



FASHION ACCOUNTABILITY REPORT 2022

Date 9/22/22

Company/Brand Name Abercrombie & Fitch

Business Category Large Company

Scope of Evaluation Company/Brand

Total Points

	Points Total by Section
1. Traceability (Total possible points: 8)	0
2. Wages & Well-being (Total possible points: 23)	1
3. Commercial Practices (Total possible points: 15)	0
4. Raw Materials (Total possible points: 20)	0
5. Environmental Justice (Total possible points: 42)	1
6. Governance (Total possible points: 42)	0
Total Points (Out of 150)	2

1. Traceability (Total Points: 8)

1.1 Supply Chain Traceability: Public disclosure of what a company knows about where its products are made, the people who make them, and what conditions they live and work in.

1.1.1 Supply Chain Disclosure: Company shares names and critical information about the factories and farms it sources from.

1.1.1.i) Supply Chain Disclosure (Total Points: 3)

	No	Yes	Tier 1 & 2	Tier 3	Raw Materials
<p>1.1.1.i) Is the company publicly disclosing full supply chain traceability?</p> <p>Company publicly discloses its Tier 1, Tier 2, Tier 3 and Raw Materials suppliers (including mines)</p> <p>Factory list (w/names, locations, number of workers, photos/video, etc)</p> <p>(1 point for tier 1 & 2 (cut and sew & fabric producers), 2 points for tier 3 (yarn producers) and 3 points for RM)</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>			

Notes & Links

1. Tier 1 suppliers disclosed, but does not provide the level of detail that is now industry best practice.

2. Facility list last updated in August 2021 and does not include specific locations, number of workers, or any photo/video evidence of conditions.

<https://corporate.bercrombie.com/af-cares/sustainability/responsible/active-factory-list>

1.1.1.ii) Supply Chain Disclosure (Total Points: 5)

	No	Yes	1. Lowest paid workers by country (1 pt)	2. Average wages by country (1pt)	3. Health and safety data violations (1 pt)	4. Hours worked/overtime (1 pt)	5. Incidents of discrimination/harassment/ GBV (1 pt)
Does the company publicly share the following information about existing labor conditions for Tier 1 workers and is it working towards full supply chain transparency?	✓						

Notes & Links

No disclosure of existing Tier 1 labor conditions.

2. Wages & Well-being (Total Points: 23)

2.1 Labor Standards: Policies and mechanisms in place to ensure that the basic rights and safety of makers and workers are being protected / respected.

2.1.1 Labor Standards Oversight: Company uses a standard or product-level certification to assess factories' compliance with internationally accepted labor standards.

2.1.1.i) Labor Standards Oversight (Total Points: 1)

	No	Yes	N/A
Does the company have a publicly available Code of Conduct / standard for assessing factories' compliance with international labor standards (and health and safety)? CoC is equivalent to or more stringent than (1pt): -ILO Standards -Fair Labor Association Code of Conduct		✓	

Notes & Links

CoC disclosed.

"These Vendor Code standards reflect A&F's commitment to the International Labor Organization (ILO)'s Core Conventions, including the Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the United Nations (UN) Guiding Principles for Business and Human Rights, and UK Modern Slavery Act 2015."

<https://corporate.abercrombie.com/af-cares/sustainability/social/vendor-code-of-conduct>

<https://corporate.abercrombie.com/af-cares/sustainability/migrant-employee-addendum>

2.1.1.ii) Labor Standards Oversight (Total Points: 3)

	No	Yes	1. Reports should be unredacted and include (1 pt): -factory names -buyer/brand names -names of auditing partners (1 pt)	2. Company should have language specifying the frequency at which factories are assessed and if taking a risk-based approach (1 pt)	3. Company should disclose how audit information is shared (1 pt)
Does the company publicly share full apparel factory audit and remediation reports, and does it make the reports and their findings available to garment workers, union leaders and garment maker committees (in their native languages) in audited factories?	✓				

Notes & Links

No disclosure of full audit reports. Full transparency into frequency of audits across entire supply chain not provided.

2. "A&F Co. regularly audits our vendors and the facilities they manage."

"Founded in 2006, the [Remediation] program includes monthly factory visits by A&F Co. to determine the root cause of factory issues, and make subsequent systematic sustainable improvements." This program only applies to "factories that need added assistance with improving working conditions and remediating violations."

"A&F Co. employs an international team based out of Hong Kong that supports our factory base through visits to factories...After the visit, they will set goals and a timeline with the factories." This information only pertains to facilities in China.

3. 285 audits were completed in 2021. A+E publicly shares the number of factories in which migrant/forced labor, harassment, and unauthorized production violations were found; the % of factories with findings of non-compliance in each category; and the % of facilities receiving A-F factory ratings. No indication of sharing extent with workers/union leaders.

<https://corporate.bercrombie.com/af-cares/sustainability/responsible/continuous-improvement>

<https://corporate.bercrombie.com/af-cares/sustainability/responsible/metrics>

2.1.2 Worker / Maker Voice: Makers have channels to voice concerns, issues and suggestions, or

advocate for their rights so that they can be heard and addressed (while protecting their anonymity and safety, if necessary).

2.1.2.i) Worker / Maker Voice (Total Points: 3)

	No	Yes	1. % of products sourced from unionized or cooperative factories (i.e. makers have representation and/or part ownership) is increasing, with the goal to reach 100% (1 pt)	2. Does the company disclose what % of workers are covered by collective bargaining agreements, with goals to increase? (1 pt)	3. Company uses its power to advocate for union capacity building in environments where FOA is constrained (1 pt)
Does the company take efforts to increase sourcing from factories that are unionized or are cooperatives? AND in environments where freedom of association is constrained, does the company have efforts / programs to promote trade union capacity building, or to strengthen worker-management cooperation?	✓				

Notes & Links

No evidence.

2.2.1 Living Wage: Makers of the product earn (or are on their way to earning) a living wage.

2.2.1.i) Living Wage (Total Points: 6)

	No	Yes	1. The company publicly discloses the percentage of garment workers receiving living wages (2pts)	2. Company is working with labor organizations to establish a living wage benchmark and is transparent about living wage benchmark methodology, i.e. the "basket of goods" a LW would need to cover (2 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide 100% of makers with a living wage (2 pts)
Does the company ensure that the majority (>50% by volume or number of factories) of garment makers in its entire supply chain earn a living wage (or significantly above minimum wage / industry average, with the goal of reaching a living wage)?	✓				

Notes & Links

No adequate wage data.

BANGLADESH WAGE REVIEW (2019): "...it was determined that nearly 70% of workers received take-home wages above the legally required minimum. The remaining 30% of workers were paid the legally required minimum wage."

