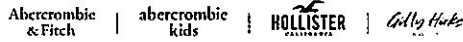


Abercrombie & Fitch Co.



To our Stakeholders:

In 2019, Abercrombie & Fitch Co. announced its participation in the United Nations Global Compact (UNGC). As a participant, we publicly committed 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 that will help advance the broader development goals of the United Nations – particularly its Sustainable Development Goals.

I am pleased to confirm that Abercrombie & Fitch Co. once again reaffirms its support of the Ten Principles of the United Nations Global Compact and is now publishing its second Communication on Progress (CoP) for the work done in 2020.

In the formal Communication on Progress submission attached to this cover note, we provide a list of the UNGC's Ten Principles, along with detail on the relevant policies, procedures, and activities we have already taken or plan to take, as well measurements of our outcomes. This includes where we are on our journey towards our published 2022 and 2025 environmental and social sustainability goals and the UNGC's principles.

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 across our global operations. With some of the company's various sustainability, philanthropy, and diversity and inclusion initiatives having been in place for nearly two decades, this is an ongoing process for us. That said, I am pleased with the accomplishments over the past year in our key areas of focus.

In 2020, we made particularly important progress in the areas of clean energy, climate action, and empowering and investing in workers, which aligns with SDGs 1, 3, 7, 8, 13 & 17. This progress included:

- Publicly stating our commitment to investing in renewable energy and reducing emissions
- Announcing our corporate goals for energy and carbon reduction – which include a 35% reduction of global store Scope 1 and 2 emissions by 2030, a 47% reduction of total Scope 1 and 2 GHG emissions by 2030, and implementing 100% renewable electricity for our corporate owned Global Home Office and Distribution Centers in 2023.
- Achieving our goal of a 30 percent water reduction in our denim production.
- Training over 9,000 factory workers and managers in Vietnam on human trafficking prevention and forced labor through the PALS training program in partnership with the Pacific Links Foundation. We remain on track to meet our 2022 goal of training 25,000 workers a year ahead of schedule.
- Continuing our roll-out of the P.A.C.E. program and funding the CARE/P.A.C.E. Indonesia program to educate trainers to work with junior high girls. From 2019-2020, over 3,000 girls from over 27 schools completed in the Child Protection Training and Protection from Sexual Exploitation and Abuse (PSEA) Training. Additionally, over 70 teachers were trained and certified as P.A.C.E. facilitators, and over 130 boys participated in class sessions.

Abercrombie & Fitch Co.

Abercrombie & Fitch | abercrombie kids | HOLLISTER | Gilly Hicks

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At A&F Co., we aim to positively impact the communities we touch around the world – and implement programs and initiatives that build value for all our stakeholders. We are encouraged by the strong response from our 40,000+ global associates and our supply chain business partners on our efforts throughout 2020.

I look forward to continuing this work and reporting on our 2021 progress.

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	Social Mission: http://corporate.abercrombie.com/af-cares/sustainability/policies/social Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/ Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics
	Principle 2: Make sure that they are not complicit in human rights abuses	Social Mission: http://corporate.abercrombie.com/af-cares/sustainability/policies/social Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/ Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct UK Modern Slavery Statement: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/ California Transparency in Supply Chains Act Statement: http://corporate.abercrombie.com/af-cares/sustainability/policies/california-transparency-act Commitment to Responsible Recruitment: http://corporate.abercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics Anti-Human Trafficking Efforts: http://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Code of Conduct: https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/ Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible

		Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics
	Principle 4: The elimination of all forms of forced and compulsory labour	<p>Corporate Sustainability Goals: http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals</p> <p>Vendor Code of Conduct: http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</p> <p>UK Modern Slavery Statement: http://corporate.abercrombie.com/af-cares/sustainability/policies/uk-modern-slavery-act</p> <p>California Transparency in Supply Chains Act Statement: http://corporate.abercrombie.com/af-cares/sustainability/policies/california-transparency-act</p> <p>Commitment to Responsible Recruitment: http://corporate.abercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment</p> <p>Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics</p> <p>Supply Chain Capacity Building: http://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing</p> <p>Anti-Human Trafficking Efforts: http://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking</p>
	Principle 5: The effective abolition of child labour	<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/policies/vendor-code-of-conduct</p> <p>Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics</p>
	Principle 6: The elimination of discrimination in respect of employment and occupation	<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/policies/vendor-code-of-conduct</p> <p>Responsible Sourcing Practices: http://corporate.abercrombie.com/af-cares/sustainability/responsible</p> <p>Social Sustainability Metrics: http://corporate.abercrombie.com/af-cares/sustainability/responsible/metrics</p> <p>Supply Chain Capacity Building: http://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing</p>
Environment	Principle 7: Businesses should support a precautionary approach	Environmental Mission: http://corporate.abercrombie.com/af-cares/sustainability/policies/environmental

	to environmental challenges	<p>Corporate Sustainability Goals: http://corporate.abc.com/af-cares/sustainability/corporate-goals</p> <p>Code of Conduct: https://abcandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abc.com/af-cares/sustainability/policies/vendor-code-of-conduct</p> <p>Traceability Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/traceability</p> <p>Cellulosic Fiber Policy: http://corporate.abc.com/af-cares/sustainability/policies/cellulosic-fiber-policy</p> <p>Humane Practices: http://corporate.abc.com/af-cares/sustainability/policies/humane-practices</p> <p>Energy Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/energy</p> <p>CDP Report: www.cdp.net</p>
	Principle 8: Undertake initiatives to promote greater environmental responsibility	<p>Environmental Mission: http://corporate.abc.com/af-cares/sustainability/policies/environmental</p> <p>Corporate Sustainability Goals: http://corporate.abc.com/af-cares/sustainability/corporate-goals</p> <p>Code of Conduct: https://abcandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Vendor Code of Conduct: http://corporate.abc.com/af-cares/sustainability/policies/vendor-code-of-conduct</p> <p>Traceability Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/traceability</p> <p>Waste Reduction Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/materials-waste</p> <p>Energy Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/energy</p> <p>Supply Chain Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/supply-chain</p> <p>CDP Report: www.cdp.net</p>
	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	<p>Environmental Partnerships/Memberships: http://corporate.abc.com/af-cares/sustainability/environmental/traceability</p> <p>Supply Chain Efforts: http://corporate.abc.com/af-cares/sustainability/environmental/supply-chain</p>
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	<p>Code of Conduct: https://abcandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</p> <p>Whistleblower Policy: https://abcandfitchcompany.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>

		Vendor Code of Conduct: http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct
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