



Gender Equality in Supply Chains

Action plan

Gender equality is a crucial pillar of our human rights strategy outlining our overall commitment to ensuring safe and just working conditions, social standards and employment opportunities for those working in our supply chains.

We have committed to publishing 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 train our buyers on responsible purchasing practices, including the topic of non-discrimination (2023).
3. We will integrate the topic of non-discrimination and gender equality into 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 scholarship program and highlight vocational training/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 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).