

Abercrombie & Fitch Co.

Abercrombie & Fitch | abercrombie kids | HOLLISTER | gilly hats

To our Stakeholders:

In 2019 Abercrombie & Fitch Co. announced its participation in the United Nations Global Compact (UNGC). As part of that announcement, we made a public commitment to the UNGC's Ten Principles in the areas of human rights, labor, environment and anti-corruption, to make its principles part of the strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which would help advance the broader development goals of the United Nations, particularly its Sustainable Development Goals.

I am pleased to confirm that Abercrombie & Fitch Co. reaffirms its support of the Ten Principles of the United Nations Global Compact and is now publishing its first annual Communication on Progress (CoP).

In the formal Communication on Progress submission attached to this cover note, we provide a list of the UNGC Ten Principles, along with detail on the relevant policies, procedures, and activities we have already taken or plan to take, as well as a measurement of our outcomes. This includes where we are on our journey towards our published 2022 and 2025 environmental and social sustainability goals we have set for our stores and offices, our product, and in our global supply chain.

This is an ongoing process, with some of the company's various sustainability, philanthropy, and diversity and inclusion initiatives having been in place for nearly two decades. We know there is no finish line to these efforts, and we aspire to raise the bar for ourselves and our peers as we continue to make further progress. That said, I am pleased with the accomplishments over the past year in our key areas of focus.


We have made some particularly important progress in one of our core areas of social impact focus, namely empowering and investing in workers, which aligns with SDGs 1, 3, 8 & 17.

- We were excited to roll-out the PACE - "Personal Advancement & Career Enhancement" – program to support women working in the apparel industry with life skills, technical training and more. We kicked off our first training program in several of our partners' factories in Cambodia in January 2020, led by our first cohort of master trainers and trainers.
- We are well on our way with our training goals in support of the prevention of human trafficking and forced labor. This is achieved through PALS training with the Pacific Links Foundation; focused on the training of factory workers and managers through its FACT - Factory Awareness to Counter Trafficking - training program. We've already completed training of more than 6,000 workers in our partners' factories in Vietnam, and expect to meet our 2022 goal of training 25,000 workers a year ahead of schedule.

As a company we aim to have an enduring positive impact in all the communities we serve around the world – implementing programs and initiatives that build value for all our stakeholders. We have been encouraged by the strong response from our 40,000 global associates, and our business partners throughout our supply chain on our increased efforts in 2019.

I look forward to reporting on our continued progress in 2020 in next year's report.

Sincerely,



Fran Horowitz
Chief Executive Officer

Description of Actions and Measurement of Outcomes

Area	UNGC Principle	Action and Measurement
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/environmental/united-nations-global-compact</p> <p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/social/metrics-and-goals</p>
	Principle 2: Make sure that they are not complicit in human rights abuses	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/environmental/united-nations-global-compact</p> <p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>UK Modern Slavery Statement: http://corporate.abercrombie.com/af-cares/sustainability/social/uk-modern-slavery-act</p> <p>California Transparency in Supply Chains Act Statement: http://corporate.abercrombie.com/af-cares/sustainability/social/california-transparency-act</p> <p>Anti-Human Trafficking Efforts: http://corporate.abercrombie.com/af-cares/sustainability/social/human-trafficking</p>
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/social/metrics-and-goals</p>
	Principle 4: The elimination of all forms of forced and compulsory labour	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/environmental/united-nations-global-compact</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>UK Modern Slavery Statement: http://corporate.abercrombie.com/af-cares/sustainability/social/uk-modern-slavery-act</p> <p>California Transparency in Supply Chains Act Statement: http://corporate.abercrombie.com/af-cares/sustainability/social/california-transparency-act</p> <p>Anti-Human Trafficking Efforts: http://corporate.abercrombie.com/af-cares/sustainability/social/human-trafficking</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/social/metrics-and-goals</p>

	<p>Principle 5: The effective abolition of child labour</p>	<p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/social/metrics-and-goals</p>
	<p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	<p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Beyond Auditing Efforts: http://corporate.abercrombie.com/af-cares/sustainability/social/beyond-auditing</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/social/metrics-and-goals</p>
Environment	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges</p>	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/environmental/united-nations-global-compact</p> <p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Traceability Efforts: http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability</p> <p>Cellulosic Fiber Policy: http://corporate.abercrombie.com/af-cares/sustainability/environmental/policies/cellulosic-fiber-policy</p> <p>CDP Report: www.cdp.net</p>
	<p>Principle 8: Undertake initiatives to promote greater environmental responsibility</p>	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/environmental/united-nations-global-compact</p> <p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p> <p>Traceability Efforts: http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability</p> <p>Waste Reduction Efforts: http://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste</p> <p>Energy Efforts: http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy</p> <p>Supply Chain Efforts: http://corporate.abercrombie.com/af-cares/sustainability/environmental/supply-chain</p> <p>CDP Report: www.cdp.net</p>

	<p>Principle 9: Encourage the development and diffusion of environmentally friendly technologies</p>	<p>Environmental Partnerships/Memberships: http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability</p> <p>Supply Chain Partnerships: http://corporate.abercrombie.com/af-cares/sustainability/environmental/supply-chain</p>
Anti-Corruption	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Whistleblower Policy: https://abercrombieandfitchcompany.gcs-web.com/static-files/8791b79b-4337-415c-94c5-794931701758/</p> <p>Concern or Complaint Resources: https://secure.ethicspoint.com/domain/media/en/gui/48645/index.html</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct</p>