



**INVESTOR ALLIANCE  
FOR HUMAN RIGHTS**  
AN INITIATIVE OF ICCR



**World  
Benchmarking  
Alliance**

# **WBA's Human Rights and Gender Investor Guidance: A Tool for Stewardship Activities**

May 14, 2024  
11am – 12pm EST

# Panelists:



INVESTOR ALLIANCE  
FOR HUMAN RIGHTS  
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**Talya Swissa**  
Engagement Manager,  
Social Transformation,  
World Benchmarking  
Alliance



**Benjamin Chekroun**  
ESG Analyst,  
Human Rights and Ethics,  
CANDRIAM



**Amy Orr**  
Director of Shareholder  
Engagement,  
Boston Common Asset  
Management



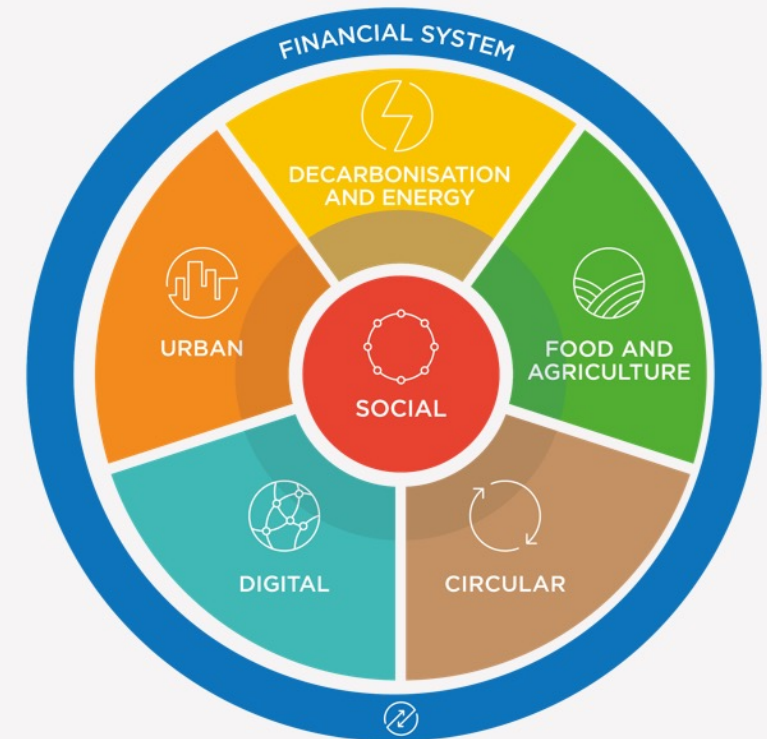
**The World Benchmarking Alliance  
Human Rights and Gender  
2024  
Investor Guidance**

# Benchmarking for a better world

The World Benchmarking Alliance (WBA) is a global organization that develops free and publicly available benchmarks that measure and compare company performance on the **Sustainable Development Goals (SDGs)** and the **Paris Agreement**.

WBA has identified **seven systems transformations** that will be needed to achieve the SDGs by 2030, recognizing the interconnected and interdependent nature of the SDGs.

Following the SDG's "leave no one behind" principle, the **social transformation** sits at the heart of our model.

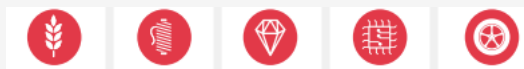


# Social Transformation: Three benchmarks



Spotlight benchmark:  
**Corporate Human Rights  
Benchmark**  
Depth

- Deep-dive into high-risk sectors
- Getting closer to performance
- Sector-specific
- 230 companies



**Social Benchmark**  
Scale

- Brings together data from Core Social Indicators embedded in all transformations
- Looking at "the fundamentals"
- Sector-agnostic
- 2,000 companies



