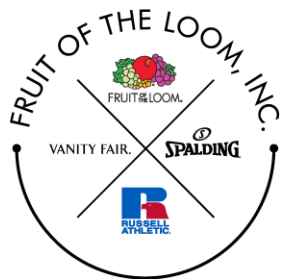


Sustainability Summary  
**Fruitful  
Futures™**  
2023





## 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



# 2023 Goals Scorecard

 Goal Met  In Progress  Growth Opportunity

ACTIVE GOALS

ONGOING COMMITMENTS

## 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.

### THREADS OF CHANGE

-  Reach 3 million people by 2027

### FAIR COMPENSATION



-  Benchmark our global operations by 2021

## PLANET-CONSCIOUS

### ENERGY

-  100% renewable electricity by 2030

### 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

### WATER



-  10% reduction in water intensity by 2030

### WASTE

-  Maintain zero waste in our own facilities

## PRODUCT AUTHENTICITY


### SUSTAINABLE SOURCING

-  100% sourcing of sustainable cotton
-  30% recycled polyester & nylon

### 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

-  Recycled content plastic packaging — e-commerce and retail bags

\*As of January 2024 the goal of achieving 100% Oeko-Tex® certification for all our global production facilities was achieved.



# 2023 Highlights



Decreased water intensity by

**16.2%**

since 2018.



**68%**

renewable electricity  
since 2018 baseline.



**88%**

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



**85%**

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



**45%**

of global  
management and

**58%**

of promotions  
were female.



Achieved zero waste in our  
own operations for the

**6<sup>th</sup>**  
year

in a row.



**68%**

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

**9%**

of our global production  
certified to Oeko-Tex®.



**\$2.7M**

in Total Community Investment.






**1.3M**

lives reached through  
Threads of Change since 2022.


# Sustainability Report Annual Data Appendix



Disclosure Title	Annual Comparison						SDG
<b>PEOPLE-CENTRIC</b>							
<b>EMPLOYMENT</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	
Total employees	20,107	26,966	33,020	28,909	29,793	27,981	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 
New employee hires	998	5,021	8,148	3,055	4,893	Not tracked	
Employee turnover (voluntary)	18%	29%	15%	7%	14%	10%	
<b>HEALTH, SAFETY &amp; WELLBEING</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	
Occupational health & safety							
% of owned operations covered by Worker Health & Safety Committee	100%	100%	100%	100%	100%	100%	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 
% of suppliers' operations covered by Worker Health & Safety Committee	99%	91%	87%	Not tracked	Not tracked	Not tracked	
% of employees own operations trained on OHS policies and procedures	100%	100%	100%	100%	100%	100%	
Hours of training on OHS policies and procedures in own operations	241,804	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%	100%	99%	99%	99%	
No. of medical trained staff (doctors, nurses & first responders) worldwide in own operations	709	641	625	611	629	607	




Disclosure Title	Annual Comparison						SDG
HEALTH, SAFETY & WELLBEING	2023	2022	2021	2020	2019	2018	
Total recordable incidence rate (Fruit of the Loom/U.S Bureau of Labor Statistics) <sup>1</sup>	0.1	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) <sup>1</sup>	0.1	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) <sup>1</sup>	0.1	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) <sup>1</sup>	0	0.0	0.1/0.2	0.1/0.4	0.0/0.4	0.0/0.4	
<sup>1</sup> 2023 U.S. Bureau of Labor Statistics has not been published at this time.							
LEARNING & DEVELOPMENT	2023	2022	2021	2020	2019	2018	
Total training hours employees have completed	567,901	336,544	322,040	206,295	535,441	508,472	
Average hours of training per year per employee	28.0	12.5	10.0	7.0	18.0	18.0	
% of salaried employees receiving regular performance and career development reviews	99.9%	99.3%	99.8%	99.6%	99.6%	99.9%	
RESPECTFUL WORKPLACES - SUPPLIER SOCIAL ASSESSMENT	2023	2022	2021	2020	2019	2018	
% of new suppliers that were screened using social criteria	85%	96%	98%	98%	93%	100%	
Total number of assessments	242	250	301	314	417	450	
No. of major issues found	11	12	27	16	35	29	
% of major issues remediated through corrective action plans in 2023	100%	0%	100%	81%	95%	88%	
Factories exited for failure to meet expected level of improvements	0	0	0	1	4	3	
No. of attendees at suppliers training events	77	106	71	0	147	84	



