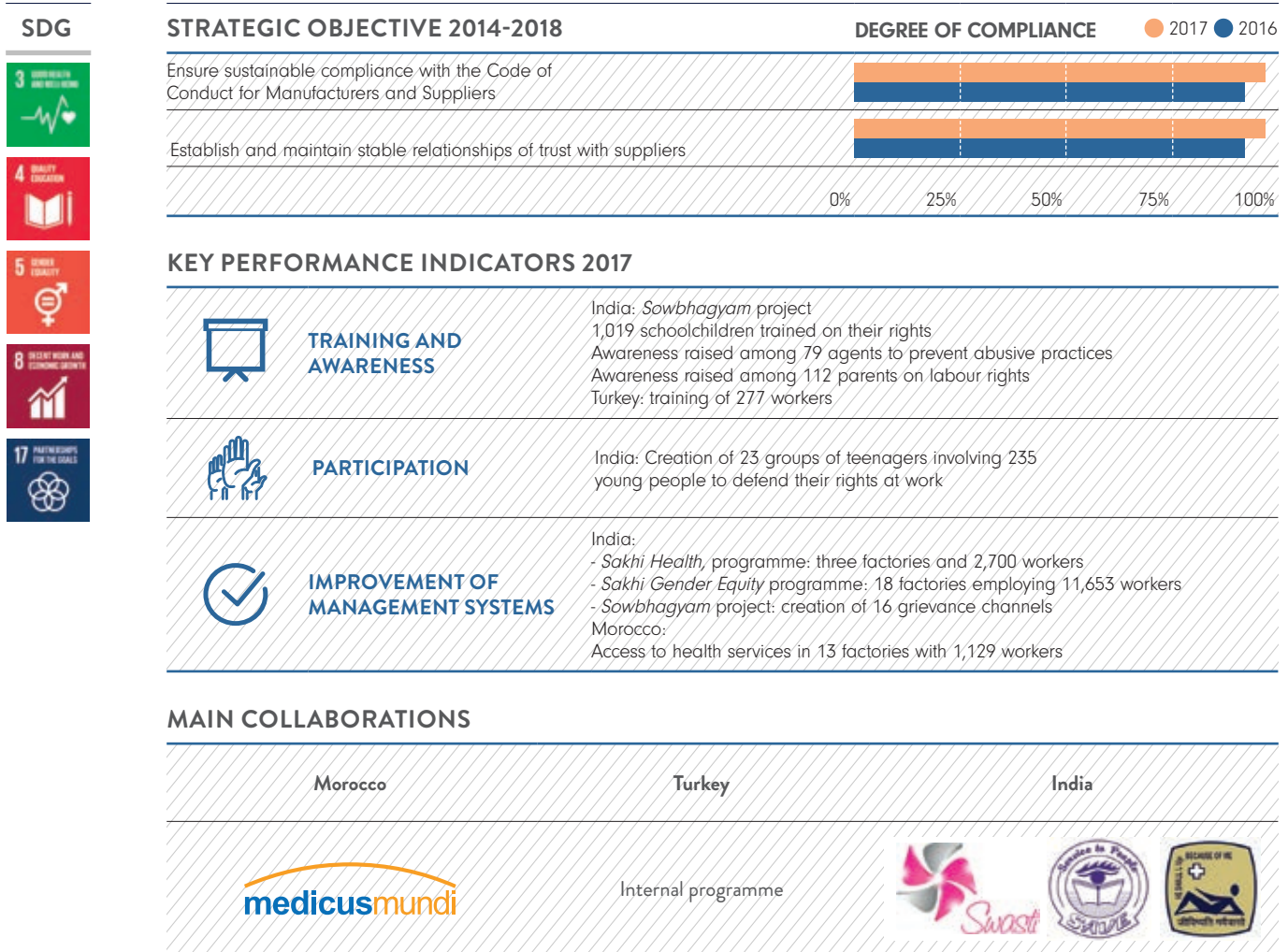


WOMEN EMPOWERMENT

Guaranteeing equality for women and empowering them within the supply chain



We work to ensure that all of the women in our supply chain can enjoy the best conditions and the same opportunities as men

We are fully aware of the importance of women in our supply chain, thus we want to take further steps towards gender equality and women empowerment. The textile industry is a pillar of the economy in many of the countries where we operate, and women occupy the majority of jobs at all stages of production.

Based on SDG 5, which is dedicated to gender equality and the empowerment of women and girls, and building on the work already developed within the framework of the Strategic Plan for a Stable and Sustainable Supply Chain 2014-2018, in 2017 we approved a *Women Empowerment Strategy in the Supply Chain* which has three main pillars: health, protection and empowerment.

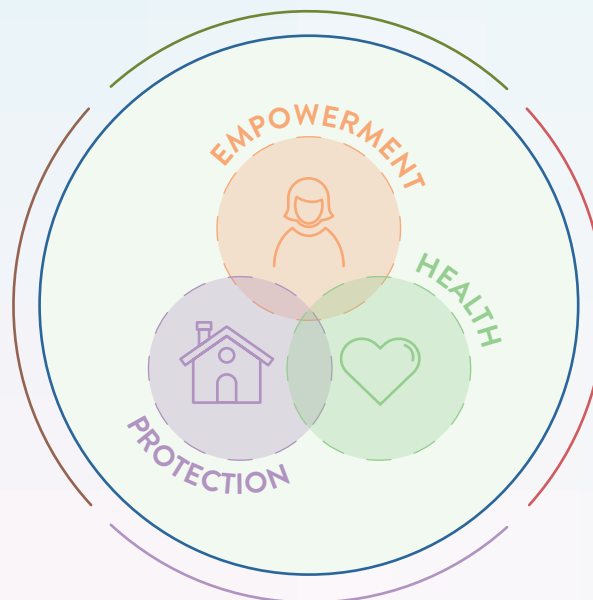


Facilities at one of our suppliers in Portugal

WOMEN EMPOWERMENT STRATEGY IN THE SUPPLY CHAIN

SDG 5
Achieve gender equality and empower all women and girls

Policy
Code of Conduct from a gender perspective



Specific programmes
Collaboration with stakeholders

Due diligence
Compliance Programme

The women empowerment strategy is developed using continual improvement tools complemented by a gender perspective that makes it possible to impact sensitive issues affecting women and develop specific actions and practices related to gender. To this end we develop programmes to eradicate gender inequity and strengthen

