

# Abercrombie & Fitch Co.

Abercrombie & Fitch | abercrombie kids | HOLLISTER | GILLY HICKS | SOCIAL TOURIST

To our Stakeholders:

A&F Co. has been a participant of the United Nations Global Compact (UNGC) since 2019. As part of our participation, 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 (SDGs).

Overall, our sustainability policies support our commitment to global human and labor rights and to ensuring that our products are only made in safe and responsible facilities. We partner with suppliers who respect local laws and share our dedication to utilizing the best practices in human rights, labor rights and workplace safety. Furthermore, on behalf of our customers, associates, shareholders and the communities we serve, we aim to continually reduce the environmental impact of our global business. Additionally, A&F Co. has zero tolerance for corruption, and we prohibit any vendor from offering, receiving, paying or giving anything of value to any person or entity to influence any act or decision, or to gain an improper advantage or benefit for the company.

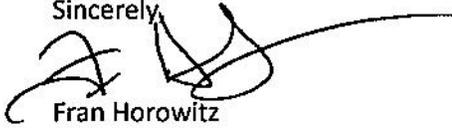
I am pleased to confirm that A&F Co. once again reaffirms its support of the Ten Principles of the UNGC and is now publishing our third Communication on Progress (CoP) for our efforts throughout 2021. In the formal Communication on Progress submission attached to this cover note, we provide a list of 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.

In 2021, we made particularly important progress in the areas of water, sustainable materials and empowering and investing in workers, which align with SDGs 1, 3, 5, 6, 8 & 12. This progress included:

- Consolidating our internal sustainability and inclusion & diversity teams under the cohesive environment, social and governance (ESG) umbrella
- Achieving our 2022 goal of 30% water reduction in denim production ahead of schedule
- Completing wastewater testing in all denim washhouses and garment dyehouses
- Achieving our goal of 100% Responsible Down Standard sourced down
- Training an additional 450+ workers in Cambodia on life skill and capacity building programs
- Educating 100% of factories enrolled in the Better Work program on the importance of understanding sexual harassment in the workplace
- Continuing COVID-19 assessments and training in Cambodia and Vietnam to ensure safe and healthy working environments

While we know there is no finish line to these efforts, I am pleased with the accomplishments over the past year in our key areas of focus, and we are encouraged by the strong response from our 40,000+ global associates and our supply chain business partners regarding our efforts throughout 2021. We look forward to continuing this work and reporting on our 2022 progress.

Sincerely,

A handwritten signature in black ink, appearing to read 'Fran Horowitz', with a long horizontal line extending to the right.

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>Social Mission: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/social">http://corporate.bercrombie.com/af-cares/sustainability/policies/social</a></p> <p>Corporate Sustainability Goals: <a href="http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals">http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals</a></p> <p>Code of Conduct: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>Responsible Sourcing Practices: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible">http://corporate.bercrombie.com/af-cares/sustainability/responsible</a></p> <p>Social Sustainability Metrics: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics">http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics</a></p> <p>UK Modern Slavery Act 2015: <a href="https://corporate.bercrombie.com/af-cares/sustainability/policies/uk-modern-slavery-act">https://corporate.bercrombie.com/af-cares/sustainability/policies/uk-modern-slavery-act</a></p>
	Principle 2: Make sure that they are not complicit in human rights abuses	<p>Social Mission: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/social">http://corporate.bercrombie.com/af-cares/sustainability/policies/social</a></p> <p>Corporate Sustainability Goals: <a href="http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals">http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals</a></p> <p>Code of Conduct: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>UK Modern Slavery Statement: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>California Transparency in Supply Chains Act Statement: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/california-transparency-act">http://corporate.bercrombie.com/af-cares/sustainability/policies/california-transparency-act</a></p> <p>Commitment to Responsible Recruitment: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment">http://corporate.bercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment</a></p> <p>Responsible Sourcing Practices: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible">http://corporate.bercrombie.com/af-cares/sustainability/responsible</a></p> <p>Social Sustainability Metrics: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics">http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics</a></p> <p>Anti-Human Trafficking Efforts: <a href="http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking">http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking</a></p>
Labour	Principle 3: Businesses should uphold the freedom of association and the effective	<p>Code of Conduct: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p>

