



Strategy & Goals

Abercrombie & Fitch Co.'s sustainability goals align with the UN's Sustainable Development Goals (SDGs), which address global challenges, such as poverty, inequality, climate, environmental degradation, prosperity and peace and justice.



Our Approach

Social Impact

We're committed to global human and labor rights and to ensuring our products are only made in safe and responsible facilities. We believe business should only be conducted with honesty and respect for the dignity and rights of all people, so we partner with our suppliers to promote worker safety and fair social and labor conditions and to increase gender equality and well-being.

[Our Social Impact Journey](#) ■

Environmental Impact

We're advancing environmental initiatives in our internal practices by increasing education and awareness

throughout our partnership base and through collaboration with the communities where we make and sell our products. On behalf of the customers, employees, stockholders and communities we serve, we focus on GHG emissions, water and waste reduction in our operations and across the supply chain, and we strive to source more sustainable materials.

[Our Environmental Impact Journey](#)



Stakeholder Engagement

A&F Co. conducted a Materiality Assessment in 2022 to align our Environmental, Social and Governance (ESG) goals with company and stakeholder priorities. The assessment reflects the input of nearly 900 internal and external stakeholders.

[More Information](#)



Governance

As a United Nations Global Compact participant, and in alignment with the United Nations Sustainable Development Goals, A&F Co. is committed to high standards of corporate governance and has a structure to help manage human rights, labor, environmental and anti-corruption practices. The [Environmental, Social and Governance \(ESG\) Committee](#) of the Board of Directors at A&F Co. is responsible for the oversight of risks associated with ESG strategies, policies, practices and programs. The Global Sustainability Department manages the environmental, climate and social practices, including communications, reporting, goal setting and implementation of strategy.

Our Commitment through Corporate Goals

As a purpose-driven company, it's important for A&F Co. to align our business practices and priorities with our values. In 2023, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities. View our ESG goals [here](#).

Sustainability Progress Highlights

View our progress against our social and environmental goals below...

Human Rights and Labor Conditions

Provide Supply Chain Workers Access Well-Being and Empowerment Programs: 50,000 workers by 2027

Since 2019 and through fiscal year 2024, A&F Co. has trained 30,039 workers in well-being programs.

60%	100%
2019 2024	Target by 2027

Participate in A&F’s Social Audit Program: 100% of Tier 1 and Logoed Suppliers on an Ongoing Basis

A&F Co. maintained 100% participation of itsTier 1 and Logoed Suppliers in Social AuditProgram in fiscal year 2024.

Achieved 100%	100%
2024	

Complete Higg Index Facility Social & Labor Module (“FSLM”) or Social & Labor Convergence Program (“SLCP”): 100% of Laundries by 2028

95% of A&F Co. laundries completed the Higg FSLM or SLCP or equivalent social audit program in fiscal year 2024.

95%	100%
2023 2024	Target by 2028

Complete Higg Index FSLM or SLCP: 100% of Top Producing Fabric Mills (i.e. 80% production volume) by 2028.

96% of A&F Co. top producing fabric mills completed the Higg FSLM or SLCP or equivalent social audit program in fiscal year 2024.

96%

100%

2023 2024

Target by
2028

Train Employees on Gender-Based Violence Prevention and Response: 100% of Better Work Factories by 2025

A&F Co. promotes zero workplace and gender-based violence. We partnered with Better Work to strengthen our factories awareness on sexual harassment prevention and help factories develop management system and strategies to address and prevent it. As of fiscal year 2024, 137 factories were provided training through Better Work, achieving 100% completion in gender-based violence prevention and response training.

100%

Achieved
~~2023~~2024

Maintain Low Rate of Worker Accidents and Injuries: 2-3% Annually (industry standard)

A&F Co. had an Incident Rate of .55% in fiscal year 2024.

100%

Achieved
~~2023~~2024

Perform Risk and Control Assessments: One or More to Validate Reasonable Security Practices are in Place to Protect Sensitive Information in Line with the Organization's Risk Tolerances

A&F Co. completed its goal number of assessments in fiscal year 2024.

100%

Achieved
~~2023~~2024

Maintain Secure Payment Technology: To Project Customer Payment Information in Accordance with the Payment Card Industry Data Security Standards (PCI DSS)

A&F Co. utilized a qualified security assessor to ensure the company was in accordance with PCI DSS in fiscal year 2024.

