



# Plan to reduce gender-based violence and oppression in our supply chains

**Through our commitment to gender equality in the supply chain, we are contributing to the strategic focus topic of "Acting fairly". Acting fairly means, among other things, ensuring fair labour and social standards as well as fair employment opportunities for the people in our supply chains. In this context, we have committed to drawing up an action plan to minimise gender-specific violence and forms of oppression in accordance with ILO Convention 190:**

1. We include gender-based violence in our annual risk analysis. (Until end of FY 2024)
2. We are revising our guidelines for suppliers with a special focus on gender-based violence in the supply chain. (As of FY 2024)
3. We are raising awareness among our buyers of responsible purchasing practices, including the issue of gender-based violence. (Until end of FY 2024)
4. We support programmes to promote educational and professional opportunities in selected high-risk supply chains, with a special focus on girls and women. (As of FY 2024)
5. We support female and male workers in selected high-risk supply chains in protecting their health. (As of FY 2024)
6. We are ensuring access to gender-sensitive grievance mechanisms in high-risk supply chains. (Until end of FY 2025)
7. We support increasing the proportion of women in trade unions and raising awareness of issues of gender-based violence and forms of oppression. (Until end of FY 2024)
8. We report annually on our progress and share our experiences in multi-stakeholder initiatives. (Ongoing)