

# 3.4.

## Acknowledgements

GRI 103-2

**The relationship with trade unions, NGOs, governments and other civil organisations is key to implementing our sustainable business model throughout the value chain. The recognition from some of these organisations of our work in 2021 is an incentive to continue making progress.**



The Ethical Fashion Report by Baptist World Aid Australia ranked Inditex among the leaders in sustainability and labour rights in the supply chain. The report analyses 420 brands from 98 companies, including all eight of the Group's brands. All of them received an A rating.



Inditex was included by Bloomberg in its 2022 Gender Equality Index (GEI) for the third year running. This index analyses companies' commitment to gender equality on the basis of five pillars: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand. The list comprises 418 corporations of 45 countries and regions worldwide and across 50 different sectors.



For the fifth year running, in 2021 CDP has awarded our initiatives to fight climate change, our leadership in disclosing information and our performance in this area with an A- rating.



The Global 100 Most Sustainable Corporations, in which Inditex has been included for the fourth consecutive year, evaluates the economic, environmental, social and governance indicators of more than 7,000 global companies and ranks Inditex 73rd in the general index and 2nd, once again, in its sector.



In 2021, Inditex scored 75/100 in S&P's Global Corporate Sustainability Assessment (score date: 12 November 2021). As a result, Inditex scored in the 98<sup>th</sup> percentile in the retail sector. With regard to the environment, Inditex was awarded a score of 94/100, i.e., in the highest percentile (100).

### FINANCIAL TIMES

For the second time, in 2021 the Financial Times Diversity Leaders included Inditex in its list of European companies recognised by its employees for achieving full inclusion at the workplace.

The Financial Times also includes the Group in its list of Europe's Climate Leaders 2021, which features the 300 companies that have managed to reduce their greenhouse gas emissions the most.

### Forbes

For a number of editions now, Inditex has been included in the Forbes Global 2000 list, which selects 2,000 leading global companies based on four indicators: sales, utilities, assets and market value.



### FTSE4Good

For the third consecutive year, in 2021 the FTSE-4Good sustainability index awarded Inditex a score of 4.9 out of 5. This sustainability stock index includes the global companies with the strongest sustainability commitment, and evaluates their environmental, social and corporate governance practices.



In 2021, for the tenth consecutive year, Inditex claimed the top spot in the ranking of Companies with the Best Reputation in Spain. It also achieved first place again in the Merco Responsibility and Corporate Governance ranking.



### Global Diversity & Inclusion Index

In 2021, Inditex was ranked 66 in Refinitiv's Global Diversity & Inclusion Index, which identifies companies from all over the world that are ground-breakers in diversity and inclusion. This year the Group's efforts to promote the values of diversity and inclusion were again recognised by Refinitiv, which included Inditex in its Top 100 Diversity and Inclusive Companies, based on the examination of policies and practices at more than 8,500 companies.



### Most Attractive Employers

Universum Most Attractive Employers identifies the 100 best companies to work for based on polls of university students. In 2021, Inditex again featured among Spanish business students' favourite companies.



By means of its Gender Benchmark Report 2021, practices in connection with equality and empowerment of women were analysed at the 35 most influential companies in the retail sector. The research, which ranked Inditex in sixth position, is based on information published by the companies themselves, and highlights their leadership and commitment to SDG 5 (Gender equality).



### Most Innovative Companies

The consultancy firm selects the 50 most innovative companies in the world, which includes three retailers, and ranks Inditex 41st. According to BCG, the covid-19 pandemic has shown the importance of these companies' commitment and level of preparation, as well as their excellence in innovation.



Inditex has obtained the Terra Carta Seal, a seal that recognizes global companies that drive innovation and demonstrates their commitment to creating genuinely sustainable markets. Inditex is one of 45 companies worldwide recognized with this distinction. The Terra Carta is a personal initiative of His Royal Highness The Prince of Wales' Sustainable Markets Initiative with the aim of accelerating the transition to a sustainable economy.