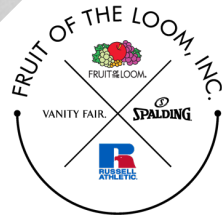
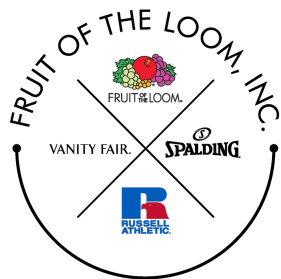


Sustainability Summary

Fruitful Futures™

2022





Fruitful Futures™

Our Fruitful Futures™ sustainability plan is the roadmap to deliver essential goods fit for our changing world.

It connects our brands and our people in purposeful work across three commitments:

- **People-Centric**
- **Planet-Conscious**
- **Product Authenticity**

Our Plan

Our Pillars



Our Initiatives

Diversity & Inclusion: Foster a workplace where everyone is treated with respect and empowered to contribute on an equal basis.

Fair Compensation: Analyze wages for workers around the world.

Respectful Workplaces: Committed to respectful workplaces and upholding human and labor rights.

Threads of Change: Lift up our communities through donations of product, time and money.

Greenhouse Gases: Reduce our greenhouse gas emissions in line with climate science.

Energy: Increase use of renewables across our supply chain.

Water: Reduce the amount of water we use per pound of production.

Waste: Eliminate waste in our own operations.

Product Safety: Certify all our fabrics to ensure chemical safety.

Transparency: Map all our supply chain back to raw materials.

Sustainable Sourcing: Source our raw materials sustainably.

United
Nations
SDGs



2022 Goals Scorecard

 Goal Met
  In Progress
  Growth Opportunity



PEOPLE-CENTRIC

DIVERSITY & INCLUSION



Increase global female representation and retention across the organization, targeting region-specific goals



Increase representation and retention of ethnically diverse talent across the organization in the U.S.

FAIR COMPENSATION



Benchmark our global operations by 2021

THREADS OF CHANGE



Reach 3 million people by 2027



PLANET-CONSCIOUS

GREENHOUSE GASES



Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2018 base year



Reduce absolute scope 3 GHG emissions covering purchased goods and services, and fuel and energy-related activities 30% by 2030 from a 2018 base year

ENERGY



100% renewable electricity by 2030

WATER



10% reduction in water intensity by 2030

WASTE



Maintain zero waste in our own facilities



PRODUCT AUTHENTICITY

PRODUCT SAFETY



100% Oeko-Tex® certification for all our global production facilities by 2025

TRANSPARENCY



100% of our global supply chain mapped to raw materials by 2025

SUSTAINABLE SOURCING



100% sourcing of sustainable cotton



30% recycled polyester & nylon



Recycled content plastic packaging — e-commerce and retail bags



Recycled content basketball backboards

2022 Highlights



Decreased water intensity by

13.8%

since 2018.



61%

renewable electricity
since 2018 baseline.



91%

of our cotton was
sourced sustainably
in the U.S.



82%

of the products we sold
were manufactured in
our own facilities.



42%

of global
management and

55%

of promotions
were female.



Achieved zero waste in our
own operations for the

5th
year

in a row.



32%

reduction in Scope 1 and 2
GHG emissions since 2018
in our own operations.

9%

of our global production
certified to Oeko-Tex®.



\$4.9M

worth of product donations.










105%

increase in employee
volunteer hours since 2021.




Sustainability Report




Annual Data Appendix




Disclosure Title	Annual Comparison					SDG
PEOPLE CENTRIC						
EMPLOYMENT	2022	2021	2020	2019	2018	
Total employees	26,966	33,020	28,909	29,793	27,981	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
New employee hires	5,021	8,148	3,055	4,893	Not tracked in year	
Employee turnover (voluntary)	29%	15%	7%	14%	10%	
HEALTH, SAFETY & WELLBEING	2022	2021	2020	2019	2018	
Occupational health & safety						<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
% of owned operations covered by Worker Health & Safety Committee	100%	100%	100%	100%	100%	
% of suppliers' operations covered by Worker Health & Safety Committee	91%	87%	Not tracked in year	Not tracked in year	Not tracked in year	
% of employees own operations trained on OHS policies and procedures	100%	100%	100%	100%	100%	
Hours of training on OHS policies and procedures in own operations	212,046	146,931	106,070	117,777	123,903	
% of manufacturing employees in own operations with access to on-site medical care	100%	100%	99%	99%	99%	
No. of medical trained staff (doctors, nurses & first responders) worldwide in own operations	641	625	611	629	607	




