

A&F CO. SUSTAINABILITY

We are committed to Sustainability and focus our efforts on Social and Environmental initiatives. By working with suppliers and organizations both domestically and internationally, we focus on ensuring safety throughout our supply chain and reducing our environmental impact in the global community.



ENVIRONMENTAL

PRODUCTS: We are striving to source more sustainable materials such as 25% recycled polyester, 100% Responsible Down Standard (RDS), and 25% Better Cotton. Better Cotton is committed to improving cotton farming practices globally. In 2021, A&F Co. sourced 22% of its cotton as Better Cotton.

WATER USAGE: Goal to use 30% less water in denim finishing processes by 2022, and as a team we were able to meet this goal at the end of 2020.

HOME OFFICES: At our Global Home Office we are working towards 50% waste reduction. In 2021, we launched a food scrap composting initiative in our GHO and DC cafes and diverted 2.8 tons of waste from landfill.

ENERGY: In 2023, A&F Co. will use nothing but renewable energy at the Global Home Office.

GLOBAL STORES: In the US, stores recycle 100% of polybags used where landlords offer a program. All store shoppers are made from at least 60% recycled content and are recyclable.

EXPLORE MORE: Take a look at our A&F Co. [website](#).

GIVING BACK

PACIFIC LINKS FOUNDATION: Since 2018, over 25,000 Vietnam factory workers trained to prevent human trafficking, meeting our corporate goal.

ROOM TO READ: We have funded 19 libraries in primary schools near factory communities so our worker population has access to reading materials.

P.A.C.E. PROGRAM: A&F Co. partnered with the Personal Advancement & Career Enhancement program to train factory workers on topics such as communication, problem solving, time and stress management, water sanitation, hygiene, and financial literacy.

BLUE JEANS GO GREEN: 20+ tons of denim and chambray scraps have been recycled at A&F Global Home Office.

WORLD VISION: In 2020, A&F Co. donated over 25,000 units of product to communities in Nicaragua, Honduras, and Guatemala as part of World Vision's disaster response for Hurricane Eta.

THREDUP: Our partnership with thredUP allows our customers to "re-commerce" unworn cloths in exchange for A&F/kids and HCO/Gilly Hicks gift cards. Since April 2020, 100,000+ items sent in from our customers have been listed on the thredUP platform.

SOCIAL

WORKER HEALTH & SAFETY: We partner with suppliers to ensure everyone working in our factories is treated fairly and maintain safe and healthy work environments.

AUDITS: Utilize a third party firm to audit factories before starting production and while producing, assign ratings after audits to allow our team to review each factory's progress, focus on factories which may need special attention, and improve practices throughout the manufacturing process.

ANTI-HUMAN TRAFFICKING: A&F Co. provides training internally to all associates directly involved in our supply chains and externally to vendors to identify any signs of human trafficking and forced labor. Every factory we work with is required to follow the standards in our vendor code of conduct.

WOMEN EMPOWERMENT: A&F Co. partners with Better Work, a notable cross country program, to implement sexual harassment prevention training to workers in Cambodia, Bangladesh, Indonesia, Jordan, and Vietnam. Over 90 factories with 1,000+ mid-management, HR, and compliance staff have completed the training.