



Supplier Metrics

In mid-2017, A&F Co. transitioned to a more stringent auditing and grading system, allowing the reporting of more detailed audit results. As of the 2018 audit cycle, we can now identify the most common findings for each category throughout the audited factory base in a consistent and transparent manner, as well as share steps being taken to address those issues. Metrics below reflect the 2024 fiscal year.

Audit Highlights

453

Audits Completed

99%

Transparent Factories

100%

Tier 1 Logoed Factories Audited

Key Findings



100%

Factories Without Child Labor Violations (Compliant since 2018)



69%

Production Workers are Women



100%

Factories Without Migrant Workers Violations



99%*

Factories With No Unauthorized Production



99%**

Factories Without Forced Labor



99%***

Factories Without Harassment Violations



2

Factories Where Audits Were Denied



0

Factories in 2024 Remediation Program

Active Factory Ratings

66%
A + B Rating
43%
A Rating

22%
B Rating
22%
C Rating

11%
D Rating
2%
F Rating

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**One factory had unauthorized production in 2024. Policies were recommunicated to the vendor and factory to ensure transparency and trust going forward.*

***One factory identified issues of instances where workers paid supervisors to get the job, which violates A&F Co.'s zero recruitment fee policy. To remediate this matter, the factory reimbursed the workers and the supervisors were dismissed by following proper discipline procedures.*

****Four factory audits identified that supervisors shouted at workers using improper tone and language. These factories have been required to complete training on supervisory skills and strengthen grievance mechanisms and resolution processes.*

Historial Audit Data

 [2023 Historical Audit Data](#)↓

 [2022 Historical Audit Data](#)↓

 [2021 Historical Audit Data](#)↓

 [2020 Historical Audit Data](#)↓

 [2019 Historical Audit Data](#)↓

 [2018 Historical Audit Data](#)↓

Factory Metrics and Goals

A&F Co. partners closely with our vendors to assess and remedy findings found during the audit. Findings from past years all have created corrective action plans.

Transparency in our audit process allows auditors to properly review wages, benefits, insurance and working hours to ensure the factory is following legal and A&F Co. Vendor Code of Conduct requirements. To improve transparency and achieve full accountability, A&F Co.'s sustainability team communicates with all vendors on A&F Co.'s transparency expectations during audits. Factories with non-transparency issue will enroll to our [Remediation Program](#). A&F Co. will terminate relationships with vendors if no meaningful improvement is made.

A&F Co.'s data and metrics behind this commitment are tracked in two areas:

Labor and Social Standards

Ensure that people in our supply chain are treated with dignity and respect.

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Health and Safety

Ensure that our Supply Chain Partners operate in a manner which is aligned with A&F Co.’s principles and values.

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Country Risk

Using the following High Risk Categories, we have developed a “Country Risk Score” for each country our suppliers operate in. Each category is assigned a score (out of 10) based on the proportion of Tier 1 and 3 factories that are non-compliant in each ‘high risk’ category. Countries with a lower score, are considered high risk as they have more non-compliant factories in our high risk categories. More metrics on high risk factors can be found above.

The Country Risk Score takes into account the number of active factories in each country our suppliers operate in*. This metric allows us to focus our efforts in countries where our suppliers are more present.

High Risk Categories: Transparency, Harassment & Abuse, Child Labor, Migrant Labor, Forced Labor, Wages

Below reflects the risk score for fiscal year 2024.

**There is no direct correlation between A&F Co. sourcing volume and the number of factories in each country.*

COUNTRY RISK					
HIGH		MODERATE		LOW	
Cambodia	7.79	Indonesia	9.25	South Korea	9.80
China	8.03	Turkey	9.28	United Kingdom	9.80
Vietnam	8.08	Canada	9.30	Malaysia	9.80
India	8.17	Egypt	9.30	Italy	9.80
United States	8.98	Guatemala	9.40	Thailand	9.80
Bangladesh	8.98	Jordan	9.55	Portugal	9.80
		Sri Lanka	9.70	Philippines	9.80
		Mexico	9.70	France	9.80
				Austria	9.80

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