<https://fashionchecker.org/brand-profile.html?q=60914> <https://corporate.abercrombie.com/af-cares/sustainability/responsible/bangladesh>

2.2.1.ii) Living Wage (Total Points: 6)

	No	Yes	1. The company publicly discloses the percentage of additional indirect employees (delivery drivers, models, warehouse workers, etc.) receiving living wages (2pts)	2. Company is working with labor organizations to establish a living wage benchmark and is transparent about living wage benchmark methodology, i.e. the "basket of goods" a LW would need to cover (2 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide to 100% of indirect employees with a living wage, or partner with companies in these sectors that provide living wages (2 pts)
Does the company ensure that the majority (>50% by volume or number of warehouses and stores) of all additional indirect employees in its entire supply chain (including drivers, models, and warehouse workers) earn a living wage (or significantly above minimum wage / industry average, with the goal of reaching a living wage)?	✓				

Notes & Links

No adequate wage data.

<https://fashionchecker.org/brand-profile.html?q=60914>

2.2.2 Well-being: Makers of the product benefit from well-being investments / programs. Well-being initiatives include those shown to increase access to essential services (financial, health, benefits, housing, energy, water, sanitation, etc.); employment / career advancement; education.

2.2.2.i) Well-being (Total Points: 2)

	No	Yes	N/A
<p>Does the company produce a majority (>50% by volume or number of factories) in factories where well-being programs are implemented?</p> <p>Well-being programs can include:</p> <p>adequate childcare facilities, maternity benefits and maternal facilities</p> <p>worker-driven/selected benefits, housing allowance, transportation, healthcare, education stipends</p> <p>access to financial services, energy, water, sanitation, etc.</p> <p>WHAT DOESN'T COUNT: trainings, one-off donations</p>	✓		

Notes & Links

"Abercrombie & Fitch (A&F) takes pride in supporting factory workers and their communities. For example, expand capacity building programs to 50,000 more workers by 2022."

"Since 2008, A&F Co. has supported training in 14 factories in four different countries, impacting over 20,0000 women."

"All of A&F Co's tier 1 factories in Cambodia have committed to the P.A.C.E. program."

- <https://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing/herproject>
- <https://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing/pace>
- <https://corporate.abercrombie.com/af-cares/sustainability/beyond-auditing>

2.3 Grievance Mechanisms: Company should have clear and transparent procedures for addressing worker complaints and grievances throughout its supply chain that workers feel confident using without fear of retribution.

2.3.1. Grievance Mechanisms: Effective, adequately funded, and governed operational level grievance mechanisms are in place to receive and address the concerns and grievances of affected or potentially affected stakeholders.

2.3.1.i Grievance Mechanisms (Total Points: 2)

	No	Yes	N/A
<p>Does the company have clear and effective grievance processes made accessible for workers in each part of the supply chain?</p> <p>This means that:</p> <p>The company has several access points for workers to share grievances</p> <p>The company publicly discloses, and guarantees workers' awareness of, the grievance process, including appeals</p> <p>Workers have the ability to escalate grievances up to the brand level without fear of retaliation</p> <p>The company shares data around worker satisfaction with grievance procedure and outcomes</p> <p>The company publicly discloses the number of grievances and actions taken to resolve them</p>	✓		

Notes & Links

Language in CoC and Migrant Employee Addendum seems to place responsibility of providing worker grievance mechanisms on the suppliers. No data indicating worker satisfaction with grievance processes and outcomes.

Using Amader Kotha helpline in Bangladesh but unclear how many of their factories are enrolled.

"Since 2019, over 400 issues have been reported by workers in factories with A&F Co. production and only 1% of these were identified as urgent. All of these issues have been follow-up and corrected in a timely manner."

<https://corporate.abercrombie.com/af-cares/sustainability/responsible/bangladesh>

<https://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct>

<https://corporate.abercrombie.com/our-company/corporate-governance/leadership>

3. Commercial Practices (Total Points: 15)

3.1 Commercial Practices - Public Commitment: Company publicly acknowledges how its purchasing practices impact ability of suppliers throughout the value chain to uphold international labor standards.

3.1.1.i) Buyer Code of Conduct (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly commit to insert a Buyer Code of Conduct in all purchase order contracts with all Tier 1 suppliers?</p> <p>A Buyer Code should include, at a minimum, commitments to:</p> <p>Carrying out human rights due diligence, including responsible purchasing</p> <p>Selecting suppliers using both commercial and human rights standards</p> <p>Negotiating contracts fairly and agreeing to prices that cover all costs of production, including costs associated with responsible business conduct</p> <p>Engaging in ongoing dialogue with suppliers throughout the course of the contract to ensure that buyers' requirements, including change orders, do not undermine human rights</p> <p>Participating in human rights remediation processes in collaboration with other buyers, where appropriate</p> <p>Exiting contracts responsibly, by giving reasonable notice, paying outstanding invoices, and mitigating adverse impacts</p> <p>Please see this example published by the American Bar Association's Business Law Section Working Group to Draft Model Contract Clauses to Protect Human Rights in International Supply Chains, developed in wide consultation with industry stakeholders.</p> <p>The Code is legally binding, i.e. inserted into contracts</p> <p>The Code is publicly available on the company's website</p> <p>The company measures progress against the Buyer Code, including compliance in company KPIs</p>	<input checked="" type="checkbox"/>		

Notes & Links

No Buyer Code disclosed.

3.2.1. Fair Pricing: The prices that companies pay to their suppliers for goods should foster fair pay, sustainable progress and high labor standards. This encompasses planning and forecasting; sourcing; design and development; and costing and payment terms.

3.2.1.i) Fair Pricing (Total Points: 2)

	No	Yes	N/A
<p>3.2.1.i) Do the company's purchasing practices ensure the suppliers' ability to guarantee/support social and environmental sustainability?</p> <p>This means that:</p> <p>Company makes a public capacity commitment to all Tier 1 supplier factories (not relevant for small businesses)</p> <p>Company's purchasing practices reward suppliers for safeguarding worker's rights (higher prices, repeat business, higher values etc)</p> <p>Company publicly commits to set prices high enough to cover investments in sustainability, safety and other compliance demands at the supplier level</p> <p>Company publicly commits to putting down at least 30% upfront investment in orders, to even out the risk between buyers, suppliers and garment makers</p> <p>Company publicly commits to never asking suppliers for discounts on orders</p>	<input type="checkbox"/>		

Notes & Links

No transparency into purchasing practices.