Spotlight benchmark:  
**Gender Benchmark**  
Depth

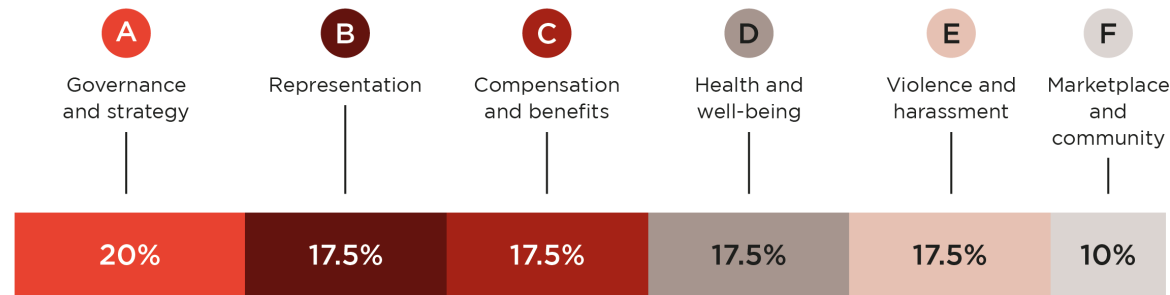
- Deep-dive into high-risk sectors
- Whole value chain approach
- Sector-specific
- 112 companies



# Two people-centered benchmarks

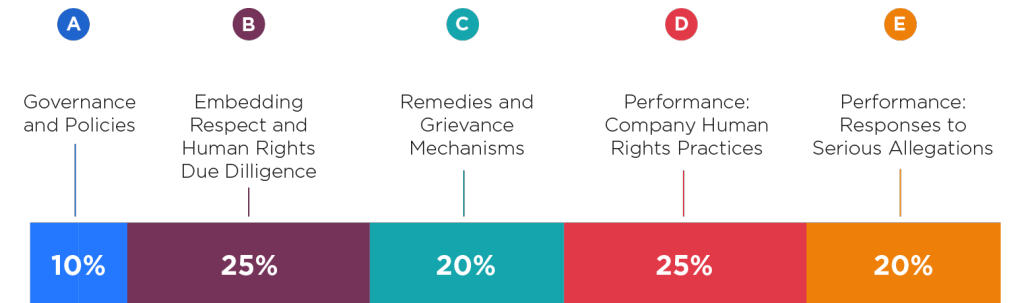
## 2023 Gender Benchmark

- Ranking **112** of the largest apparel and food and agriculture companies
  - 2<sup>nd</sup> iteration for apparel
  - 1<sup>st</sup> iteration for food and agriculture
- Additionally, we assessed **1,006** companies across 10 sectors on a sub-set of the methodology to provide a broader state of play of corporate commitments and performance on gender equality



## 2023 Corporate Human Rights Benchmark

- Ranking **110** of the largest apparel and extractive companies, both for the 5<sup>th</sup> time
- In 2022, we assessed 127 companies in three additional sectors:
  - Food and agriculture
  - ICT manufacturing
  - Automotive manufacturing



# Resources

## Scorecards and rankings



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Corporate Human Rights Benchmark

Ranking Companies Methodology About

< See total ranking

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2022

# PepsiCo

Agricultural workers often comprise of groups considered to be vulnerable, including women and migrants. Situations of forced labour and illegal land grabbing are common issues of concern. The industry employs approximately one-third of the world's workforce and can therefore play a key role in building a fairer and more sustainable world.

### Summary

Overall, the food and agricultural products sector performs better than the other two sectors in this year's benchmark. It has the highest maximum score (50.3%) and average score (20.0%) overall. The sector also has the highest average score for every measurement area and represents six of the top ten companies. Only Kweichow Moutai scores zero across all indicators.

Despite this relatively good performance, more than half of the companies in this sector still score below 20% overall and average scores per theme do not exceed 26% (theme B) of the maximum potential score.

TOTAL SCORE  
**40.1**/100

ASSESSMENT NOTE  
WBA revised the CHRb's methodology in 2021. The standard was raised, and so in some cases scores are therefore lower this year.

MEASUREMENT THEME	SCORE
Governance and policy commitments	6.4 /10
Embedding respect and human rights due diligence	16.2 /25
Remedies and grievance mechanisms	9.0 /20

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Ranking Companies Methodology About

2022

# Total ranking

FILTER BY SECTOR

- All industries
- Automotive Manufacturing
- Food and agricultural products
- ICT Manufacturing

127 companies in the food and agriculture, ICT and automotive manufacturing sectors were assessed on their human rights performance. The average score overall was 17.3%. Only one company scored above 50%, and 104 companies (82%) still score below 30%.

