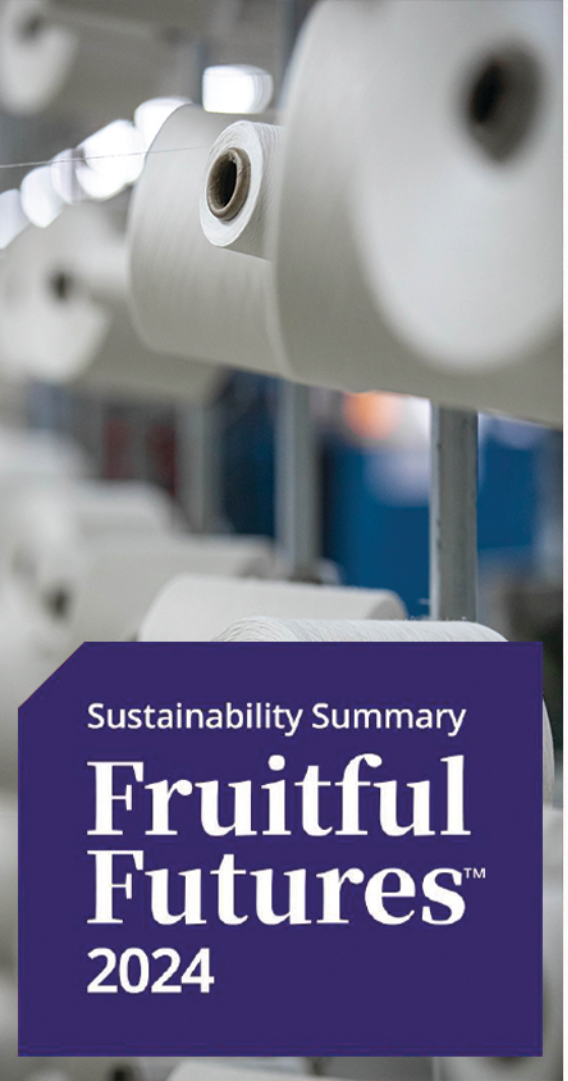
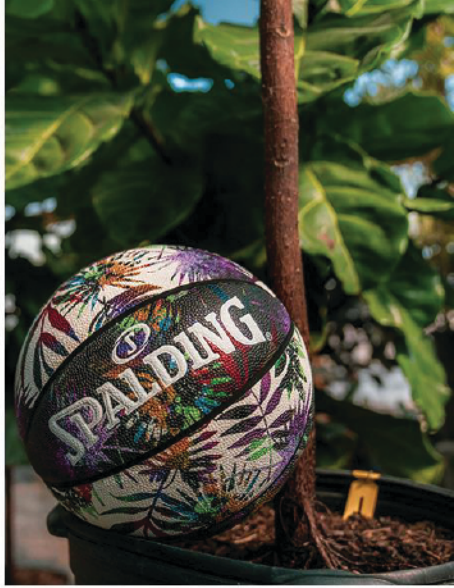


Sustainability Summary

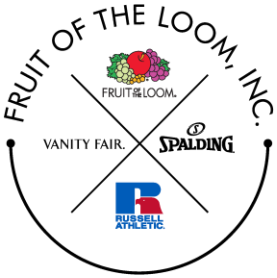
Fruitful Futures™ 2024











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

PEOPLE-CENTRIC

PLANET-CONSCIOUS

PRODUCT AUTHENTICITY

Our Initiatives

Workforce Representation: Ensure leadership hiring processes include outreach to a broad and representative slate of candidates.

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















2024 Goals Scorecard

● Goal Met ◒ In Progress

	Goal	Status	FY2024 Progress
COMMUNITY	Ensure leadership hiring processes include outreach to a broad and representative slate of candidates	◒	In Progress
	Reach 3 million people through Threads of Change by 2027	◒	51% Achieved
	Benchmark our global operations by 2021	●	100% Achieved and Maintained
PLANET	100% renewable electricity by 2030	◒	73% Achieved
	Reduce absolute Scope 1 and 2 emissions by 50% by 2030 from a 2018 baseline	●	68% Reduction (Over 100% Achieved and Maintained)
	Reduce absolute Scope 3 emissions by 30% by 2030 from a 2018 baseline (purchased goods and services, and fuel and energy related activities)	●	47% Reduction (Over 100% Achieved and Maintained)
	10% reduction in water intensity by 2030	●	19% Reduction (100% Achieved)
	Maintain zero waste in own facilities	●	100% Achieved and Maintained since 2013
PRODUCT	100% sourcing of sustainable cotton	◒	92% Achieved
	100% Oeko-Tex® certification fo all our global facilities by 2025	●	100% Achieved in 2024
	Evaluate wider range of low-impact fibers and continue recycled fibers where appropriate	◒	In Progress
	100% global supply chain mapped to raw materials by 2025	●	*NEW* 100% Achieved in 2024
	Recycled content plastic packaging for e-commerce and retail bags	●	100% Achieved and Maintained

2024 Highlights

Decreased water intensity by

23%

since 2018.