3.2.1.ii) Fair Pricing (Total Points: 1)

	No	Yes	N/A
<p>Does the company commit to responsible sourcing timelines, in order to protect worker rights and well-being?</p> <p>Company publicly commits to negotiating order timelines, factory bookings and changes in orders with respect to human rights</p>	✓		

Notes & Links

No evidence.

3.2.1.iii) Fair Pricing (Total Points: 5)

	No	Yes	N/A
<p>Do the company's purchasing practices ensure the suppliers' ability to provide workers with a living wage?</p> <p>This means that:</p> <p>Company publicly commits to set prices high enough to cover living wages</p> <p>Company publicly commits to increase prices paid to suppliers in order to reflect increases in cost of living and wages and benefits over time</p> <p>WHAT DOESN'T COUNT: ACT Outcomes from ACT are as of yet unclear, thus ACT membership does not yet fulfill this requirement</p>	✓		

Notes & Links

No transparency into purchasing practices.

3.2.2 Commitment to Remediation: Companies are responsible for rectifying and remediating issues, both which arise as a result of their actions and those which they did not directly contribute to. Remediation prioritises the needs of those harmed.

3.2.2.i) Commitment to Remediation (Total Points: 2)

	No	Yes	N/A
<p>Does the company publicly commit to address concerns and grievances in a manner that prioritizes the human rights of supplier factory workers?</p> <p>This means that:</p> <p>Where the company caused or contributed to the harm, it commits to resolve and addresses the root cause of the grievance</p> <p>In instances where its actions did not cause or contribute to the harm, the company commits to support remediation proportionate to the scale and significance of the impact before terminating the contract</p>	✓		

Notes & Links

Amader Kotha in Bangladesh. Need to see this extended to all suppliers going forward - no points as no improvements on extending program are indicated..

"Founded in 2006, the [Remediation] program includes monthly factory visits by A&F Co. to determine the root cause of factory issues, and make subsequent systematic sustainable improvements." (This statement is in reference to violations via audits)

"<https://corporate.abercrombie.com/af-cares/sustainability/social/beyond-auditing/bangladesh>
<https://corporate.abercrombie.com/af-cares/sustainability/policies/vendor-code-of-conduct>
<https://corporate.abercrombie.com/af-cares/sustainability/responsible/continuous-improvement> "

3.2.3 Responsible Exits: The impact of buyer exits on the supplier and workers are considered and integrated into the supplier contract at the outset.

3.2.3.i) Responsible Exits (Total Points: 4)

	No	Yes	Acted responsibly during COVID (1 pt)	N/A
<p>Does the company publicly commit to responsible exits and works to honor contracts without delays in payments and discounts at all times, including during the pandemic or other unforeseen disruptions?</p> <p>This means that:</p> <p>Force majeure clauses are not used to refuse payment on completed or in-process goods</p> <p>If brand cancelled orders during pandemic, they corrected actions within a short amount of time.</p> <p>Exits must involve negotiations with suppliers and implemented with a commitment to mitigate any adverse human rights harms</p> <p>The company ensures that when terminating a contract with a supplier/ factory, paying out workers' wages, severance and other benefits is first priority</p> <p>All products and materials are paid for at time of exit, whether completed or in-process</p> <p><i>Company gets 1 point if it does not explicitly have a Responsible Exit policy but it acted responsibly towards its suppliers during the Covid-19 pandemic.</i></p>	✓			

Notes & Links

No commitment made regarding responsible exits.

4. Raw Materials (Total Points: 20)

4.1 Raw Materials Producers' Human Rights: Use of raw materials that are produced with assurance that growers and producers have their basic human and labor rights respected.

4.1.1 Raw Materials Producers: Raw Materials used were produced with respect for human rights (and investments in well-being / livelihoods of growers and their communities).

4.1.1.i) Raw Materials Producers (Total Points: 5)

	No	Yes	N/A
<p>Does the company publicly commit to actively protecting the labor / human rights (and/or well-being) of raw material producers (through its own programs, multi-stakeholder initiatives, or certifications), ensuring that >50% of raw material is produced under such conditions, with a time-bound target to reach 100%?</p> <p>This means that:</p> <p>Company can prove how its practices have a positive social impact on the communities where it sources its raw materials from</p> <p>Year-on-year data shows that the company is on track to meet its targets</p> <p>If relevant, company addresses Uyghur forced labor</p>	✓		

Notes & Links

No evidence.

4.2 Raw Materials Environmental Sustainability: Use of raw materials that are more environmentally sustainable (e.g. inputs required, land conversion, soil health impact, deforestation, etc.) than conventional materials.

4.2.1 Biogenic Materials: Materials made of or from life-forms (includes Manmade Cellulosic Fibers).

4.2.1.i) Biogenic Materials (Total Points: 4)

	No	Yes	N/A
<p>Does the company ensure that >50% of biogenic materials sources are net positive (protects biodiversity, restores and regenerates land and ecosystems, avoids all land conversion to agriculture) for the environment by 2025, with a time-bound target to reach 100%?</p> <p>This means that, for example:</p> <p>Year-on-year data shows that the % of regenerative agricultural materials used is increasing</p> <p>Year-on-year data shows that the % of recycled biogenic materials used is increasing</p> <p>Company can demonstrate through certifications that virgin MMCFs are sourced from responsibly managed forests</p> <p>Year-on-year data shows that company is on track to meet its net positive goals</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Notes & Links

"No evidence of % increase in recycled biogenic materials or use of regenerative practices.

2025 goal: source 25% of cotton through Better Cotton Initiative.

""Moving forward, A&F Co. will work with Canopy and our cellulosic fiber suppliers to collaborate and support solutions that protect ancient and endangered forests.""

"<https://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability>
<https://corporate.abercrombie.com/af-cares/sustainability/policies/cellulosic-fiber-update> "

4.2.2 Non-biogenic Materials: Materials that are not made of or from life-forms.

4.2.2.i) Non-biogenic Materials (Total Points: 2)

	No	Yes	N/A
<p>Does the company have a time-bound target to reduce all virgin polyester and virgin oil-derived synthetic materials in its value chain to the lowest feasible amounts?</p> <p>This means that:</p> <p>Year-on-year data shows that % of polyester and oil-derived materials is decreasing</p> <p>Data shows that company is on track to meet its oil-derived materials reduction targets</p>	✓		

Notes & Links

No evidence.

