

# Sustainability Accounting Standards Board (SASB) Table

This index refers to relevant indicators from three Sustainability Accounting Standards Board (SASB) standards: Apparel, Accessories & Footwear (2022 standard; all disclosures covered); Multiline and Specialty Retailers & Distributors (2018 standard; selected disclosures); and E-commerce (2018 standard; selected disclosures).<sup>1</sup>

1. We have excluded indicators when content is proprietary or not part of our main [Sustainability Issue Prioritization](#) topics.

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE
<b>SASB STANDARD – APPAREL, ACCESSORIES &amp; FOOTWEAR</b>				
<b>MANAGEMENT OF CHEMICALS IN PRODUCTS</b>				
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	<p>In 2000, we established a Restricted Substances List (RSL), identifying chemicals that are restricted in the manufacturing of our products due to their potential effects on consumers, workers and the environment. We launched the Restricted Substances Stewardship Program (RSSP) in 2013 to ensure conformance with the Zero Discharge of Hazardous Chemicals (ZDHC) Roadmap and the successful elimination of priority chemicals as identified by Greenpeace and ZDHC. After being a founding member and aligning with the Apparel Footwear Industry Management Group's (AFIRM) RSL for many years, we formally adopted the AFIRM RSL in 2022.<sup>2</sup> Using the AFIRM RSL enhances our ability to manage restricted substances to further reduce the use of any potentially harmful substances in factories where our products are manufactured.</p> <p><i>2. In fiscal year 2022, RSL testing covered all suppliers globally with the exception of Beyond Yoga® suppliers.</i></p>
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	<p>Our Screened Chemistry approach, launched in 2014, is designed to understand the potential human and environmental hazards of chemicals before they enter the supply chain, and to help us find safer and more sustainable alternatives. Together, these initiatives have resulted in the use of safer chemicals in our supply chain and finished garments. We have product testing programs in place to review our products that go to market for compliance with our stringent requirements for fiber, fabric and production quality, and environmental and social responsibility in the supply chain. In fiscal year 2022, the pass rate of suppliers in random product testing at key suppliers was 90.6%.<sup>3</sup></p> <p><i>3. Key suppliers refer to suppliers covering more than 80% of our global product units. Certain suppliers do not meet the size threshold to be considered a key and/or strategic garment wet finishing manufacturing and fabric supplier, including Beyond Yoga® suppliers.</i></p>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE												
<b>ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN</b>																
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	Quantitative	Percentage (%)	CG-AA-430a.1	<p>In fiscal year 2022, we performed two cycles of supplier wastewater testing to verify whether our suppliers were meeting ZDHC Wastewater Guidelines (Conventional and Manufacturing Restricted Substances List parameters). The table below indicates the pass rates for more than 100 key supplier facilities tested.<sup>4</sup></p> <table border="1"> <thead> <tr> <th></th> <th>Percentage of Tier 1 key suppliers meeting ZDHC Wastewater Guidelines</th> <th>Percentage of Tier 2 key suppliers meeting ZDHC Wastewater Guidelines</th> <th>Total key suppliers meeting ZDHC Wastewater Guidelines</th> </tr> </thead> <tbody> <tr> <td>Test cycle 1</td> <td>92%</td> <td>91%</td> <td>91%</td> </tr> <tr> <td>Test cycle 2</td> <td>100%</td> <td>87%</td> <td>89%</td> </tr> </tbody> </table> <p><i>4. Key suppliers refer to suppliers covering approximately 80% of our global product units. Certain suppliers do not meet the size threshold to be considered a key and/or strategic garment wet finishing manufacturing and fabric supplier, including Beyond Yoga® suppliers.</i></p>		Percentage of Tier 1 key suppliers meeting ZDHC Wastewater Guidelines	Percentage of Tier 2 key suppliers meeting ZDHC Wastewater Guidelines	Total key suppliers meeting ZDHC Wastewater Guidelines	Test cycle 1	92%	91%	91%	Test cycle 2	100%	87%	89%
