



Promoting fair remuneration regardless of gender in our supply chains

With 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 publishing an action plan to measure and reduce the gender pay gap in our supply chains with time-bound targets:

1. We include the gender pay gap in our annual risk analysis. (As of FY 2024)
2. We identify 3 high-risk supply chains and calculate the baseline for gender pay gaps. (As of FY 2024)
3. We revise our guidelines for suppliers with a specific focus on fair pay and equal opportunities in the supply chain. (Until end of FY 2024)
4. We raise the awareness of our buyers to responsible purchasing practices, including the gender pay gap. (As of FY GJ 2024)
5. Based on the data collection, we work with expert organizations to identify suitable measures to reduce the gender pay gap in high-risk supply chains. (As of FY 2024)
6. We support female and male workers in selected high-risk supply chains in gaining access to a social security system. (Until end of FY 2024)
7. We ensure access to gender-sensitive grievance mechanisms in high-risk supply chains. (Until end of FY 2024)
8. We support programmes to promote educational and professional opportunities in selected high-risk supply chains, with a special focus on girls and women. (Until end of FY 2025)
9. We report annually on our progress and share our experiences in multi-stakeholder initiatives. (Ongoing)