73%

renewable electricity since 2018 baseline.

92%

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

89%

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

100%

of our global production cerfited to Oeko-Tex®.

Achieved zero waste in our own operations for the

7th year

in a row.

62%

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

$1M

in Total Community Investment.

1.5M

lives reached through Threads of Change since 2022.

Sustainability Report Annual Data Appendix

Disclosure Title	Annual Comparison							SDG
PEOPLE-CENTRIC								
EMPLOYMENT	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total employees	17,259	20,107	26,966	33,020	28,909	29,793	27,981	
New employee hires	1,548	998	5,021	8,148	3,055	4,893	Not tracked	
Employee turnover (voluntary)	14%	18%	29%	15%	7%	14%	10%	
HEALTH, SAFETY & WELLBEING	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Occupational health & safety								
% of owned operations covered by Worker Health & Safety Committee	100%	100%	100%	100%	100%	100%	100%	
% of suppliers' operations covered by Worker Health & Safety Committee	98%	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%	100%	
Hours of training on OHS policies and procedures in own operations	246,014	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%	100%	99%	99%	99%	
No. of medical trained staff (doctors, nurses & first responders) worldwide in own operations	355	709	641	625	611	629	607	

Disclosure Title	Annual Comparison							SDG
HEALTH, SAFETY & WELLBEING	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total recordable incidence rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.2	0.2/.6	0.1/0.8	0.1/0.6	0.2/0.7	0.1/0.7	0.1/0.8	8 DECENT WORK AND ECONOMIC GROWTH
Days away from Work (DAFW) Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.1	0.1/0.2	0/0.3	0.1/0.2	0.1/0.2	0/0.2	0/0.2	
Job Transfer/Restriction Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.0	0.1/0.1	0/0.1	0/0.1	0/0.1	0/0.1	0/0.2	
Other case incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.0	0.1/0.3	0/0.3	0.1/0.2	0.1/0.4	0/0.4	0/0.4	
[1] 2023 U.S. Bureau of Labor Statistics has not been published at this time.								
LEARNING & DEVELOPMENT	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total training hours employees have completed	455,439	567,901	336,544	322,040	206,295	535,441	508,472	8 DECENT WORK AND ECONOMIC GROWTH
Average hours of training per year per employee	26.0	28.0	12.5	10.0	7.0	18.0	18.0	
% of salaried employees receiving regular performance and career development reviews	100%	99.9%	99.3%	99.8%	99.6%	99.6%	99.9%	
RESPECTFUL WORKPLACES - SUPPLIER SOCIAL ASSESSMENT	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
% of new suppliers that were screened using social criteria	100%	85%	96%	98%	98%	93%	100%	8 DECENT WORK AND ECONOMIC GROWTH
Total number of assessments	181	242	250	301	314	417	450	
No. of major issues found	4	11	12	27	16	35	29	
% of major issues remediated through corrective action plans in 2023	100%	100%	0%	100%	81%	95%	88%	
Factories exited for failure to meet expected level of improvements	1	0	0	0	1	4	3	
No. of attendees at suppliers training events	60	77	106	71	0	147	84	

Disclosure Title	Annual Comparison							SDG
FREEDOM OF ASSOCIATION	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total % of all employees covered by Unions or Collective Bargaining Agreements (CBAs)	16%	29%	32%	43%	37%	36%	Not tracked	
% of own manufacturing & distribution operations with Unions	35%	35%	39%	38%	36%	36%	Not tracked	
No. of suppliers who have Unions in their operations (self-reported)	126	112	119	141	160	150	128	
% of suppliers who have Unions in their operations (self-reported)	34%	34%	29%	31%	38%	37%	37%	
FAIR COMPENSATION	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
% of owned global sewing operations benchmarked	100%	100%	100%	100%	85%	85%	Base year	
THREADS OF CHANGE	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Reach 3 million people through our Threads of Change program by the end 2027	231,849	474,044	826,503	Not tracked	Not tracked	Not tracked		
Total cash donations	$430,765	$660,850	$575,709	$446,758	$740,300	$712,150		
Total wholesale value of in-kind product donated	$621,253	$2,059,312	$4,926,469	$1,708,742	$368,601	$58,544	Not tracked	
Total community investment (includes donations and value of product in kind)	$1,052,018	$2,720,162	$5,502,178	$2,155,500	$1,108,901	$770,694		
Total employee volunteer hours	5,248	7,111	7,694	3,747	2,400	12,387		