	Percentage of Tier 1 key suppliers meeting ZDHC Wastewater Guidelines	Percentage of Tier 2 key suppliers meeting ZDHC Wastewater Guidelines	Total key suppliers meeting ZDHC Wastewater Guidelines													
Test cycle 1	92%	91%	91%													
Test cycle 2	100%	87%	89%													
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	<p>We collaborate with suppliers to collect their environmental data through the Higg FEM. The table below indicates the percentage of key suppliers that completed the Higg FEM as well as those that were verified in calendar year 2022 by Sustainable Apparel Coalition-approved third parties.<sup>5</sup></p> <table border="1"> <thead> <tr> <th>Facility type</th> <th>Percentage of key LS&amp;Co. supplier locations completing the Higg FEM</th> <th>Percentage verified</th> </tr> </thead> <tbody> <tr> <td>Factory</td> <td>94%</td> <td>94%</td> </tr> <tr> <td>Mill</td> <td>91%</td> <td>88%</td> </tr> </tbody> </table> <p><i>5. Key suppliers refer to suppliers covering approximately 80% of our global product units.</i></p>	Facility type	Percentage of key LS&Co. supplier locations completing the Higg FEM	Percentage verified	Factory	94%	94%	Mill	91%	88%			
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<b>LABOR CONDITIONS IN THE SUPPLY CHAIN</b>				
Percentage of (1) Tier 1 supplier facilities, (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct and (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	<p>In calendar year 2022, 97% of Tier 1 supplier factories were audited and 99% of Tier 2 supplier factories were audited against our Supplier Code of Conduct – formerly known as our Global Terms of Engagement – the Social &amp; Labor Convergence Program (SLCP) or Better Work. Ninety-five percent of these audits were conducted by a third party.</p> <p>Our assessment periods reflect a calendar year to ensure consistency with major assessment programs in the apparel industry, such as SLCP and Better Work, both of which use a calendar year.</p>
Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	<p>Supplier violations found during assessments are categorized by three levels of severity: Zero-tolerance violations, immediate action items and continuous improvement items. All levels require the supplier to implement a corrective action plan.</p> <p>Zero-tolerance violations are considered the highest severity of nonconformance. They include a serious breach of the Supplier Code of Conduct that Levi Strauss &amp; Co. believes could result in severe impact to individual rights, safety and/or LS&amp;Co.'s corporate reputation. Zero-tolerance violations must be remediated immediately. In 2022, less than 1% of total findings were classified as a zero-tolerance violation, all of which have since been remediated.</p> <p>For details on how we remediate issues, please see our <a href="#">Levi Strauss &amp; Co. 2023 Supplier Code of Conduct Implementation Guidebook</a>.</p>
Description of greatest (1) labor and (2) environmental, health and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	<p>Our expectations and requirements of every supplier are detailed in the <a href="#">Levi Strauss &amp; Co. 2023 Supplier Code of Conduct Implementation Guidebook</a>, which incorporates the principles and high-level requirements of our Supplier Code of Conduct. We update these requirements as needed to address any new identified risks and to align with new regulations.</p> <p>Our work with suppliers over the years has especially focused on three issues that appear in assessment findings:</p> <ul style="list-style-type: none"> <li>· Health and safety</li> <li>· Wages and benefits</li> <li>· Working hours</li> </ul> <p>LS&amp;Co. identifies, assesses and determines climate-related risks with a potential substantive financial impact through company-wide risk assessments and periodic assessments in both our operations and across our supply chain. These include sustainability issues prioritizations, supply chain risk assessments, life cycle assessments (LCAs) and supplier data collection through the Sustainable Apparel Coalition's (SAC) Higg FEM. We evaluate climate-related risks in the short, medium and long term.</p>