	<p>recognition of the right to collective bargaining</p>	<p>Responsible Sourcing Practices: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible">http://corporate.bercrombie.com/af-cares/sustainability/responsible</a></p> <p>Continuous Improvement: <a href="https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement">https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement</a></p> <p>Social Sustainability Metrics: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics">http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics</a></p>
	<p>Principle 4: The elimination of all forms of forced and compulsory labour</p>	<p>Corporate Sustainability Goals: <a href="http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals">http://corporate.bercrombie.com/af-cares/sustainability/corporate-goals</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>UK Modern Slavery Statement: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/uk-modern-slavery-act">http://corporate.bercrombie.com/af-cares/sustainability/policies/uk-modern-slavery-act</a></p> <p>California Transparency in Supply Chains Act Statement: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/california-transparency-act">http://corporate.bercrombie.com/af-cares/sustainability/policies/california-transparency-act</a></p> <p>Commitment to Responsible Recruitment: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment">http://corporate.bercrombie.com/af-cares/sustainability/policies/commitment-to-responsible-recruitment</a></p> <p>Responsible Sourcing Practices: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible">http://corporate.bercrombie.com/af-cares/sustainability/responsible</a></p> <p>Social Sustainability Metrics: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics">http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics</a></p> <p>Supply Chain Capacity Building: <a href="http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing">http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing</a></p> <p>Anti-Human Trafficking Efforts: <a href="http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking">http://corporate.bercrombie.com/af-cares/sustainability/beyond-auditing/human-trafficking</a></p> <p>Continuous Improvement: <a href="https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement">https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement</a></p>
	<p>Principle 5: The effective abolition of child labour</p>	<p>Code of Conduct: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>Responsible Sourcing Practices: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible">http://corporate.bercrombie.com/af-cares/sustainability/responsible</a></p> <p>Social Sustainability Metrics: <a href="http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics">http://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics</a></p> <p>Continuous Improvement: <a href="https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement">https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement</a></p>
	<p>Principle 6: The elimination of discrimination in respect of employment and occupation</p>	<p>Code of Conduct: <a href="https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/">https://bercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41c5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.bercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p>

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Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	<p>Environmental Mission: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/environmental">http://corporate.abercrombie.com/af-cares/sustainability/policies/environmental</a></p> <p>Corporate Sustainability Goals: <a href="http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals">http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals</a></p> <p>Code of Conduct: <a href="https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41e5-83c3-4de96739dba0/">https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41e5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>Traceability Efforts: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability">http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability</a></p> <p>Cellulosic Fiber Policy: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/cellulosic-fiber-policy">http://corporate.abercrombie.com/af-cares/sustainability/policies/cellulosic-fiber-policy</a></p> <p>Humane Practices: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/humane-practices">http://corporate.abercrombie.com/af-cares/sustainability/policies/humane-practices</a></p> <p>Energy Efforts: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy">http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy</a></p> <p>CDP Report: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy">http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy</a></p>
	Principle 8: Undertake initiatives to promote greater environmental responsibility	<p>A&amp;F Co. continues its commitment to the CEO Water Mandate through its continued participation in the UNGC Water Security Through Stewardship Platform. <a href="http://corporate.abercrombie.com/af-cares/sustainability/united-nations-global-compact">http://corporate.abercrombie.com/af-cares/sustainability/united-nations-global-compact</a></p> <p>Environmental Mission: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/environmental">http://corporate.abercrombie.com/af-cares/sustainability/policies/environmental</a></p> <p>Corporate Sustainability Goals: <a href="http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals">http://corporate.abercrombie.com/af-cares/sustainability/corporate-goals</a></p> <p>Code of Conduct: <a href="https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41e5-83c3-4de96739dba0/">https://abercrombieandfitchcompany.gcs-web.com/static-files/ecf0fd74-e304-41e5-83c3-4de96739dba0/</a></p> <p>Vendor Code of Conduct: <a href="http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct">http://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct</a></p> <p>Traceability Efforts: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability">http://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability</a></p> <p>Waste Reduction Efforts: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste">http://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste</a></p> <p>Energy Efforts: <a href="http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy">http://corporate.abercrombie.com/af-cares/sustainability/environmental/energy</a></p>

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