All regions

50-60%	1 companies
1	Unilever Food and agricultural products 50.3
40-50% 3 companies	
2	Wilmar International Food and agricultural products 43.5
3	Woolworths Group Food and agricultural products 42.1
4	PepsiCo Food and agricultural products 40.1

# Resources

## Reports and datasets



2023 GENDER BENCHMARK DATA SET							Strategic action		Gender targets				
WBA_ID	Company-name	ISIN	SEDOL Code	Region	Industry	Total	A01.EA The company made a public commitment to gender equality and women's empowerment (e.g. signatory to the UN Women's Empowerment Principles, or having made another public commitment at CEO level).	A01.EB The company has a gender strategy or has integrated gender equality and women's empowerment into its business strategy.	A02.EA The company discloses one or more time-bound targets on gender equality and women's empowerment with regard to its workplace.	A02.EB The company track progress against its workplace targets.	A02.EC The company discloses one or more time-bound targets on gender equality and women's empowerment with regard to its supply chain.	A02.ED The company tracks progress against its supply chain targets.	
4	PT_00007	Abercrombie & Fitch	US0028962076	2004185	North America	Apparel	31.2	0	0	0	0.5	0.5	
5	PT_00022	Adidas	DE000A1EWWWO	4031976	Europe & Central Asia	Apparel	30.8	1	1	0	0	0	
6	PT_02257	Aditya Birla Fashion and Retail	INE647001011	886PGH3	South Asia	Apparel	29.3	0	0	0	0	0	
7	PT_00031	Aeon	JP3388200002	6480048	East Asia & Pacific	Apparel	18.1	0	0	0.5	0.5	0	
8	PT_00047	Ahold Delhaize	NL0011794037	BD0Q398	Europe & Central Asia	Agricultural Products	24.5	1	1	0	0	0	
9	PT_00071	Alimentation Couche-Tard	CA01626P4033		North America	Agricultural Products	7.4	0	0	0.5	0.5	0	
10	PT_00081	Amazon	US0231351067	2000019	North America	Apparel	37	1	0	0.5	0	0	
11	PT_00089	American Eagle Outfitters	US02553E1064	2048592	North America	Apparel	23.4	0	0	0	0	0	
12	PT_00110	Anheuser-Busch InBev	BE0974293251	BYYHL23	Europe & Central Asia	Agricultural Products	32.9	1	0	0	0	0	
13	PT_00117	ANTA International Group Holdings			East Asia & Pacific	Apparel	16.3	0	0	0.5	0.5	0	
14	PT_00131	Archer Daniels Midland	US0394831020	2047317	North America	Agricultural Products	13.9	0	0	0.5	0.5	0	
15	PT_00138	Asahi Group	JP3116000005	6054409	East Asia & Pacific	Agricultural Products	15.2	1	0	0.5	0.5	0	
16	PT_00150	Associated British Foods	GB0006731235	673123	Europe & Central Asia	Apparel	17.6	0	0	0	0.5	0.5	
17	PT_00274	BRF	BRBRFSACNOR8	2036995	Latin America & Caribbean	Agricultural Products	19.3	0	0	0.5	0.5	0	
18	PT_02164	Brown-Forman	US1156372096	2146838	North America	Agricultural Products	17.1	0	0	0.5	0.5	0	
19	PT_00288	Burberry	GB0031743007	3174300	Europe & Central Asia	Apparel	34.2	1	0	0	0	0	
20	PT_00315	Capri Holdings	VGG1890L1076	8J1N1M9	Europe & Central Asia	Apparel	26.3	1	1	0	0	0	
21	PT_00318	Carlsberg	DK0010181759	4169219	Europe & Central Asia	Agricultural Products	22.5	0	0	0.5	0.5	0	
22	PT_00321	Carrefour	FR0000120172	5641567	Europe & Central Asia	Agricultural Products	18.8	1	0	0.5	0.5	0	
23	PT_00322	Carter's	US1462291097	2980939	North America	Apparel	18.3	0	0	0	0	0	
24	PT_00450	Coles Group	AU0000303678	BYWRT05	East Asia & Pacific	Agricultural Products	40	1	0	0.5	0.5	0	
25	PT_00453	Columbia Sportswear	US1985161066	2229126	North America	Apparel	22.3	0	0	0	0.5	0.5	
26	PT_00465	Compass Group	GB00B06K4575	BD6K457	Europe & Central Asia	Agricultural Products	18.3	1	0	0	0	0	
27	PT_00467	Conagra Brands	US2058871029	2215460	North America	Agricultural Products	14.3	0	0	0.5	0.5	0	
28	PT_00471	Constellation Brands	US21036P1084	2170473	North America	Agricultural Products	24.4	0	0	0.5	0.5	0	
29	PT_00482	Costco Wholesale	US22160K1051	2701271	North America	Apparel	13.1	0	0	0	0	0	
30	PT_00523	Danone	FR0000120644	81Y9TB3	Europe & Central Asia	Agricultural Products	33.1	1	0	0.5	0.5	0	
31	PT_00532	Decathlon			Europe & Central Asia	Apparel	15.5	0	0	0.5	0.5	0	
32	PT_00552	Diageo	GB0002374006	237400	Europe & Central Asia	Agricultural Products	44.1	1	1	0.5	0.5	0.5	
33	PT_02408	Falabella	CLP3880F1085	2771672	Latin America & Caribbean	Apparel	38.4	0	0	0.5	0.5	0	
34	PT_00666	Fast Retailing	JP3802300008	6332439	East Asia & Pacific	Apparel	41.5	0	1	0.5	0.5	0.5	
35	PT_01523	Ferragamo	IT0004712375	B5VZ053	Europe & Central Asia	Apparel	14.9	1	0	0	0	0	
36	PT_00704	Foot Locker	US3448491049	2980906	North America	Apparel	8.7	0	0	0	0	0	