4.2.2.ii) Non-biogenic Materials (Total Points: 4)

	No	Yes	N/A
<p>Does the company have a time-bound target to ensure that the highest feasible amount of non-biogenic materials used in its products are recycled and that these recycled materials are sourced and processed responsibly?</p> <p>This means that, for example:</p> <p>Year-on-year data shows that the ratio of recycled oil-derived materials to virgin oil-derived materials used is increasing (OR that company is on track to reduce its use of oil-derived materials to the lowest feasible amount).</p> <p>Company discloses where it sources its post-consumer PET</p> <p>Company prioritizes sourcing from local waste-management systems rather than outsourcing collection of plastic waste for fabric production to developing countries</p> <p>Year on year data shows that the company is on track to phase out materials for which there is not currently fiber-to-fiber recycling technology within five years</p>	<input checked="" type="checkbox"/>		

Notes & Links

"2025 goal: source 25% of polyester from recycled materials and 50% of viscose from Canopy supported innovative products.

Does not state where specifically it intends to source these materials.

<https://corporate.bercrombie.com/af-cares/sustainability/environmental/traceabilit>

4.3 Raw Materials and Animal Welfare

4.3.1 Animal Welfare: Welfare is respected in use of animal-sourced materials.

4.3.1.i) Animal Welfare (Total Points: 5)

	No	Yes	1. Company's animal welfare practices reflect an animal welfare policy that is dated and revised at least every three years (1 pt)	2. The policy recognise/ references the overarching requirements for animal welfare (1 pt) i.e. The Five Freedoms or The Five Domains/ Five Provisions	3. The policy recognise major species-specific animal welfare challenges (1 pt)	4. The company has a clearly defined policy against the use of furs and exotic skins (1 pt)	5. The policy includes clear, measurable targets for improvement, and year-on-year data shows company is on track to meet these targets (1 pt): - volume of traceable product - volume of certified products (material specific and certification specification)
<p>Does the company have a public commitment to guarantee the welfare of the animals in its value chain (that applies to materials derived from animals)?</p> <p>If the product was NOT made with animal-sourced materials, answer N/A here</p>	<input type="checkbox"/>						

Notes & Links

"2025 goals to source 100% of wool certified through the Responsible Wool Standard and 100% of down certified through the Responsible Down Standard.

"Animal products and fibers must be sourced and purchased from legitimate processors that only use humane animal treatment practices." Policy not specific enough.

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/traceability>
<https://corporate.abercrombie.com/af-cares/sustainability/policies/humane-practices>

5. Environmental Justice (Total Points: 42)

5.1 Commitment to Intersectional Environmentalism

5.1.1 Intersectional Environmentalism: Company has commitment, plan, and resources dedicated to assess and reduce environmental impact, especially in communities most adversely affected - both by its operations and the climate crisis more generally.

5.1.1.i) Intersectional Environmentalism (Total Points: 2)

	No	Yes	N/A
<p>Does the company demonstrate a commitment to intersectional environmental sustainability (through environmental sustainability policies, goals, collections etc., especially in the geographical locations that are being most impacted by the climate crisis or where the company itself has an environmental impact)?</p> <p>This means that:</p> <p>The company demonstrates its understanding of the relationship between social and environmental impacts There is language on the website about commitment to intersectional environmentalism and goals - particularly in the global South/ regions where the company is sourcing and manufacturing. Red flag: does the company have lawsuits against it by communities over environmental justice?</p>	<input checked="" type="checkbox"/>		

Notes & Links

No mention of intersectional environmental goals.

5.2 Climate Change + Energy: Reducing greenhouse gas emissions from production.

5.2.1 GHG Emissions Measurement & Disclosure: Company measures and discloses greenhouse gas emissions associated with manufacturing its products.

5.2.1.i) GHG Emissions Measurement & Disclosure: (Total Points: 1)

	No	Yes	N/A
Does the company publicly disclose CO2 emissions across its value chain? - CO2 emissions at product level from manufacturing stage only; company discloses aggregate Scope 3 emissions	✓		

Notes & Links

Not yet, no improvements/ updates since last year:

"Scope 3 GHG emissions include indirect emissions that occur in A&F Co.'s value chain, including product transportation, travel and supplier emissions...As supplier emissions remain a large unknown relative to our Scope 3 emissions, A&F Co. partnered with an Environmental Defense Fund Climate Corp Fellow in 2019 to identify our product shipment emissions in the supply chain."

Disclosure provided from 2014 to 2020.

Scope 3 Emissions

<https://corporate.bercrombie.com/af-cares/sustainability/environmental/energy>

5.2.2 GHG Emissions Reduction: Company is taking action to reduce GHG emissions from the manufacturing of its products.

5.2.2.i) GHG Emissions Reduction (Total Points: 3)

	No	Yes	N/A
<p>Does the company have absolute, time-bound science-based targets to reduce its GHG emissions across its entire value chain, that are in line with the 1.5 degree pathway?</p> <p>This means that:</p> <p>Company is pursuing at least a 45% reduction in net CO2 emissions by 2030 compared to 2020 levels Company is pursuing net-zero emissions by 2050 Year-on-year emissions data shows that company is reducing its emissions every year and is on track to meet its targets</p> <p>WHAT DOESN'T COUNT: Carbon-offsetting</p>	✓		

Notes & Links

"Global Store Scope 1 and 2 GHG emissions reduction of 35% by 2030
 Total Scope 1 and 2 GHG emissions reduction of 47% by 2030
 100% Renewable Electricity for corporate owned Global Home Office and Distribution Centers in 2023"

A&F has reduced its Scope 1 and 2 emissions. Unclear about Scope 3, too soon to make an assessment.

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/energy>

5.2.2.ii) GHG Emissions Reduction (Total Points: 2)

	No	Yes	N/A
<p>Does the company provide financial incentives to suppliers implementing low carbon processes?</p> <p>Could be in the form of:</p> <p>Better prices Preferred Supplier Status Extension of Credit Better contract terms</p>	✓		

Notes & Links

"Purchased goods and services is the greatest contributor to A&F Co.'s GHG footprint, which account for 70% of our total emissions. A&F Co.'s sustainability team is working with sourcing team to identify reduction opportunities such as increases our use of recycled materials and more sustainable viscose, as well as enroll our strategy Tier 1 and 2 suppliers in the Carbon Leadership Program (CLP) by Apparel Impact Institute (Aii) to set reduction plan and target."

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/energy> p 18

https://apparelimpact.org/wp-content/uploads/2022/10/Aii_ImpactReport_2021-2.pdf

5.2.2.iii) GHG Emissions Reduction (Total Points: 2)

	No	Yes	N/A
<p>Does the company invest in eliminating negative health impacts of pollution along its value chain?</p> <p>- The company can demonstrate that it is working to remedy the health of both human beings and ecosystems along its value chain, as it relates to emissions pollution</p>	✓		

Notes & Links

No evidence.