Disclosure Title	Annual Comparison						SDG
FREEDOM OF ASSOCIATION	2023	2022	2021	2020	2019	2018	
Total % of all employees covered by Unions or Collective Bargaining Agreements (CBAs)	29%	32%	43%	37%	36%	Not tracked	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 
% of own manufacturing & distribution operations with Unions	35%	39%	38%	36%	36%	Not tracked	
No. of suppliers who have Unions in their operations (self-reported)	112	119	141	160	150	128	
% of suppliers who have Unions in their operations (self-reported)	34%	29%	31%	38%	37%	37%	
FAIR COMPENSATION	2023	2022	2021	2020	2019	2018	
% of owned global sewing operations benchmarked	100%	100%	100%	85%	85%	Base year	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 
THREADS OF CHANGE	2023	2022	2021	2020	2019	2018	
Reach 3 million people through our Threads of Change program by the end 2027	474,044	826,503	Not tracked	Not tracked	Not tracked	Not tracked	
Total cash donations	\$660,850	\$575,709	\$446,758	\$740,300	\$712,150		
Total wholesale value of in-kind product donated	\$2,059,312	\$4,926,469	\$1,708,742	\$368,601	\$58,544		
Total community investment (includes donations and value of product in kind).	\$2,720,162	\$5,502,178	\$2,155,500	\$1,108,901	\$770,694		
Total employee volunteer hours	7,111	7,694	3,747	2,400	12,387		









Disclosure Title	Annual Comparison						SDG	
<b>DIVERSITY &amp; INCLUSION</b>								
Increase global female representation and retention across the organization, targeting region-specific goals								
Global gender representation by employee groups <sup>2</sup>	2023	2022	2021	2020	2019	2018		
Executive and senior management								
Female	27%	27%	25%	24%	25%	Not tracked	<b>5 GENDER EQUALITY</b> 	
Male	73%	73%	75%	76%	75%			
Management								
Female	45%	42%	44%	44%	45%	Not tracked		
Male	55%	58%	56%	56%	55%			
Salaried non-management								
Female	49%	48%	48%	48%	49%	Not tracked		
Male	51%	52%	52%	52%	51%			
Salaried all								
Female	47%	46%	46%	46%	46%	Not tracked		
Male	53%	54%	54%	54%	54%			
Hourly								
Female	69%	68%	68%	70%	68%	Not tracked		
Male	31%	32%	32%	30%	32%			

Disclosure Title	Annual Comparison						SDG
ETHNICITY & RACE	2023	2022	2021	2020	2019	2018	
Increase representation and retention of ethnically diverse talent across the organization in the U.S.							<b>8</b> DECENT WORK AND ECONOMIC GROWTH 
% of U.S. employees that are ethnically diverse	36%	38%	41%	37%	36%	Not tracked	
U.S. ethnicity representation	2023	2022	2021	2020	2019	2018	
White	64%	62%	59%	63%	64%	Not tracked	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 
Black/African American	27%	29%	32%	29%	28%		
Hispanic/Latino	6%	6%	5%	5%	5%		
Asian	3%	3%	3%	3%	3%		
Other (Pacific Islander, American Indian, Two or more races)	<1%	<1%	<1%	<1%	<1%		
PLANET-CONSCIOUS							
ENERGY CONSUMPTION	2023	2022	2021	2020	2019	2018	
Total energy consumption in MWh (renewable and non-renewable sources)	490,770	484,750	369,948	321,643	459,862	491,660	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
Total energy consumption from non-renewable sources (MWh)	344,308	346,956	226,573	247,497	386,461	428,387	
Total energy consumption from renewable sources (MWh)	146,462	137,794	143,375	74,146	73,400	63,273	

Disclosure Title	Annual Comparison						SDG
Direct energy (MWh)	2023	2022	2021	2020	2019	2018	
Total direct energy	104,483	264,254	120,714	89,717	164,098	203,526	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
Fuel	10,706	11,457	15,365	18,540	30,730	23,584	
Diesel	3,438	9,564	6,593	3,795	6,732	9,421	
Gasoline	335	677	426	371	650	710	
Jet fuel	1,249	1,485	849	623	3,331	3,627	
Coal	80,238	227,997	83,113	55,703	104,532	149,072	
Propane	5	6	6	2	3	7	
Acetylene	11	36	12	1	7	29	
Natural gas	8,501	13,032	14,350	10,682	18,112	17,076	
Indirect energy (MWh)	2023	2022	2021	2020	2019	2018	
Total indirect energy	239,825	220,496	249,235	231,926	295,763	288,134	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
Steam	132,285	69,592	99,860	108,383	133,336	129,347	
Electricity	107,540	58,540	54,362	49,397	89,027	95,514	
Total renewable electricity	81,351	92,363	95,013	74,146	73,400	63,273	
Renewable electricity	2023	2022	2021	2020	2019	2018	
% of electricity from renewable sources (only indirect)	68%	61%	64%	60%	45%	40%	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
Renewable Electricity purchased from grid or onsite (MPP)[MWh]	235	50,217	22,817	11,686	58,237	51,328	
Onsite solar (MWh)	12,623	14,146	17,578	13,910	15,163	11,945	
Renewable energy credits (MWh)	68,493	28,000	54,618	48,550	0	0	
Total Renewable Electricity	81,351	92,363	95,013	74,146	73,400	63,273	

