0.0	

*Engaged with benchmarking process

Companies lack ambition to drive transformative change



Companies must do more to support women workers in their supply chain and address their employees' needs

Average score per value chain element

Community



57%

Supply chain



31%

Workplace



26%

Marketplace



29%

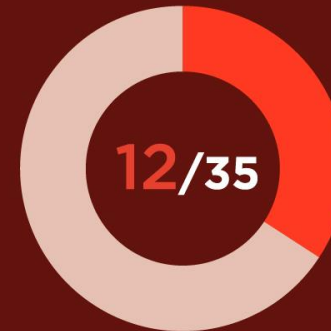
Companies are not ensuring women are prepared for another pandemic

Number of companies that provide the following to their employees

Childcare and other support

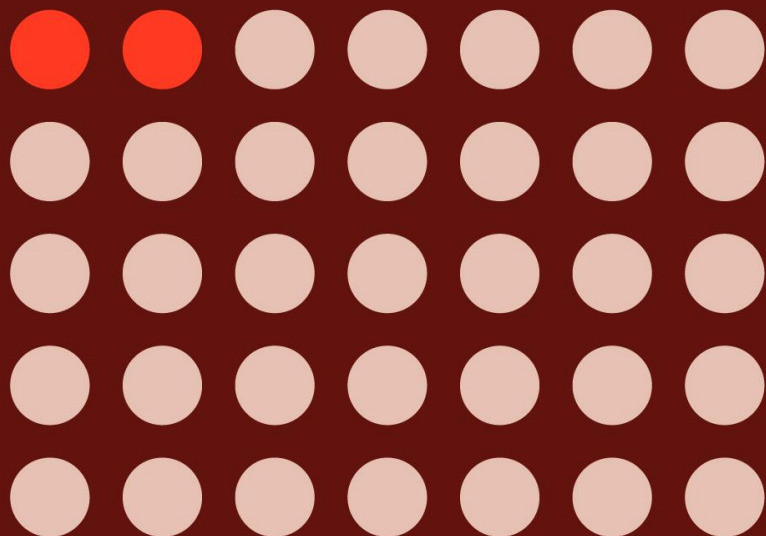


Flexible work locations and hours



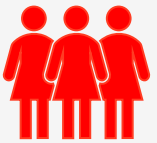
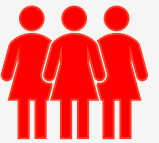
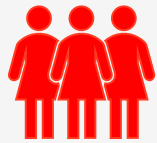
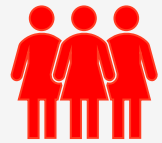
Gender data is still invisible

2 companies collect gender pay gap data across their operations globally



*“Not everything that is
faced can be changed.
But nothing can be
changed until it is faced”*
James Baldwin

Women's voices from the supply chain: A qualitative study with Good Business Lab



Better Practice Examples



Empower Women

Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life

Key Target: Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023

Create an inclusive environment where every individual is valued

Key Target: Expand unconscious bias training to the almost 40,000 PVH associates globally by 2023 and achieve gender parity in leadership positions by 2030

Remove barriers to advancement and create pathways to opportunity and choice for women in the PVH supply chain

Key Target: Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain by 2030

Better Practice Examples

INDITEX

Below is the wage gap by geographic area:

WAGE GAP- AGGREGATE PAY		
GEOGRAPHIC AREA	2019	2018
Spain	0.5%	1.0%
Europe excluding Spain	-0.6%	0.2%
Americas	3.6%	0.3%
Asia and rest of the world	-0.1%	0.0%
TOTAL	0.2%	0.8%

Better Practice Examples



Gap Inc. Announces
Landmark 2025 Goals to
Drive Women's
Empowerment in its Supply
Chain