5.3 Water Stewardship: Contributing to sustainability of water resources.

5.3.1 Water Stewardship Disclosure: Company discloses its water footprint and water stewardship strategy associated with manufacturing its products.

5.3.1.i) Water Stewardship Disclosure (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly disclose its water footprint and water risks throughout the value chain?</p> <p>All the way up to raw material and animal by-product (cotton, leather etc.)</p>	✓		

Notes & Links

No water footprint disclosed.

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/water>

5.3.2 Sustainable Water Management: Company is taking action to responsibly and sustainably source water used in its products.

5.3.2.i) Sustainable Water Management (Total Points: 3)

	No	Yes	N/A
<p>Does the company have time-bound targets to ensure that water is sustainably managed on a local level by 2030?</p> <p>This means that:</p> <p>Targets focus on water-stressed areas Targets are context-based; taking into account local ecological limits Year-on-year data shows the company is on track to meet its water stewardship targets</p>	✓		

Notes & Links

"Strive for at least 30% water reduction in denim production by 2022"

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/supply-chain>

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/water>

5.3.2.ii) Sustainable Water Management (Total Points: 2)

	No	Yes	N/A
<p>Does the company invest in local programs and provide financial incentives to farmers and suppliers to implement water-efficient technologies and processes?</p> <p>Company is investing in local programs and providing financial incentives to suppliers to increase water efficiency/use-reduction</p> <p>Could be in the form of:</p> <p>Better prices Preferred Supplier Status Extension of Credit Better contract terms</p>	✓		

Notes & Links

No evidence.

"We are working to reinforce our water stewardship and conservation practices by identifying and implementing specific efficiency projects in stores and at Home Office and Distributions."

5.3.3 Water Quality: Company is avoiding the discharge of hazardous chemicals from manufacturing.

5.3.3) Water Quality (Total Points: 2)

	No	Yes	N/A
Does the company publicly publish their wastewater guidelines and test results which are in line with ZDHC wastewater guidelines?	✓		
Test results show year-on-year reduction in water pollution			

Notes & Links

Beginning in 2021, A&F Co. will expand the wastewater test program to all garment dye houses. Beyond 2021, key fabric mills will also be required to complete the test. No updates on progress.

5.4 Health + Environmental Hazards: Avoiding chemicals and manufacturing processes that are harmful to human health and the environment.

5.4.1 Avoidance / Ban of Hazardous Chemicals: Company avoids the use of hazardous chemicals.

5.4.1.i) Avoidance / Ban of Hazardous Chemicals (Total Points: 3)

	No	Yes	1. Publicly shared metrics show a reduction in hazardous chemicals year-on-year (that applies to all suppliers) (1 pt)	2. The company uses and enforces a Manufacturing Restricted Substances List (MRSL) that is equivalent to or more stringent than the ZDHC MRSL, and this MRSL is updated regularly (1 pt)	3. The company also discloses a list of chemicals that ARE used along the value chain (1 pt)
Does the company have time-bound targets to eventually eliminate the use of hazardous chemicals throughout the entirety of its supply chain?	✓				

Notes & Links

A&F's Manufacturing RSL is "based on the vision of Zero Discharge of Hazardous Chemicals Manufacturing Restricted Substance List 2.0 (ZDHC MRSL 2.0)" - unclear if totally aligned with ZDHC MRSL.

A&F is not a ZDHC signatory.

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/substances>

<https://www.roadmaptozero.com/contributor-category/signatory-brands-brands-and-retailers>

5.4.1.ii) Avoidance / Ban of Hazardous Chemicals (Total Points: 1)

	No	Yes	N/A
<p>Is the company actively working to reduce chemical pollution in garment supply chains more generally?</p> <p>This means that:</p> <p>Company is supporting suppliers to implement new technologies that reduce chemical usage OR Company is involved in R&D to develop cleaner, safer chemistry and less-chemical intensive processes</p>	✓		

Notes & Links

No evidence.

"In 2019, A&F Co. transitioned to a hazardous waste recycling program for returned or damaged personal care. The program will roll out on a quarterly basis across all US domestic stores over the next few years, with a goal of recycling 100% of hazardous waste in all domestic stores by 2022. At the end of 2020, 27% of domestic stores participate in this program."

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste>

5.4.1.iii) Avoidance / Ban of Hazardous Chemicals (Total Points: 2)

	No	Yes	N/A
<p>Does the company seek to eliminate negative health impacts of chemical pollution along its value chain?</p> <p>The company can demonstrate that it is working to improve the health of both human beings and ecosystems along its value chain, as it relates to the impacts of chemical pollution</p>	✓		

Notes & Links

No evidence.

5.5 Product Life Cycle Stewardship: Taking responsibility for the product and its social and environmental impact throughout the upstream and downstream value chain.

5.5.1 Product Design: The company prioritizes decreasing product output, increasing product quality and reducing environmental impact right from product inception.

5.5.1.i) Product Design (Total Points: 2)

	No	Yes	1. Year-on-year data shows that the amount of textile waste throughout the product manufacturing process is decreasing (1 pt)	2. Data shows that the company is on track to meet its textile waste elimination targets (1 pt)
<p>Does the company have a time-bound target to eliminate both pre- and post-consumer textile waste to landfill through innovative design techniques?</p>	✓			

Notes & Links

No data indicating the discard rate or amount of textile waste they produce is decreasing.

A+F participates in "Cotton Inc's Blue Jeans Go Green denim recycling program by collecting unwearable or scrap denim to be turned into insulation" and partners with Martex Fibers to recycle unwearable or damaged fabric from their Global Home Office "into reusable items such as gym matting, bedding, automotive fill, acoustic paneling and other materials."

<https://corporate.bercrombie.com/af-cares/sustainability/environmental/materials-waste>

5.5.1.ii) Product Design (Total Points: 2)

	No	Yes	1. The % of the company's products that are designed for ease of maintenance and repair is increasing year-on-year (1 pt)	2. Year-on-year data shows that discard rate of company's products is decreasing (1 pt)
Does the company prioritize creating durable, high-quality products, made to last, over more low-quality garments?	✓			

Notes & Links

No evidence.

5.5.1.iii) Product Design (Total Points: 2)

	No	Yes	1. Year-on-year data shows that an increasing % of the company's materials and products are designed in such a way that minimises shed of synthetic microfibers during washing (1 pt)	2. Year-on-year data shows that an increasing % of the company's materials and products are designed such that minimal washing, or only less environmentally impactful washing methods are required (1 pt)
Does the company design for minimal environmental impact (minimal energy, water, material use) during product's "use phase"?	✓			

Notes & Links

No evidence.