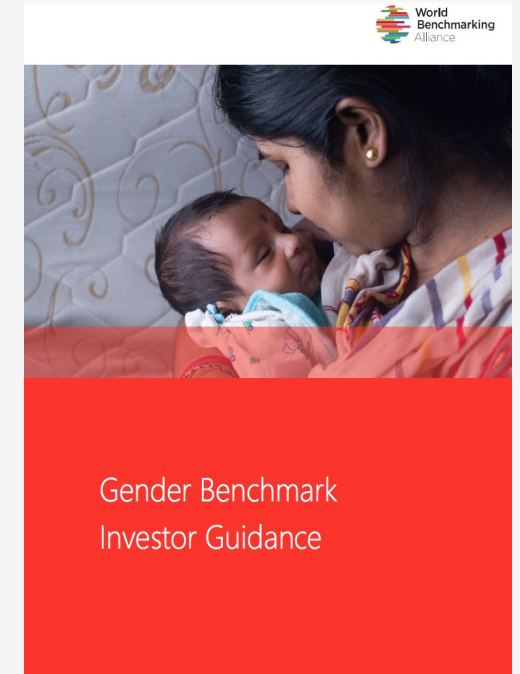
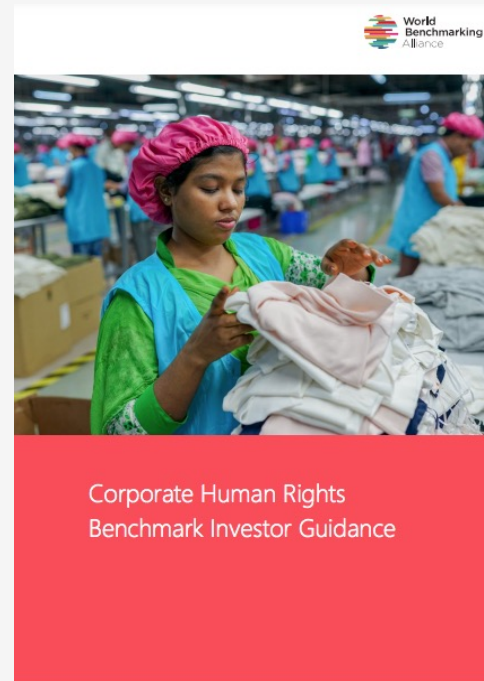
# Investor Guidance Documents

## What does it include?

- ❖ Based on our CHRB and Gender benchmarks results
- ❖ Translated our 5 key findings into assessment questions

## How to use the Guidance:

- ❖ Under each key finding are a **series of assessment questions** investors can use in their stewardship activities
- ❖ Examples from our **leading practices** excel sheet can be used in conjunction with the guidance documents to inform users about what good disclosure looks like.