the empowerment of women, creating partnerships around the three pillars that make up this strategy. In order to make sure that this strategy is viable, the programmes must take into account the social and cultural context women live and work in, and for this reason we develop specific actions for the different countries where we operate.



HEALTH

Guaranteeing access to health services and promoting women's health, in particular reproductive health and feminine hygiene.



PROGRAMME WITH MEDICUS MUNDI

In 2014 we initiated a project in Morocco in collaboration with the NGO Medicus Mundi Andalucía which aims to improve the social and health situation of workers of our suppliers in Morocco. The programme covers 13 factories and had a total of 1,129 direct beneficiaries in 2017.

During the last year, new developments have been made that aim to improve training and awareness on social and labour rights. These modifications have been made based on the opinions of workers themselves, gathered by means of surveys. This will contribute to workers in the textile industry in Morocco improving their quality of life with a focus on human development.

In 2017, we collaborated with the local association Unión de la Acción Feminista, providing training in five of the factories within the project on rights related to women's occupational health. The Provincial Directorate of National Education also participated in the organisation of literacy sessions. Meanwhile, the experience of Fundación ETEA, with whom Inditex was already collaborating, has made it possible to identify new lines of action and improvements to increase the sustainability and effectiveness of the intervention that has been developed in recent years. One of the future developments of the project will be to create a protocol for action in cases of sexual and workplace harassment.

SAKHI - HEALTH PROJECT

The project entitled Sakhi (which means "friend" in Hindi) is structured into two parts that encompasses two fundamental aspects of the situation of women in India. One of these is health, and that is the focus of Sakhi Health. Activities have already been carried out in this sphere in the three factories forming part of the project in collaboration with St. John's Medical College, benefiting a total of 2,700 workers. The next step was to train workers themselves so that they could engage in peer education.

In the future, training will continue in factories so that they incorporate women's health into their training systems as a matter of course. Sessions will also be carried out to follow up the training completed in 2017 to increase factories' educational capacity.



PROTECTION

Preventing discrimination and contributing to the eradication of discrimination, harassment and abuse in the workplace.



SOWBHAGYAM PROJECT

The aim of this project developed in India's Tamil Nadu state is to raise awareness and educate communities, job agencies and other stakeholders on labour rights, avoiding the use of abusive employment practices against women.

The project, which was initiated in 2013, includes training sessions given by the local NGO SAVE to all members of the community. During the fourth year of its implementation, these community awareness-raising activities continued, along with further awareness raising in schools for teachers, children and parents. In 2017, work was carried out with a total of 79 employment agencies to train them on best practices, developing guidelines for action and encouraging them to associate and share learning, and facilitate the identification of spinning mills that do not engage in any kind of abusive employment practice. Additionally, the following activities took place:

- Creation of 16 grievance channels at the community level with 296 members
- Awareness-raising sessions in 11 schools, reaching a total of 1,019 students
- Establishment of 23 new groups of adolescents (*Adolescent Parliaments*) with 235 members with the aim of empowering young people, informing them of their rights and giving them the tools they need to defend them
- Meetings with 112 parents to raise awareness of women labour rights

All of this means that in 2017 more than 11,000 people benefited directly or indirectly from this project.



EMPOWERMENT

Providing tools to women so that they can actively participate in the working environment, improving the quality of life of women, men, children, families, communities and society in general and contributing to the construction of solid and fair economies.



SAKHI - GENDER EQUITY PROJECT

The second pillar of the Sakhi project tackles the prevention of situations of abuse or harassment in factories through the Sakhi Gender Equity programme, which is developed in collaboration with the organisation SWASTI. In 2017, we analysed workplace practices in 18 factories employing a total of 11,653 employees to understand the issues faced by women at work.

Next year, based on the conclusions of the analysis, work will begin with five of those factories to implement effective grievance mechanisms for all types of situations involving abuse, harassment or discrimination. Management will be trained so that they understand and can get involved with initiatives related to the well-being of their female workers. Meanwhile, the development of appropriate facilities to promote work-family conciliation such as nurseries will be incentivised. The focus will be on creating models that can be replicated so that the factories themselves can sustain the project over the long term.



WOMEN EMPOWERMENT PROJECT IN TURKEY

In 2016 we initiated a pilot project in a factory in Turkey. The first phase consisted in analysing and understanding the possible causes of gender discrimination in the factories. Based on the results obtained, the second phase of the project was launched in 2017. This second phase involved holding eight training sessions in the factory to raise awareness among its 277 workers, of which 85% are women.

The training was divided into two modules. The first had the objective of raising awareness of gender equality among workers. The second module focused on preventing harassment and discrimination at work. In this way, the overall training aims to improve the quality of life and work of the women, and raise awareness among factory management of the rights of their female workers.

In 2018, the programme will advance with the follow-up phase in which the impact of the first phase of training will be evaluated.

Thanks to the Sakhi programme, in 2017 we analysed workplace practices in 18 factories employing a total of 11,653 employees to understand the issues faced by women at work