



Gender Equality in Supply Chains

Action plan

Addressing the topic of gender equality is a key element of our human rights strategy, which outlines our commitment to ensuring safe and just working conditions, social standards and employment opportunities for those working in our supply chains. We have committed to publish an action plan with time-bound measures to promote gender equality:

1. We will update our purchasing policy for suppliers with a specific focus on fairness and equal opportunities in the supply chain. (2023)
2. We will raise the awareness of our buyers for a responsible purchasing practice including the topic of non-discrimination. (2023)
3. We will integrate the topic of Non-Discrimination and Gender equality in our annual risk analysis. (2023)
4. We will publish gender specific data for three high risk supply chains. (2023)
5. We will publish the gender pay gap of one high risk supply chain. (2023)
6. We will develop a program for scholarships and inform on vocational training and professional opportunities in selected high risk supply chains. (2024)
7. We will support female workers in selected high-risk supply chains with protecting their health. (2024)
8. We will support the access to effective, gender sensitive grievance mechanisms for female and male workers in our high-risk supply chains. (2024)
9. We will publish a plan outlining our approach to tackling gender-based violence in accordance with ILO convention 190. (2023)