Disclosure Title	Annual Comparison					SDG
HEALTH, SAFETY & WELLBEING	2022	2021	2020	2019	2018	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
Total recordable incidence rate (Fruit of the Loom/U.S Bureau of Labor Statistics) ¹	0.1	0.1/0.6	0.2/0.7	0.1/0.7	0.1/0.8	
Days away from Work (DAFW) Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics) ¹	0.0	0.1/0.2	0.1/0.2	0.0/0.2	0.0/0.2	
Job Transfer/Restriction Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics) ¹	0.0	0.0/0.1	0.0/0.1	0.0/0.1	0.0/0.2	
Other case incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics) ¹	0.0	0.1/0.2	0.1/0.4	0.0/0.4	0.0/0.4	
1: 2022 U.S. Bureau of Labor Statistics has not been published at this time.						<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
LEARNING & DEVELOPMENT	2022	2021	2020	2019	2018	
Total training hours employees have completed	336,544	322,040	206,295	535,441	508,472	
Average hours of training per year per employee	12.5	10.0	7.0	18.0	18	
% of salaried employees receiving regular performance and career development reviews	99.3%	99.8%	99.6%	99.6%	99.9%	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
RESPECTFUL WORKPLACES - SUPPLIER SOCIAL ASSESSMENT	2022	2021	2020	2019	2018	
% of new suppliers that were screened using social criteria	96%	98%	98%	93%	100%	
Total number of assessments	250	301	314	417	450	
No. of major issues found	12	27	16	35	29	
% of major issues remediated through corrective action plans in 2022	0%	100%	81%	95%	88%	
Factories exited for failure to meet expected level of improvements	0	0	1	4	3	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
No. of attendees at suppliers training events	106	71	0	147	84	
FREEDOM OF ASSOCIATION	2022	2021	2020	2019	2018	
Total % of all employees covered by Unions or Collective Bargaining Agreements (CBAs)	32%	43%	37%	36%	Not tracked in year	
% of own manufacturing & distribution operations with Unions	39%	38%	36%	36%	Not tracked in year	
No. of suppliers who have Unions in their operations (self-reported)	119	141	160	150	128	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
No. of suppliers who have Unions in their operations (self-reported)	29%	31%	38%	37%	37%	




Disclosure Title	Annual Comparison					SDG
FAIR COMPENSATION	2022	2021	2020	2019	2018	
% of owned global sewing operations benchmarked	100%	100%	85%	85%	Base year	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>
THREADS OF CHANGE	2022	2021	2020	2019	2018	
Reach 3 million people through our Threads of Change program by the end 2027						<div><div></div></div>
Total cash donations	\$575,709	\$446,758	\$740,300	\$712,150	Not tracked in year	
Total wholesale value of in-kind product donated	\$4,926,469	\$1,708,742	\$368,601	\$58,544		
Total community investment (includes donations and value of product in kind)	\$9,277,229	\$2,155,500	\$1,108,901	\$770,694		
Total employee volunteer hours	7,694	3,747	2,400	12,387		
DIVERSITY & INCLUSION						
Increase global female representation and retention across the organization, targeting region-specific goals						
Global gender representation by employee groups*	2022	2021	2020	2019	2018	
Executive and senior management						<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>
Female	27%	25%	24%	25%	Not tracked in year	
Male	73%	75%	76%	75%		
Management						
Female	42%	44%	44%	45%	Not tracked in year	
Male	58%	56%	56%	55%		
Salaried non-management						
Female	48%	48%	48%	49%	Not tracked in year	
Male	52%	52%	52%	51%		