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE			
<b>RAW MATERIALS SOURCING</b>							
(1) List of priority raw materials; for each priority raw material, (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	CG-AA-440a.3	<b>Priority raw material</b>	<b>Environmental and/or social factors</b>	<b>Risks and/or opportunities</b>	<b>Management strategy</b>
				Cotton	Cotton can be a water-intensive crop. Conventional cotton farming uses synthetic pesticides and fertilizers. We support farming programs with methods to reduce the use of water as well as pesticides and fertilizers.	Cotton is our most-used fiber, and we rely on the availability of quality cotton. If we do not support more sustainable cotton, then our primary fiber may not be available or could be available in lesser volumes or poorer quality than required. If that were to happen, then the product offering could be affected.  To learn more about risks and opportunities, visit our <a href="#">CDP Climate Response</a> .	We are working toward our goal of using only third-party preferred or certified more sustainable primary materials by 2030. <sup>6</sup> To achieve this goal, we source cotton that is recycled, organic and in transition to organic. We also work with the Better Cotton Initiative and U.S. Cotton Trust Protocol.  <small><sup>6</sup> "Preferred" in this context is based on the Textile Exchange definition of a preferred fiber or material.</small>

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				Polyester	Polyester is a synthetic fiber derived from fossil fuels. There are inherent risks related to the use of polyester, including microplastic pollution and promoting the use of fossil fuels.	Polyester makes up a much smaller portion of our fiber portfolio compared to cotton. However, it is needed for strength and performance of some products. If regulation against fossil fuel-derived materials or the mitigation of microplastic pollution comes into force quickly, then several of our cotton-poly or polyester products could need to be redesigned. The opportunity with such regulation could be an industry shift to more innovative fibers that are brought to scale quickly.	We are working to increase our use of recycled polyester, including the branded recycled polyester REPREVE®. <sup>7</sup>  <small>7. REPREVE® is a registered trademark of Unifi, Inc.</small>

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				Manmade cellulose (MMCs)	MMC fibers are wood based. There are environmental risks from the raw material and the production of the fiber. The raw material could potentially come from ancient or endangered forests. To prevent this misuse of forestry, LS&Co. upholds a policy for sourcing MMCs, only working with suppliers that source from sustainably managed forests.	MMCs make up a small portion of our fiber portfolio. These fibers are primarily used for performance. As appropriate, we use some next-generation fibers and will continue to test new innovations in this area.	We have achieved our goal of using only branded MMC fibers and we are maintaining this sourcing approach. Our MMC fiber suppliers must be Canopy Green Shirt-rated.

ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE
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**RAW MATERIALS SOURCING**

<p>(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard</p>	Quantitative	Metric Tons	CG-AA-440a.4	<p>Cotton is our most-used raw material, representing approximately 88% of all materials sourced for our products. Polyester, while making up a small amount of all raw materials sourced at 7%, presents opportunities to advance sustainability through recycling.<sup>8,9</sup></p> <p>We measure the raw cotton used for our products with Better Cotton, measured through Better Cotton Credit Units. We also measure other certified cotton categories based on the amount of cotton used in our products. Polyester is measured based on the amount in our products. For manmade cellulose, we also measure the amount used for our products, and we source it from Canopy Green Shirt-rated suppliers only.</p> <p>While we only use a small amount of leather, we do understand the impact of leather on biodiversity. We have been increasing our use of leather sourced from suppliers rated by the Leather Working Group, which works to improve environmental, social and animal welfare practices in the leather industry.</p>												
				<table border="1"> <thead> <tr> <th>Priority raw material</th> <th>Applicable certification/standard/branding</th> <th>Percent certified, aligned to standard or branded<sup>8</sup></th> </tr> </thead> <tbody> <tr> <td>Cotton<sup>9</sup></td> <td>Organic Content Standard, Global Recycled Standard, Recycled Claim Standard, Better Cotton Initiative</td> <td>&gt;99%</td> </tr> <tr> <td>Polyester</td> <td>Global Recycled Standard, Recycled Claim Standard, Unifi (REPREVE®, Sorbtek®)</td> <td>11%</td> </tr> <tr> <td>MMCs</td> <td>Canopy Green Shirt-rated suppliers (Lenzing, Birla, Tangshan Sanyou)</td> <td>100%</td> </tr> </tbody> </table>	Priority raw material	Applicable certification/standard/branding	Percent certified, aligned to standard or branded <sup>8</sup>	Cotton <sup>9</sup>	Organic Content Standard, Global Recycled Standard, Recycled Claim Standard, Better Cotton Initiative	>99%	Polyester	Global Recycled Standard, Recycled Claim Standard, Unifi (REPREVE®, Sorbtek®)	11%	MMCs	Canopy Green Shirt-rated suppliers (Lenzing, Birla, Tangshan Sanyou)	100%
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				<p><b>Fibers used in LS&amp;Co. products as a percentage of all fibers sourced<sup>8</sup></b></p> <table border="1"> <tbody> <tr> <td>Cotton<sup>9</sup></td> <td>88%</td> </tr> <tr> <td>Polyester</td> <td>7%</td> </tr> <tr> <td>MMCs</td> <td>4%</td> </tr> <tr> <td>Elastane</td> <td>1%</td> </tr> <tr> <td>Other (wool, leather, hemp, etc.)</td> <td>&lt;1%</td> </tr> </tbody> </table>	Cotton <sup>9</sup>	88%	Polyester	7%	MMCs	4%	Elastane	1%	Other (wool, leather, hemp, etc.)	<1%		
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Other (wool, leather, hemp, etc.)	<1%															
<p><small>8. Data is as of October 2022 and reflects product seasons H2'22 and H1'23. Together, these seasons generally correspond to the fiber sourced for LS&amp;Co. products in fiscal year 2022. In our year-over-year fiber analyses, we track the fiber used in our products for the second half of the current year and the first half of the following year. Data for cotton, manmade cellulose and polyester excludes production for Levi's Footwear and Accessories (LFA), Local-for-Local (LFL), licensees and Beyond Yoga®. Data for leather excludes production for LFL, licensees and Beyond Yoga®.</small></p> <p><small>9. More than 99% of our cotton is more sustainable, meaning it has achieved third-party verification or certification.</small></p>																