5.5.1.iii) Product Design (Total Points: 2)

	No	Yes	1. As blended fibers are still challenging to recycle, brand shows that year-on-year % of mono-material garments is increasing (1 pt)	2. Year-on-year data shows that % of products designed for ease of disassembly is increasing (1 pt)
<p>Does the company design with the post-consumer phase in mind?</p> <p>Products are designed with recycling ease in mind:</p>	✓			

Notes & Links

No evidence.

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste>

5.5.2 Product Life Extension: The company is prioritizing implementation of repair, rental, or resale initiatives above the production of new garments

5.5.2.i) Product Life Extension (Total Points: 4)

	No	Yes	1. Company discloses % of brick-and-mortar stores in which these services are available (1 pt)	2. Company can prove that it is increasing consumer accessibility to its repair and upcycling services (2 pts)	3. Company can prove that it is increasing consumer awareness about these services AND that it is incentivizing use of them (1 pt)
<p>Does the company provide repair and upcycling services AND does it provide incentives to encourage consumers to prioritize use of these services over purchasing new products?</p>	✓				

Notes & Links

Company does not appear to offer such services.

5.5.2.ii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company have rental initiatives to increase product lifespan and reduce reliance on the production and consumption of new garments?</p> <p>This means that:</p> <p>For garments that tend to have shorter consumer phases (i.e. baby and children's clothing, maternity wear, occasion wear, work wear) company prioritizes rental over new production and consumption AND Company has initiatives in place to reduce carbon and energy impacts of rental:</p> <p>Company prioritizes renting and shipping locally/regionally</p> <p>Company uses brick-and-mortar stores</p> <p>Company actively educates consumers about more sustainable rental behaviour, i.e. longer renting periods vs one-time wears and sending clothes back and forth</p>	✓		

Notes & Links

Company does not appear to offer such initiatives.

5.5.2.iii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company have resale initiatives to increase product lifespan and reduce reliance on the production and consumption of new garments?</p> <p>This means that:</p> <p>Company is transparent about its resale initiatives, including where clothes that aren't resold end up (exported, sold to shredding companies, etc.)</p> <p>Resale stock is pre-owned and not unsold products</p> <p>Company prioritizes the resale of its own products</p> <p>Garment makers and supply chain workers financially benefit from the resale of company's own products</p>		✓	

Notes & Links

In 2020, A&F Co. announced its re-commerce partnership with thredUP.

"Through this partnership, customers can send any brand of like-new women's and children's clothing to thredUP, and the garments will then be "re-commerced" on thredUP's site. Once the garments are received and processed, customers will earn gift cards for use at A&F, Abercrombie kids, Hollister and Gilly Hicks"

<https://corporate.abercrombie.com/af-cares/sustainability/environmental/materials-waste>
www.thredup.com/abercrombie

https://www.thredup.com/bg/p/about-rescues?tswc_redir=true

5.5.2.iii) Product Life Extension (Total Points: 1)

	No	Yes	N/A
<p>Does the company acknowledge that circularity must be used to replace linear production, not merely run parallel to the production of new goods?</p> <p>Company is transparent about its circularity commitments and how they plan to replace their linear business model with circular business models</p>	✓		

Notes & Links

No intent expressed to replace linear model.

5.5.3 Post-Consumer Phase: The company takes full responsibility for its downstream value chain.

5.5.3.i) Post-Consumer Phase (Total Points: 1)

	No	Yes	N/A
<p>Is the company transparent about what happens to garments once they have been collected via take-back schemes?</p> <p>Company publicly discloses:</p> <p>quantity of items collected via takeback scheme annually</p> <p>quantity or % of items recycled</p> <p>quantity or % of items exported for resale in a secondhand market in the global south</p> <p>quantity or % of items sent to landfill</p> <p>quantity or % of items incinerated</p>	✓		

Notes & Links

Relevant data not provided for the below initiative.

"Since 2014, A&F Co. has contributed to Cotton Inc's Blue Jeans Go Green denim recycling program by collecting unwearable or scrap denim to be turned into insulation...Since its founding, Blue Jeans Go Green has collected more than 2.4 million pieces of denim, diverting 1,200+ tons of waste from landfills."

5.5.3.ii) Post-Consumer Phase (Total Points: 1)

	No	Yes	N/A
<p>Is the company transparent about both its non-profit and for-profit clothing donation programs?</p> <p>This means that:</p> <p>Company publicly discloses its takeback partners and whether they are non-profit or for-profit</p> <p>Company publicly discloses quantities of clothing sent to each country</p> <p>Company makes consumers aware of this data (i.e. company does not greenwash its takeback schemes)</p> <p>Company is transparent about its use of profits from resale</p>	<input type="checkbox"/>		

Notes & Links

Level of detail required about where clothing ends up is not provided.

"Since 2013, A&F Co. has donated more than \$18.9 million in clothing to World Vision, a global humanitarian organization...In 2020, A&F 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...An additional 96,000 units were donated to communities in Lesotho, Nicaragua, Zambia, El Salvador and Honduras."

"A&F Co. also donates materials to other organizations including the Boys & Girls Clubs, Habitat for Humanity, area universities and others."

<https://corporate.abercrombie.com/af-cares/sustainability/our-partners>

https://www.thredup.com/bg/p/about-rescues?tswc_redir=true

5.5.4 Packaging: Company is reducing the environmental impact of its packaging.

5.5.4.i) Packaging (Total Points: 1)

	No	Yes	N/A
<p>Does the company have time-bound targets to reduce the amount of packaging sent to landfill AND to source packaging raw materials sustainably/responsibly?</p> <p>This means that:</p> <p>Year-on-year data shows that the amount of packaging produced is decreasing</p> <p>Year-on-year data shows that company is on track to eliminate virgin plastics in its packaging</p> <p>Year-on-year data shows that % of fiber-to-fiber recycled and recyclable packaging is increasing</p> <p>Year-on-year data shows that company is on track to eliminate packaging raw materials sourced from endangered forests</p>	✓		

Notes & Links

No relevant data or updated progress on the below.

"Given logistical challenges, only a few of A&F Co.'s U.S. mall property partners provide garment polybag recycling programs for store retailers. Beginning in 2020, A&F Co. is working to recycle 100% of polybags in stores where this recycling program is offered."

"A&F Co. has taken action to reduce the amount of waste generated or sent to a landfill. In particular, reducing the amount of paper printed in stores has been a high priority for action. In 2020, US domestic stores printed 23% less pages than in 2019 – saving 300 trees."

"Since 2016, A&F Co. has recycled over 20,000 tons of cardboard, 470 tons of paper, 17 tons of fabric/denim scraps and 130 tons of electronic waste."