100%

Achieved
2024

Sustainable Product

Responsible Down Standard (RDS) Down: Source 100% by 2025

A&F Co. achieved and maintained its goal to source 100% of down from Responsible Down Standard (RDS) certified sources since fiscal year 2020. This goal was achieved just one year into our commitment made in 2019 (and five years ahead of the target date).

100%

Achieved
2024

Better Cotton: Source 30% Better Cotton by 2024

A&F Co. sourced 35% of its cotton supply through Better Cotton in calendar year 2024.*

**The measurement is an estimate based on assumptions provided to, and approved by, Better Cotton concerning total cotton amounts procured by A&F Co., including but not limited to garment yields, fabric weight, average grams per square meter, fibers by fabric type.*

30%

Achieved
2024

Recycled Polyester Fill: Source 25% by 2025

A&F Co. sourced 96% of units containing polyester fill was sourced as recycled polyester in fiscal year 2024.*

**Updated in July 2025 to reflect corrected unit quantities.*



Recycled Polyester Fabric: Source 25% by 2025

A&F Co. sourced 37% of its polyester fabric as recycled (by weight) in fiscal year 2024.



Responsible Wool Standard (RWS) Wool: Source 100% by 2025

A&F Co. sourced 72% of its virgin wool fabric through the Responsible Wool Standard in fiscal year 2024.



Manmade Cellulosic Fiber (MMCF): Source 100% from non-endangered or ancient forests or 50% Canopy-supported Next Generation MMCF

A&F Co. traced 99% of its MMCF suppliers in fiscal year 2024. 98% of MMCF units were sourced from Canopy Hot Button Report GreenShirt suppliers.*

**These Green Shirt suppliers have “No KnownHigh Risk” of sourcing pulp from endangered for ancient forests for use in apparel.*



2019 2024

Target by
2025

Leather: Trace bovine leather and strive to source deforestation/ conversion free according to 3rd party standards by 2030

In fiscal year 2024, A&F Co. performed a traceability pilot with a key supplier to confirm scope of leather usage and began mapping the supply chain.

0%

100%

2023

Target by
2030

Reduce water intensity in denim production: 30% by 2028

A&F Co.'s partner denim laundries and mills successfully reduced water intensity in their operations by over 30% in fiscal year 2023 and continue to make improvements. A&F Co. reduced the water intensity in its denim production by 33% in fiscal year 2024 compared to the 2019 baseline.

30%

Achieved
2024

Use recycled water (increase the amount of water being recycled in both denim laundries and mills): 50% by 2028

A&F Co. denim laundries increased the use of recycled water by 32% in fiscal year 2024.

32%

100%

2023 2024

Target by
2028

Environmental

Global Home Office Waste Reduction: 50% by 2025

A&F Co. reduced its waste at Global Home Office by 40% compared to a 2019 baseline in fiscal year 2024.

40%50%

2019 2024Target by 2025

Reduce Scope 1 & 2 Emissions: 47% by 2030

A&F Co. reduced its scope 1 and 2 emissions by 40% in calendar year 2023 compared to a 2019 baseline.

40%47%

2019 2023Target by 2030

Complete Environmental Self-Assessment Annually: 100% of Tier 1 and Tier 2 Suppliers by 2025

99.96% of A&F Co. Tier 1 and 2 suppliers completed an environmental self-assessment in calendar year 2024.

99%100%

2023 2024Target by 2025

Verify Environmental Self-Assessment Annually: 80% of Tier 1 and 2 suppliers by 2025

85% of A&F Co. Tier 1 and 2 suppliers verified their environmental self-assessment in calendar year 2024.

80%

Achieved

2024

Product Failures Due to Chemical Non-Compliance: < 3% by 2024

A&F Co. had .998% of product failures due to chemical non-compliance in fiscal year 2024.

.998%

3%

2023 2024

Target by
2024

Historical Goal Progress
Data





United Nations
Global Compact

Inspired to Make a Global Impact

In 2019, Abercrombie & Fitch Co. became a signatory of the United Nations Global Compact, the world's largest corporate citizenship and sustainability initiative. As a participant, A&F Co. and its brands support and commit to the **Ten Principles of the United Nations Global Compact** on human rights, labor, environment and anti-corruption.

As a signatory, A&F Co.'s submits an annual Communication on Progress (COP). The COP expresses the company's continuing commitment to the UN Global Compact, as well as actions taken over the prior year in support of the Ten Principles. A&F Co.'s most recent COP can be found at the link below.

[View Communication on Progress](#)

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A&F Co.

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