Disclosure Title	Annual Comparison					SDG
Global gender representation by employee groups*	2022	2021	2020	2019	2018	
Salaried all						<div>5</div> <div>GENDER EQUALITY</div> 
Female	46%	46%	46%	46%	Not tracked in year	
Male	54%	54%	54%	54%		
Hourly						
Female	68%	68%	70%	68%	Not tracked in year	
Male	32%	32%	30%	32%		
ETHNICITY & RACE	2022	2021	2020	2019	2018	
Increase representation and retention of ethnically diverse talent across the organization in the U.S.						<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
% of U.S. employees that are ethnically diverse	38%	41%	37%	36%	Not tracked in year	
U.S. ethnicity representation	2022	2021	2020	2019	2018	
White	62%	59%	63%	64%	Not tracked in year	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> 
Black/African American	29%	32%	29%	28%		
Hispanic/Latino	6%	5%	5%	5%		
Asian	3%	3%	3%	3%		
Other (Pacific Islander, American Indian, Two or more races)	<1%	<1%	<1%	<1%		

Disclosure Title	Annual Comparison					SDG
PLANET-CONSCIOUS						
ENERGY CONSUMPTION	2022	2021	2020	2019	2018	7 AFFORDABLE AND CLEAN ENERGY 
Total energy consumption in MWh (renewable and non-renewable sources)	484,750	369,948	321,643	459,862	491,660	
Total energy consumption from non-renewable sources (MWh)	346,956	226,573	247,497	386,461	428,387	
Total energy consumption from renewable sources (MWh)	137,794	143,375	74,146	73,400	63,273	
Direct energy (MWh)	2022	2021	2020	2019	2018	7 AFFORDABLE AND CLEAN ENERGY 
Total direct energy	264,254	120,714	89,717	164,098	203,526	
Fuel	11,457	15,365	18,540	30,730	23,584	
Diesel	9,564	6,593	3,795	6,732	9,421	
Gasoline	677	426	371	650	710	
Jet fuel	1,485	849	623	3,331	3,627	
Coal	227,997	83,113	55,703	104,532	149,072	
Propane	6	6	2	3	7	
Acetylene	36	12	1	7	29	
Natural gas	13,032	14,350	10,682	18,112	17,076	
Direct energy (MWh)	2022	2021	2020	2019	2018	7 AFFORDABLE AND CLEAN ENERGY 
Total indirect energy	220,496	249,235	231,926	295,763	288,134	
Steam	69,592	99,860	108,383	133,336	129,347	
Electricity	58,540	54,362	49,397	89,027	95,514	
Total renewable electricity	92,364	95,013	74,146	73,400	63,273	

Disclosure Title	Annual Comparison					SDG
Renewable electricity	2022	2021	2020	2019	2018	
% of electricity from renewable sources	61%	64%	60%	45%	40%	7 AFFORDABLE AND CLEAN ENERGY 
Renewable Electricity purchased from grid or onsite (MPP) [MWh]	50,217	22,817	11,686	58,237	51,328	
Onsite solar (MWh)	14,146	17,578	13,910	15,163	11,945	
Renewable energy credits (MWh)	28,000	54,618	48,550	0	0	
Total Renewable Electricity	92,363	95,013	74,146	73,400	63,273	
GREENHOUSE GAS EMISSIONS (GHG)						
Scope 1 and 2 emissions in MT CO2e	2022	2021	2020	2019	2018	
Total scope 1 GHG emissions	76,309	34,500	24,054	44,392	58,713	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Total scope 2 GHG emissions (location based)	63,374	104,255	93,635	126,682	125,850	
Total scope 2 GHG emissions (market based)	33,522	63,188	70,918	101,260	103,809	
Total scope 1 and 2 GHG emissions (market based)	109,830	97,688	94,971	145,652	162,522	
Scope 3 emissions in MT CO2e	2022	2021	2020	2019	2018	
Total scope 3 GHG emissions	1,134,833	1,262,423	1,020,250	1,191,642	1,223,964	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Category 1: Purchased goods & services	938,482	982,064	817,730	930,403	935,810	
Category 2: Capital goods	25,853	23,215	13,577	19,663	24,023	
Category 3: Fuel & energy	18,951	37,060	20,197	31,350	38,180	
Category 4: Transport	62,031	81,876	44,352	65,699	69,953	
Category 5: Waste generated own operations	804	208	82	194	305	
Category 6: Business travel	1,270	867	1,069	5,163	4,733	
Category 7: Employee commuting	21,058	54,434	49,145	49,598	45,841	
Category 9: Downstream transport	11,321	16,986	11,933	14,457	28,973	
Category 12: End of life waste	26,179	33,079	21,842	26,732	26,746	
Category 14: Franchises, products made under license	28,884	32,636	40,323	48,383	49,400	