<https://corporate.bercrombie.com/af-cares/sustainability/environmental/materials-wast>

6. Governance (Total Points: 42)

6.1 Growth: Business strategy acknowledges that the pursuit of exponential growth of material goods, which ultimately outstrips all environmental sustainability efforts, is incompatible with the 1.5 degree pathway.

6.1.1 Growth and Production: Company's financial philosophy and production trajectory takes into account the climate crisis and finite planetary boundaries.

6.1.1.i) Growth and Production (Total Points: 1)

	No	Yes	N/A
<p>Does the company publicly disclose how many items it produces every year?</p> <p>The company discloses the actual number of garments, not, for example, the total mass of the garments produced annually</p>	✓		

Notes & Links

products produced undisclosed.

6.1.1.ii) Growth and Production (Total Points: 3)

	No	Yes	N/A
<p>Does the company recognize that the pursuit of exponential growth of products, virgin resources and energy is incompatible with the 1.5 degree pathway?</p> <p>This means that:</p> <p>Given the climate crisis and our finite planetary boundaries, the company needs to demonstrate that it's producing fewer new products year-over-year (not relevant to small businesses)</p> <p>For companies of all sizes: The company demonstrates that it recognizes that limits come with opportunities</p>	✓		

Notes & Links

No evidence.

6.1.1.iii) Growth and Production (Total Points: 3)

	No	Yes	N/A
<p>Does the company have a time-bound strategy in place to move away from a linear growth model?</p> <p>This means that:</p> <p>For companies of all sizes: the company has identified, and begun to pursue, ways to make revenue in sustainable and resilient ways</p> <p>The company does not have plans to increase its virgin product offering or the number of brick-and-mortar stores (not relevant to small businesses)</p> <p>Year-on-year data shows that the company is on track to reduce its overall environmental impacts, a.k.a its net impact</p>	✓		

Notes & Links

No time-bound strategy or clear intent to move away from linear growth.

6.1.2 Changing Business Models and Just Transitions: Company is rethinking its business models while considering the wages and employment of the workers along its value chains.

6.1.2.i) Growth and Production (Total Points: 2)

	No	Yes	N/A
<p>Does the company place the well-being of its employees and the workers along its value chains at the center of its business model transition plans?</p> <p>This means that:</p> <p>The company prioritizes the needs and voices of employees and factory workers in its business model transition plans</p> <p>The company has a responsible transition plan including paying living wages and a humane pace of production</p>	✓		

Notes & Links

No evidence.

6.2 Diversity, Equity and Inclusion: The company takes a "top down and bottom up" approach to investing in historically marginalized communities.

6.2.1 Hiring Policies: The company's hiring policies take into account regional histories and recognize that traditional methodologies may be limiting.

6.2.1.i) Hiring Policies (Total Points: 2)

	No	Yes	N/A
Is the company investing in the communities where it operates in terms of its hiring practices, taking into account class, gender and race?	✓		
The company is building relationships with local communities and HBCUs to create career pipelines and opportunities for historically marginalized communities?			

Notes & Links

In 2021, A&F holds its first HBCU Summit "with student attendees represented from the top 6 Historically Black colleges and universities in the US." (date TBD for Fall 2022).

"Our HBCU Summit provides a roadmap of potential career paths within the retail industry with a particular focus on Environmental and Social Governance and our HBCU communities. This event offers the opportunity to sharpen candidate profiles for corporate retail, exposure to industry leaders, a direct pipeline into A&F's dynamic roles across our stores organization and our Corporate Home Offices."

Summit outcomes and impacts unclear.

6.2.1.ii) Hiring Policies (Total Points: 2)

	No	Yes	N/A
Do the company's job descriptions and requirements take into account local/ regional history?	✓		
The company recognizes that a pool of uniquely qualified candidates may not meet the criteria usually sought out in traditional job descriptions			

Notes & Links

No evidence.

6.2.1.iii) Hiring Policies (Total Points: 4)

	No	Yes	N/A
<p>Does the company's board and leadership reflect the region's population?</p> <p>The demographic of the company's board/ leadership team is reflective of that of the region</p> <p>WHAT DOESN'T COUNT: Tokensim</p>	✓		

Notes & Links

"64% of directors self-identify as diverse as to gender or race/ethnicity."

<https://corporate.abercrombie.com/our-company/corporate-governance/leadership> p 3

<https://abercrombieandfitchcompany.gcs-web.com/static-files/3aafdc57-85c8-4fae-9868-68bab76882b2>

6.2.2 Retaining and Investing In Employees: DEI goes beyond "box-ticking" - the company is invested in setting all of its employees up for success throughout their career trajectories.

6.2.2.i) Retaining and Investing in Employees (Total Points: 4)

	No	Yes	1. The company publicly discloses the percentage of direct employees receiving living wages (1 pts)	2. Company is transparent about living wage benchmark it uses i.e. MIT Living Wage Calculator (1 pts)	3. Publicly disclosed year-on-year wage data shows that the company is on track to provide 100% of direct employees with a living wage (2 pts)
<p>Does the company provide all of its direct employees with a living wage?</p>	✓				

Notes & Links

No employee wage data disclosed.

6.2.2.ii) Retaining and Investing in Employees (Total Points: 2)

	No	Yes	1. Does the company disclose what % of direct employees are covered by collective bargaining agreements, with goals to increase? (1 pt)	2. Company uses its corporate power to advocate for union capacity building in environments where FOA is constrained (1 pt)
Does the company actively support and promote the participation of its direct employees in trade unions and other collective bargaining associations?	✓			

Notes & Links

"The number of associates represented by works councils and unions is not significant and is generally limited to associates in the Company's European stores. "

p 9

<https://abercrombieandfitchcompany.gcs-web.com/static-files/e0d759b9-031d-4371-b4c3-38b440b13a7f>

6.2.2.iii) Retaining and Investing in Employees (Total Points: 4)

	No	Yes	N/A
<p>Does the company have the infrastructure in place to be able to welcome and retain employees from diverse backgrounds?</p> <p>The company incentivizes employees, removes hurdles and sets them up for success:</p> <p>paid a living wage and can demonstrate year-over-year improvements on wages that keep pace with the cost of living investment in employee education job training travel stipend mutual aid employees have the right to unionize and their collective bargaining rights are protected employees can air and escalate grievances without fear of retaliation/retribution</p>	<input checked="" type="checkbox"/>		

Notes & Links

2 women's groups: The Herd & Women In It.

In 2021, A&F established a new associate resource group for families, parents, and caregivers (Families ARG).