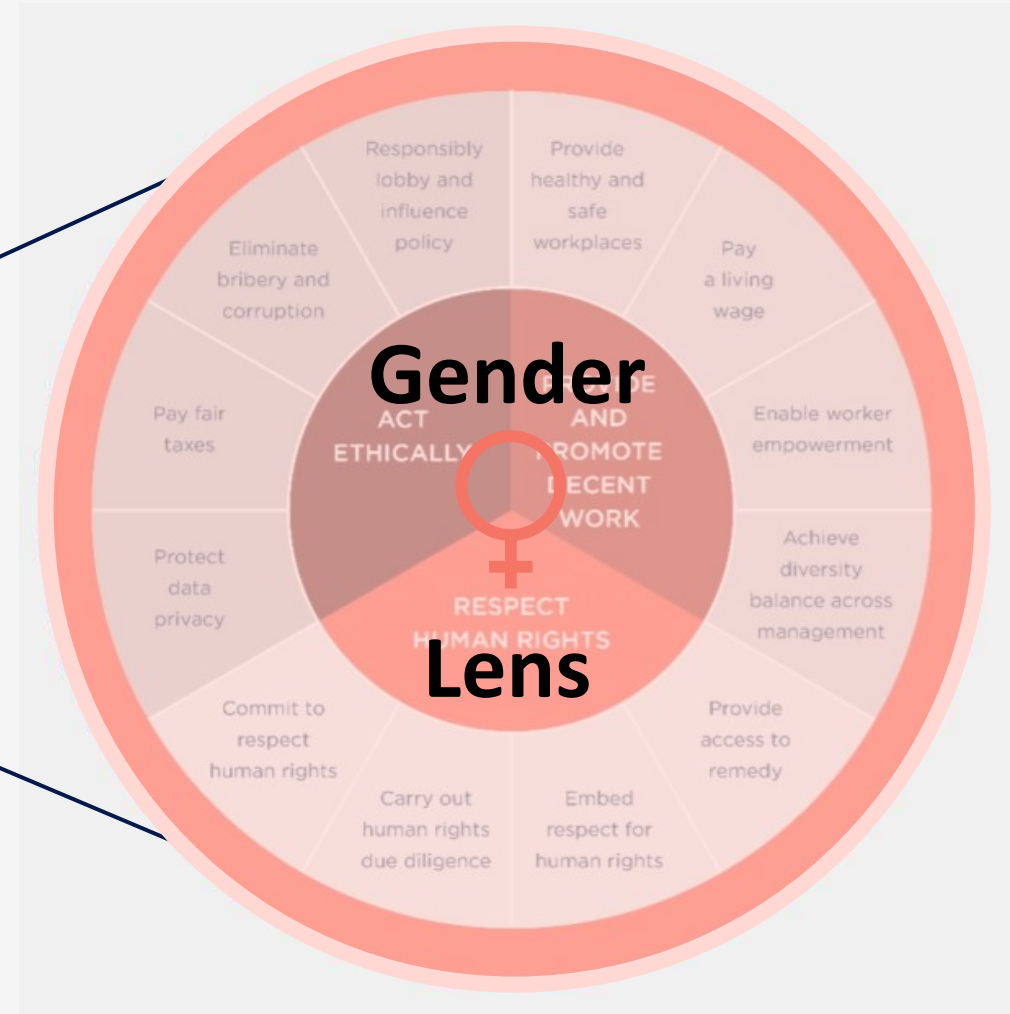
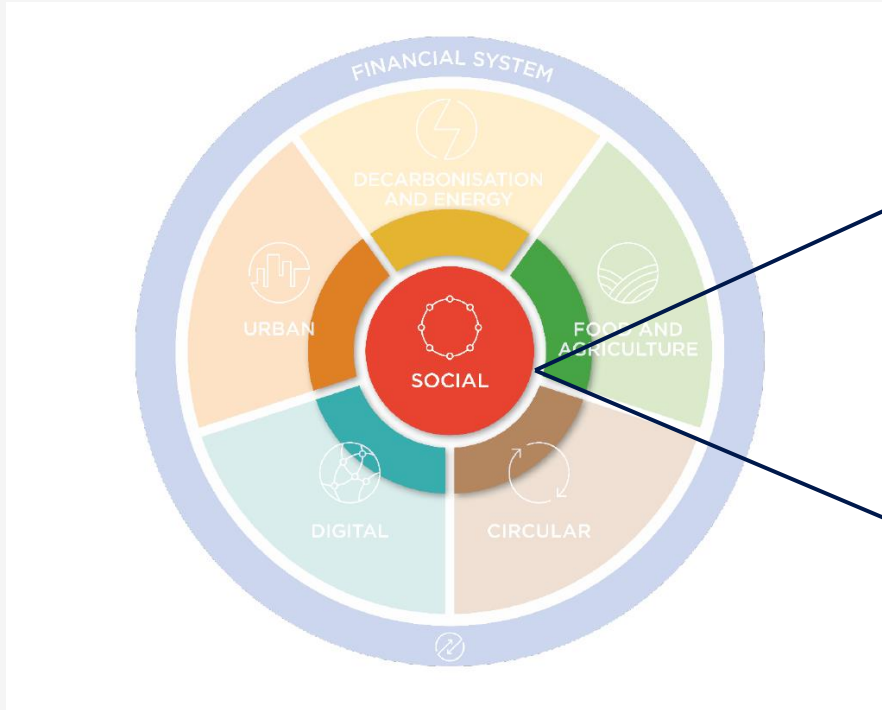
**EMPOWER
@WORK**



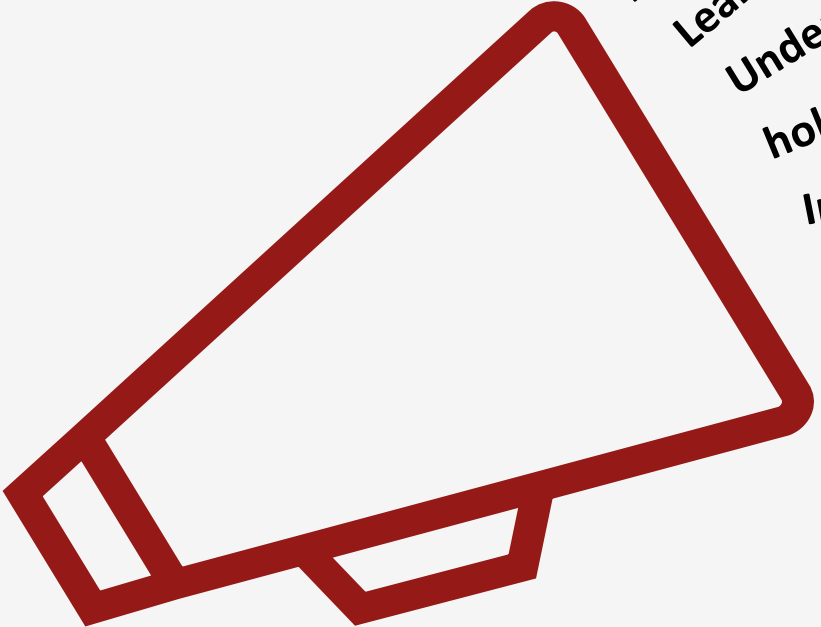
BSR[®] | HERproject[®]



What's next?



Call to Action for Companies



Roadmap to gender equality

Learn from your peers

Understand where there are gaps

holistic strategic approach across the entire value chain

Invest in data that is disaggregated by gender

Make ambitious commitments and set bold targets

Taking action that has positive impacts on women



**Action by each and every one of
us is critical in order to make the
invisible, visible**