**ACTIVITY METRIC**

Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	<p><b>Facility type</b></p>	<p><b>Number of LS&amp;Co. supplier locations in calendar year 2022</b></p>
				Tier 1	478
				Tier 2	69
				Total	<b>547</b>

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## SASB STANDARD – MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

### ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Megawatt Hours (MWh) Percentage (%)	CG-MR-130a.1	<ul style="list-style-type: none"> <li>Total energy consumed: 147,944 MWh</li> <li>Percentage grid electricity: 69%</li> <li>Percentage renewable electricity: 90%</li> </ul>
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### DATA SECURITY

Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	<p>We apply and leverage a variety of approaches to protect company, employee, applicant and consumer data from risk, including risks of unauthorized disclosure, loss or misuse. These approaches include vendor security assessments, privacy impact assessments, legislative monitoring, cyber threat assessments, reviewing industry threat analysis and benchmarking.</p> <p>For more information, please see our <a href="#">Privacy Policy</a>.</p>
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### WORKFORCE DIVERSITY & INCLUSION

Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1							
					Female	Male	Not specified/undeclared			
				Executive Leadership	54.6%	45.5%	N/A			
				Top Management	45.2%	54.8%	N/A			
				Corporate Employees	55.4%	42.1%	2.6%			
				Frontline Workers	59.4%	36.0%	4.7%			
					Asian	Black	Latinx	White	Other BIPOC	Not specified/undeclared
				Executive Leadership	9.1%	N/A	9.1%	81.8%	N/A	N/A
				Top Mgmt	18.6%	5.7%	9.0%	61.9%	1.9%	2.9%
				Corporate Employees	23.6%	8.1%	12.0%	49.4%	4.6%	2.4%
				Frontline Workers	5.8%	20.5%	38.9%	28.7%	4.8%	1.3%
<p>Notes:</p> <ul style="list-style-type: none"> <li>Data reflects our workforce from 1/1/22 to 12/31/22.</li> <li>Gender data is global; race/ethnicity data is U.S.-only.</li> <li>Executive management is defined as the executive leadership team.</li> <li>Top management is defined as the top ~250 leaders in the company.</li> <li>Other BIPOC refers to Black, Indigenous and People of Color.</li> </ul> <p>For more information, please see our <a href="#">Diversity, Equity &amp; Inclusion Impact Report</a>.</p>										



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### PRODUCT SOURCING, PACKAGING & MARKETING

Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	<p>LS&amp;Co. continually examines packaging throughout our supply chain, removing and reducing unnecessary packaging where possible. For example, in fiscal year 2022, we noted that some of our garments were sent to wholesale partners on hangers that were then thrown away and, as a result, identified an opportunity to remove the hangers from packaging, thereby reducing waste associated with our product. This removal is expected to account for a reduction of nearly 7 million individual hangers in 2023.</p> <p>We are also exploring reduction alternatives like pre-packing, which would allow us to have suppliers pack a specific size range and quantity of garments into a box that does not get opened until it has reached its retail store destination.</p>
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### ACTIVITY METRIC

Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	As of November 27, 2022, our products were sold in approximately 50,000 retail locations worldwide, including approximately 3,200 brand-dedicated stores and shop-in-shops. We also operated 12 distribution centers around the world.
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### SASB STANDARD – E-COMMERCE

#### HARDWARE INFRASTRUCTURE ENERGY & WATER MANAGEMENT

(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	CG-EC-130a.2	<ul style="list-style-type: none"> <li>Total water withdrawn in our own operations globally: 500,000 m<sup>3</sup></li> <li>Total water consumed in our own operations globally: 80,000 m<sup>3</sup></li> </ul>
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### DATA PRIVACY & ADVERTISING STANDARDS

Number of users whose information is used for secondary purposes	Quantitative	Number	CG-EC-220a.1	LS&Co. does not use consumer personal information for uses that are not consistent with our <a href="#">Privacy Policy</a> without consumer consent.
Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	N/A	CG-EC-220a.2	<p>We are committed to responsible, truthful, inclusive marketing communications and practices centered on our longstanding values. LS&amp;Co.'s Privacy Policy (available on all our websites) describes how we use consumer personal information collected when consumers interact with us in our stores, through customer service, on our retail websites, through our mobile app or on our corporate website (levistrauss.com). The LS&amp;Co. Privacy Policy describes in detail the types of information we collect and, in line with the Fair Information Practice Principles, how we limit information collection to that which is reasonable and necessary to achieve the intended purpose for collection. This includes, as examples, information for processing consumer orders, advertising and marketing, improving consumer experience and offering our loyalty program. If there is a need to use personal information for purposes beyond the scope of that previously disclosed to consumers, we provide additional notice or seek consumer consent where required by applicable laws.</p> <p>For more information, please see:</p> <ul style="list-style-type: none"> <li>· <a href="#">LS&amp;Co. Privacy Policy</a></li> <li>· <a href="#">Candidate Privacy Notice</a></li> <li>· <a href="#">Worldwide Code of Business Conduct</a></li> </ul> <p>We also have a Personnel Privacy Notice for employee-related data.</p>

### EMPLOYEE RECRUITMENT, INCLUSION & PERFORMANCE

Employee engagement as a percentage	Quantitative	Percentage (%)	CG-EC-330a.1	<ul style="list-style-type: none"> <li>· Seventy-six percent of our global employees participated in our annual Global Engagement Survey.</li> <li>· More than 14,000 employees provided feedback.</li> <li>· We earned a 75% overall engagement score, three points above the global benchmark.</li> </ul>
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ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	SASB CODE	RESPONSE
<b>PRODUCT PACKAGING &amp; DISTRIBUTION</b>				
Total greenhouse gas (GHG) footprint of product shipments	Quantitative	Metric tons CO <sub>2</sub> e	CG-EC-410a.1	393,023 mt CO <sub>2</sub> e (Scope 3, Categories 4 and 9)
Discussion of strategies to reduce the environmental impact of product delivery	Discussion and Analysis	N/A	CG-EC-410a.2	<p>We have collaborated with third-party retailers to reduce or eliminate the polybags used to protect our garments during transport to their distribution centers and stores.</p> <p>We also participate in Maersk's ECO Delivery program, which uses waste-based biofuels to move large containers with net-zero carbon dioxide emissions.</p> <p>As part of our membership of Clean Cargo, Smart Freight Centre, we work to reduce air freight as much as possible.</p> <p>We also have transitioned to rail and barge shipping, when possible, which has a lower emission profile.</p>

## Forward-Looking Statements

*This resource and related links contain forward-looking statements, including statements related to our sustainability strategies, initiatives and targets. We based these forward-looking statements on our current assumptions, expectations and projections. These forward-looking statements are estimates and involve a number of risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are detailed in our filings with the U.S. Securities and Exchange Commission, including our Form 10-K and may be updated from time to time via additional filings on Forms 10-Q or 8-K. Other unknown or unpredictable factors also could have material effects on our future results, performance or achievements. All information in this resource and related links was current only as of the date originally presented and we disclaim any obligation to update this information.*