Disclosure Title	Annual Comparison					SDG
WATER	2022	2021	2020	2019	2018	<div>6</div> <div>CLEAN WATER AND SANITATION</div> 
Total water consumption (m3)	3,179,503	3,221,657	2,472,674	3,737,841	3,458,279	
Water intensity (m3/kg of fabric produced)	0.05	0.05	0.06	0.06	0.06	
% water intensity change per year	-4.6%	-6.1%	-4.0%	0.3%	Base year	
% water intensity change since base year	-13.8%	-9.6%	-3.7%	0.3%	Base year	
Total water withdrawal by source (m3)	Surface water: 421,602 Groundwater: 2,611,079	Surface water: 396,839 Groundwater: 2,712,840	Surface water: 344,908 Groundwater: 2,186,884	Surface water: 603,187 Groundwater: 3,028,410	Surface water: 545,935 Groundwater: 2,711,026	
Total water discharge by source (m3)	Surface water: 116,028 Groundwater: 2,385,656	Surface water: 177,194 Groundwater: 2,441,497	Surface water: 172,744 Groundwater: 1,885,327	Surface water: 318,021 Groundwater: 2,748,616	Surface water: 208,746 Groundwater: 2,839,847	<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
WASTE	2022	2021	2020	2019	2018	
Waste in own operations in MT						
Total landfill	3,949	2,034	1,376	1,543	2,135	
Total recycled	17,880	7,559	11,356	15,911	16,698	
Total recycled cloth	23,267	33,769	16,667	23,691	26,616	
Total hazardous	10	9	6	3	10	<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
SUPPLIER ENVIRONMENTAL ASSESSMENT	2022	2021	2020	2019	2018	
Suppliers screened using environmental criteria in supplier assessments	100%	100%	100%	100%	100%	
Own textile production covered by HIGG FEM Assessments	100%	100%	100%	100%	Base year	
Own Sewing Facilities covered by HIGG FEM Assessments	23%	23%	23%	0%	0%	

Disclosure Title	Annual Comparison					SDG
PRODUCT AUTHENTICITY						
PRODUCT SAFETY	2022	2021	2020	2019	2018	
% of products Oeko-Tex® certified made in our own operations	9%	9%	9%	11%	10%	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
TRANSPARENCY IN SUPPLY CHAIN	2022	2021	2020	2019	2018	
% of Tier 1 suppliers identified on public website	100%	100%	100%	100%	100%	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
No. of Tier 1 suppliers engaged annually	86	86	58	Base year	Not tracked in year	
% of Tier 1 suppliers engaged annually	18%	18%	15%	Base year	Not tracked in year	
% Tier 1 suppliers engaged and mapped to raw materials annually	45%	45%	21%	Base year	Not tracked in year	
SUSTAINABLE MATERIALS	2022	2021	2020	2019	2018	
Sustainable cotton (Cotton LEADS, Better Cotton Initiative)	91%	87%	94%	80%	80%	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
Polyester	1%	0%	0%	0%	Base year	
Nylon	0%	0%	0%	0%	Base year	
60% of recycled content in U.S. retail plastic packaging	100%	100%	87%	0%	Base year	
100% recycled content in U.S. e-commerce plastic packaging	100%	100%	36%	0%	Base year	
% of recycled content in plastic basketball backboards	25%	25%	25%	25%	25%	
ANNOTATIONS						
* Definition of employee groups: Executive/Sr. Management: CEO & Direct Reports, SVP, VP; Management: All other people managers, includes Sr. Director, Director, Sr. Manager, and Manager with at least one direct report; Salaried Non-Manager: Individual Contractors; Hourly: Individual contractors						

Sustainability Summary

Fruitful Futures™

2022