<https://corporate.abercrombie.com/af-cares/diversity/our-initiatives> p 5
<https://abercrombieandfitchcompany.gcs-web.com/static-files/8791b79b-4337-415c-94c5-794931701758/> <https://abercrombieandfitchcompany.gcs-web.com/static-files/3aafdc57-85c8-4fae-9868-68bab76882b2>

6.2.3 Investment in BIPOC and Marginalized Communities:

6.2.3.i) Investment in BIPOC and Marginalized Communities (Total Points: 3)

	No	Yes	N/A
<p>Does the company invest in the same communities it extracts value from?</p> <p>This means that:</p> <p>Company reinvests the profits it extracts from marginalized communities back into those communities</p> <p>Company does not exploit, wokewash or co-opt movements and cultures for profit</p> <p>DOES NOT COUNT: selling product, merch around BLM, Pride etc. simply because it is trending</p>	✓		

Notes & Links

No evidence.

6.3. Corporate Strategy and Environmental Justice

6.3.1 Corporate Strategy: The company's long term policies and frameworks center around social and environmental justice.

6.3.1.i) Corporate Strategy (Total Points: 2)

	No	Yes	N/A
<p>Does the company have an overall environmental justice strategy to address community impacts where their biggest supply chain footprint is?</p> <p>This means that:</p> <p>There is a board- or executive-level policy in place</p> <p>A system exists by which to consult stakeholder communities</p> <p>There are investments to address impacts</p>	✓		

Notes & Links

Committed to UN Global Compact.
ESG Committee Charter.

No further indication that company's policies and strategies center environmental justice, specifically.

<https://corporate.abercrombie.com/af-cares/sustainability/united-nations-global-compact>
<https://corporate.abercrombie.com/af-cares/sustainability/corporate-goals>
<https://abercrombieandfitchcompany.gcs-web.com/static-files/6ce56aa7-e61b-499c-b01a-28951880ea70/>

6.3.2 Board and Executive-Level KPIs and Remuneration: Environmental Justice is embedded in KPIs

6.3.2.i) Board and Executive-Level KPIs and Remuneration (Total Points: 4)

	No	Yes	N/A
<p>Does the company link the compensation of its executives and key teams to the achievement of publicly disclosed social and environmental targets along its value chain?</p> <p>This means that:</p> <p>There is board-level accountability for human and environmental rights in the supply chain Compensation of C-suite, Buying teams etc. is tied to the meeting of social and environmental justice targets Performance targets are made public</p>	<input type="checkbox"/>		

Notes & Links

No evidence.

6.4 Worker-Driven Advocacy + Enforceable Agreements: The company recognizes that brand-driven voluntary efforts and unenforceable agreements and codes of conduct have been ineffective in reforming the fashion industry and empowering garment workers. The company will work to adopt binding contractual agreements and legislation that centers people and planet over profit.

6.4.1 Give Workers Center Stage: Garment maker representation must extend to the governance structures of brand-funded multi-stakeholder initiatives and major conferences and events that shape the ethical and sustainable fashion agenda.

6.4.1.i) Give Workers Center Stage (Total Points: 2)

	No	Yes	N/A
Does the company ensure representation of women garment worker voices in its conversations about worker's rights?			
When the company hosts any kind of public-facing event on its ethics or supply chain performance, including webinars and IG Lives or attending major conferences, it includes garment workers from its own supply chain in those discussions	✓		

Notes & Links

No evidence.

6.4.2 Sign Enforceable Contracts and Help Pass Laws: Brands must commit to worker-driven binding agreements and support legal reforms that hold companies accountable for preserving human and labor rights in their supply chains.

6.4.2.i) Give Workers Center Stage (Total Points: 4)

	No	Yes	N/A
<p>Does the company support brand accountability for garment makers in legislation and private regulatory schemes, such as bans?</p> <p>This means that (4 pts): -The company does not lobby against, or pay dues to, industry groups that advocate against labor and human rights regulations that hold brands accountable to their supply chain -The company endorses national and international labor and human rights policies/ regulations that hold brands accountable for their supply chains</p> <p>For example, the company has:</p> <p>Signed The International Accord Endorsed SB62 Endorsed Mandatory Human Rights Due Diligence Endorsed End Uyghur Forced Labor Call to Action Endorsed EUFL CTA Signed The Lesotho GBV Agreement Endorsed The FABRIC Act Endorsed The Fashion Workers Act</p> <p>NOTE: If a company has actively lobbied against even one of these regulatory mechanisms, their endorsement of any other law or agreement is nullified and no points will be awarded for this question.</p>	<input checked="" type="checkbox"/>		

Notes & Links

AAFA member.

A&F has still not signed onto the renewed and expanded Accord

<https://corporate.bercrombie.com/af-cares/sustainability/social/update-on-xinjiang>
<https://remake.world/stories/news/brands-that-support-the-garment-worker-protection-act/>
<https://cleanclothes.org/campaigns/protect-progress/brand-tracker>
<https://corporate.bercrombie.com/af-cares/sustainability/social/partners-memberships/bangladesh-accord>

1.1.1.ii Calc	0
2.1.1.ii Calc	0
2.2.1.i Calc	0
3.2.1.ii Calc	0

3.3 SPOTLIGHT ISSUE: BRAND BEHAVIOR DURING THE PANDEMIC

3.3.1 Keep Workers Safe: Brands must ensure that workers legally owed wages and severance are paid in full and on time.

3.3.1 Keep Workers Safe: As the pandemic enters its third year, brands have an obligation to ensure that its disruptions do not impact workers' paychecks, safety or human rights. The pandemic must not be used as a cover to suppress wages or erode labor and human rights (either by, for example, arbitrarily cutting or withholding pay; firing workers and hiring them back at a lower level; or harassing and intimidating women and union organizers).

All legal wages must be paid in full and on time, including severance in the instance of furloughs or layoffs, and all internationally recognized human and labor rights must be protected. Brands will do their part to ensure these conditions are met.

4.2.2.ii Calc	0
5.2.2.iii Calc	0
5.3.2.ii Calc	0
5.4.1.iii Calc	0
5.5.2.iii Calc	1
6.1.1.iii Calc	0
6.2.1.ii Calc	0
6.2.2.ii Calc	0

6.4.2.i) SPOTLIGHT ISSUE: The International Accord for Health and Safety in the Textile and Garment Industry

	No (-5 pts)	Yes	N/A
<p>Has the company signed the International Accord, the extended and expanded Accord on Fire and Building Safety in Bangladesh?</p> <p>Was the brand an initial signatory to the 2013 Accord, did the brand resign?</p> <p>If the brand sources from Bangladesh but was not a part of the original Accord, has it signed onto the new agreement?</p>			

Notes & Links