

# LINDEX COMMITMENT SELF-REPORTING QUESTIONNAIRE 2019



*EWEC Secretariat, PMNCH, FP2020 self-reporting questionnaire to assess progress on implementation of commitments to the Global Strategy on Women's, Children's and Adolescents' Health.*

## COMMITMENT SUMMARY NARRATIVE

Lindex has a vision to empower and inspire women everywhere. One step to fulfil our vision has been to recently launch Lindex Promise for future generations both internally and externally.

When we were working on our promise and defining what matters the most, it became clear that we see us as accountable for Empowering Women, Respecting the Planet and Ensuring Human Rights. One of the goals under Empower women is by 2025, Lindex suppliers for commercial products should have completed our Women Empowerment Program and sustained the learnings Empower Women - this is where our Women Empowerment Program, which consist of WE Women project and HERhealth project, fits in and we are committed to taking the lead in creating fair and equal work places for women .In the WE Women project we will work to incorporate gender equality into factories management systems and create a more inclusive and healthy working environment for female workers in the factory.A gender plan will be produced by each factory and there they will explain how they will work to promote gender equality and non- discrimination together with focus on women's health.The most important parts in the gender plans are Women's health and workplace culture as is shown below:

### Women's health

- Create an enabling environment for women to make informed decisions about their reproductive health
- Improving the capacity of the workplace clinic
- Improving health related behaviour
- Access to doctor and hospital
- Linking workplaces with external service providers, hospitals and local clinics
- Breast feeding facilities

### Workplace culture

Changing the workplace culture is an important area. The gender plan should include how to build a positive and gender equal culture in the factory. Not only create or improve policies on women's health, discrimination and harassment but also to understand the impact and realities of these policies. Set supporting structures in place for women as leaders and other positions in the factories that are traditionally held by men . Encourage the strengthening and increasing of participation and engagement of women in social dialogue. In the project we also have community outreach in the form of a Women's café. We run it together with a local organization called KarmojibiNari.

Here we want to build confidence and communication skills around discussing important health issues at work and at home. For both men and women. We have also made a baseline survey of female work's perception and understanding of gender equality in the café. In line with Lindex vision and Promise for future generations, stakeholder engagement plays an important part. With our holistic approach to women's empowerment we want to share our knowledge and awareness with other organisations and brands. We have therefore reached

out to other stakeholders with our project and offered them our knowledge and the use of our tools free of charge. We will continue to do so. We have also a new gender responsive Supplier Code of Conduct that applies to all Lindex business partners in our entire value chain. We have incorporated elements for WE Women in order to strengthen the gender perspective.

Summary: The WE Women project is now at a stage where the pilot with the first 11 factories is finished. We have started to roll out the program to our remaining 20 factories in Bangladesh and 5 factories in Myanmar. Totally 36 factories, we have reached 45 600 women in Bangladesh and Myanmar.

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## FINANCIAL COMMITMENT PROGRESS

### *Investments*

US \$58,000

### *In-Kind*

US \$34,000

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## THEMATIC COMMITMENT PROGRESS

### *Specify Other Objective/Target*

70% of all Lindex's suppliers which have participated in the project have achieved improvements in their scorecards related to gendered aspects as well as health related issues of social responsibility. 2. In a survey among the companies that have participated in the project at least 70% of the interviewed female employees perceive that gendered working and health conditions and career chances have improved in their factory. 3. One industry business association or stakeholder group provides training /advisory services makes available toolbox on the integration of gender issues into HR management systems to their members.

### *Geographic Coverage. Check all the geographical levels that you implement your commitment-related activities in?*

Global

### *Linkage to National Health Strategies. Are commitment-related objectives and/or targets aligned with the national health strategy of the country or countries in which activities take place in?*

Yes, Myanmar

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## EVERY WOMAN EVERY CHILD FOCUS AREAS

### *Empowerment of Women, Girls and Communities*

Applicable

Current Status: Ongoing

Activities Implemented: see commitment progress summary

Financing for Health: Yes  
Community Engagement: Yes

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