Disclosure Title	Annual Comparison						SDG
GREENHOUSE GAS EMISSIONS (GHG)							
Scope 1 and 2 emissions in MT CO2e <sup>3</sup>	2023	2022	2021	2020	2019	2018	
Total Scope 1 GHG emissions	32,953	76,309	34,500	24,054	44,392	58,713	<b>7</b> AFFORDABLE AND CLEAN ENERGY 
Total Scope 2 GHG emissions (location based)	45,524	63,374	104,255	93,635	126,682	125,850	
Total Scope 2 GHG emissions (market based)	19,078	33,522	63,188	70,918	101,260	103,809	
Total Scope 1 and 2 GHG emissions (market based)	52,031	109,830	97,688	94,971	145,652	162,522	
Scope 3 emissions in MT CO2e <sup>4</sup>	2023	2022	2021	2020	2019	2018	
Total Scope 3 GHG emissions	888,280	1,792,706	Recalculated Category 1 with new methodology. Fiscal Years 2019-2021 were not recalculated.			1,647,880	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
Category 1: Purchased goods & services	769,137	1,596,355				1,413,016	
Category 2: Capital goods	1,894	25,853				24,023	
Category 3: Fuel & energy	24,057	18,951				38,180	
Category 4: Transport	49,613	62,031				69,953	
Category 5: Waste generated own operations	52	804				305	
Category 6: Business travel	675	1,270				4,733	
Category 7: Employee commuting	15,792	21,058				20,400	
Category 9: Downstream transport	8,601	11,321				28,973	
Category 12: End of life waste	11,059	30,179				24,085	
Category 14: Franchises, products made under license	7,400	28,884				21,551	

Disclosure Title	Annual Comparison						SDG
WATER	2023	2022	2021	2020	2019	2018	
Total water consumption (m3)	2,177,763	3,179,503	3,221,657	2,472,674	3,737,841	3,458,279	<b>6</b> CLEAN WATER AND SANITATION 
Water intensity (m3/kg of fabric produced)	0.05	0.05	0.05	0.06	0.06	0.06	
% water intensity change per year	-2.5%	-4.6%	-6.1%	-4.0%	0.3%	Base year	
% water intensity change since base year	-16.2%	-13.8%	-9.6%	-3.7%	0.3%	Base year	
Total water withdrawal by source (m3)	Surface water: 463,648 Groundwater: 1,554,107	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: 286,731 Groundwater: 1,685,199	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	
WASTE	2023	2022	2021	2020	2019	2018	
Waste in own operations in MT							<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
Total landfill	3,128	3,949	2,034	1,376	1,543	2,135	
Total recycled	12,689	17,880	7,559	11,356	15,911	16,698	
Total recycled cloth	16,602	23,267	33,769	16,667	23,691	26,616	
Total hazardous	9	10	9	6	3	10	
SUPPLIER ENVIRONMENTAL ASSESSMENT	2023	2022	2021	2020	2019	2018	
Suppliers screened using environmental criteria in supplier assessments	100%	100%	100%	100%	100%	100%	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
Own textile production covered by HIGG FEM Assessments	100%	100%	100%	100%	100%	Base year	
Own Sewing Facilities covered by HIGG FEM Assessments	33%	23%	23%	23%	0%	0%	

Disclosure Title	Annual Comparison						SDG
PRODUCT AUTHENTICITY							
PRODUCT SAFETY <sup>5</sup>	2023	2022	2021	2020	2019	2018	
% of products Oeko-Tex® certified made in our own operations	9%	9%	9%	9%	11%	10%	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
TRANSPARENCY IN SUPPLY CHAIN <sup>6</sup>	2023	2022	2021	2020	2019	2018	
% of Tier 1 suppliers identified on public website	100%	100%	100%	100%	100%	100%	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 
No. of Tier 1 suppliers engaged annually	n/a	86	86	58	Base year	Not tracked	
% of Tier 1 suppliers engaged annually	n/a	18%	18%	15%	Base year	Not tracked	
% Tier 1 suppliers engaged and mapped to raw materials annually	18%	45%	45%	21%	Base year	Not tracked	
SUSTAINABLE MATERIALS	2023	2022	2021	2020	2019	2018	
Sustainable cotton (Cotton LEADS, Better Cotton Initiative)	88%	91%	87%	94%	80%	80%	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
Polyester	2%	1%	0%	0%	0%	Base year	
Nylon	0%	0%	0%	0%	0%	Base year	
60% of recycled content in U.S. retail plastic packaging	100%	100%	100%	87%	0%	Base year	
100% recycled content in U.S. e-commerce plastic packaging	100%	100%	100%	36%	0%	Base year	
% of recycled content in plastic basketball backboards	Not tracked	25%	25%	25%	25%	25%	



## ANNOTATIONS

We are committed to improving our data collection process and calculation methodology every year.

<sup>2</sup> 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.

<sup>3</sup> Scope 1 and 2 emissions: A calculation error has been rectified, and FY 2022 data has been updated.

<sup>4</sup> Scope 3 emissions: We recently improved our calculation methodology for Scope 3 emissions and recalculated FY 2018, 2022 and 2023 data.

<sup>5</sup> As of January 2024 the goal of achieving 100% Oeko-Tex certification for all our global production facilities was achieved.

<sup>6</sup> A change in calculation has been implemented where the % Tier 1 suppliers engaged and mapped to raw materials annually metric will be the only metric to be updated going forward.

Sustainability Summary

# Fruitful Futures™

2023