# The CHRB Investor Guidance

## Key finding: Most companies fail to include rightsholders in their human rights due diligence processes

**Rationale:** Conducting HRDD enables companies to identify and understand their actual and potential impacts on people and take action to mitigate these. As this process is fundamentally about impacts on people, it is crucial that those who are or might be affected are consulted. Companies that fail to gather the perspectives and concerns of rightsholders on issues that affect them often encounter barriers in understanding local contexts and identifying hidden risks and key considerations for mitigating specific risks. While 60% of companies assessed are undertaking at least part of an HRDD process, consulting rightsholders remains a critical gap. Only 27% of companies disclose evidence of engaging rightsholders throughout the HRDD process. This means that more than half (55%) of the HRDD processes assessed did not include any disclosure of consultation with rightsholders. The absence of input from and perspectives of those directly impacted in HRDD processes raises questions about the effectiveness and value of these processes and their outcomes.

## Key questions to ask companies

- How does the company communicate to rightsholders about human rights impacts raised by them or on their behalf? Can the company share examples and learnings?
- Can the company provide specific examples of engagement with rightsholders or their legitimate representatives (i.e. civil-society organisations, workers organisations etc.)?
- How does the company involve relevant rightsholders as part of its process to identify and assess human rights risks?
- How does the company involve relevant rightsholders in decisions about actions to take in response to its salient human rights issues?
  - How does the company involve relevant rightsholders in its evaluation(s) of the effectiveness of actions taken as part of HRDD?

Corresponding indicators: B.2.1 / B.2.2 / B.2.3 / B.2.4 / B.2.5 (*human rights due diligence*) and B.1.8 (*engaging with stakeholders*).

- ❖ Assessment questions are based on findings from our 2022 and 2023 CHRB iterations (covering 230 companies in 5 high risk sectors)
- ❖ A section on sector specific risks & assessment questions
- ❖ Leading practice document embedded

# The Gender Investor Guidance

## Key finding four: Most companies publicly prohibit violence and harassment in their workplaces, yet very few take steps to prevent and remediate it

**Rationale:** Our results revealed that while 66% of the 1,006 companies have publicly available policies that prohibit violence and harassment at work, only 4% of them disclose details about their remediation processes. In our deep-dive assessment of companies within the apparel and food and agriculture sectors, we see that 67% of the 112 companies require their suppliers to have a publicly available violence and harassment policy that covers their workers. However, only 6% of the 112 companies require their suppliers to make their policy available in multiple languages and only 10% of 112 companies require their suppliers to provide trainings to their managers and workers. Reporting and remediation procedures implemented by companies need to take a comprehensive approach.

### Key questions to ask companies

#### Violence and harassment prevention in the workplace

- Do you have publicly available policies in place regarding violence and harassment in the workplace?
- Do you provide training on violence and harassment to your employees?

#### Violence and harassment remediation in the workplace

- Do you have a remediation process for addressing violence and harassment grievances in the workplace?
- Do you collect, analyse and monitor sex-disaggregated data on the remediation of violence and harassment grievances?

#### Violence and harassment prevention in the supply chain

- Do you require your suppliers to have a violence and harassment policy that covers their workers?
- Do you require that the policy be made available by the supplier in one or more local language(s)?
- Do you require your suppliers to provide training on violence and harassment to their managers and workers?

- ❖ Assessment questions are based on combined findings from our 2023 Gender Benchmark (112 companies in 2 sectors) and Gender Assessment (1000+ companies in 10 sectors)
- ❖ Leading practice document embedded

# Leading practices



## Information included in the leading practice document:

- Topic & indicator number (e.g: B.2.1- identifying human rights risks),
- Company name,
- Sector,
- Reasoning: why the company met the indicator requirements & link to relevant disclosure.

## How to use the document:

- Corresponding indicator numbers are available under assessment questions
- Filter the excel per company/sector/topic & indicator

# How to get involved

- Participate in the Investor Alliance's **CHRB coordinated corporate engagement**.
- Join WBA's Gender Collective Impact Coalition (CIC), is a **time-bound** coalition of global **multi-stakeholders who have influence over companies**, with WBA Allies at its core.