Disclosure Title	Annual Comparison							SDG
ETHNICITY & RACE	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Increase representation and retention of ethnically diverse talent across the organization in the U.S.								8 DECENT WORK AND ECONOMIC GROWTH 
% of U.S. employees that are ethnically diverse	35%	36%	38%	41%	37%	36%	Not tracked	
U.S. ethnicity representation	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
White	65%	64%	62%	59%	63%	64%	Not tracked	8 DECENT WORK AND ECONOMIC GROWTH 
Black/African American	26%	27%	29%	32%	29%	28%		
Hispanic/Latino	6%	6%	6%	5%	5%	5%		
Asian	3%	3%	3%	3%	3%	3%		
Other (Pacific Islander, American Indian, Two or more races)	<1%	<1%	<1%	<1%	<1%	<1%		
PLANET-CONSCIOUS								
ENERGY CONSUMPTION	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total energy consumption in MWh (renewable and non-renewable sources)	376,494	490,770	484,750	369,948	321,643	459,862	491,660	7 AFFORDABLE AND CLEAN ENERGY 
Total energy consumption from non-renewable sources (MWh)	177,536	344,308	346,956	226,573	247,497	386,461	428,387	
Total energy consumption from renewable sources (MWh)	164,316	146,462	137,794	143,375	74,146	73,400	63,273	

Disclosure Title	Annual Comparison							SDG
Direct energy (MWh)	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total direct energy	126,714	104,483	264,254	120,714	89,717	164,098	203,526	
Fuel	7,999	10,706	11,457	15,365	18,540	30,730	23,584	
Diesel	3,595	3,438	9,564	6,593	3,795	6,732	9,421	
Gasoline	360	335	677	426	371	650	710	
Jet fuel	1,133	1,249	1,485	849	623	3,331	3,627	
Coal	104,250	80,238	227,997	83,113	55,703	104,532	149,072	
Propane	.011	5	6	6	2	3	7	
Acetylene	31	11	36	12	1	7	29	
Natural gas	9,346	8,501	13,032	14,350	10,682	18,112	17,076	
Indirect energy (MWh)	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total indirect energy	248,786	239,825	220,496	249,235	231,926	295,763	288,134	
Steam	137,294	132,285	69,592	99,860	108,383	133,336	129,347	
Electricity	98,831	107,540	58,540	54,362	49,397	89,027	95,514	
Total renewable electricity	81,503	81,351	92,363	95,013	74,146	73,400	63,273	
Renewable electricity	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
% of electricity from renewable sources (only indirect)	73%	68%	61%	64%	60%	45%	40%	
Renewable Electricity purchased from grid or onsite (MPP) [MWh]	0	235	50,217	22,817	11,686	58,237	51,328	
Onsite solar (MWh)	12,661	12,623	14,146	17,578	13,910	15,163	11,945	
Renewable energy credits (MWh)	68,842	68,493	28,000	54,618	48,550	0	0	
Total Renewable Electricity	81,503	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 CO_2e^2	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total Scope 1 GHG emissions	45,134	32,953	76,309	34,500	24,054	44,392	58,713	
Total Scope 2 GHG emissions (location based)	40,565	45,524	63,374	104,255	93,635	126,682	125,850	
Total Scope 2 GHG emissions (market based)	16,695	19,078	33,522	63,188	70,918	101,260	103,809	
Total Scope 1 and 2 GHG emissions (market based)	61,829	52,031	109,830	97,688	94,971	145,652	162,522	
Scope 3 emissions in MT CO_2e^3	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total Scope 3 GHG emissions	1,050,640	888,280	1,792,706	Recalculated Category 1 with new methodology. Fiscal Years 2019-2021 were not recalculated.			1,647,880	
Category 1: Purchased goods & services	945,547	769,137	1,596,355				1,413,016	
Category 2: Capital goods	1,624	1,894	25,853				24,023	
Category 3: Fuel & energy	23,694	24,057	18,951				38,180	
Category 4: Transport	26,930	49,613	62,031				69,953	
Category 5: Waste generated own operations	66	52	804				305	
Category 6: Business travel	918	675	1,270				4,733	
Category 7: Employee commuting	17,593	15,792	21,058				20,400	
Category 9: Downstream transport	8,179	8,601	11,321				28,973	
Category 12: End of life waste	18,726	11,059	30,179				24,085	
Category 14: Franchises, products made under license	7,363	7,400	28,884				21,551	

Disclosure Title	Annual Comparison							SDG
WATER	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Total water consumption (m3)	2,096,124	2,177,763	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	0.05	0.05	0.06	0.06	0.06	
% water intensity change per year	-7.8%	-2.5%	-4.6%	-6.1%	-4.0%	0.3%	Base year	
% water intensity change since base year	-23%	-16.2%	-13.8%	-9.6%	-3.7%	0.3%	Base year	6 CLEAN WATER AND SANITATION
Total water withdrawal by source (m3)	Surface water: 400,658 Groundwater: 1,952,491	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: 238,270 Groundwater: 1,455,990	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	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Waste in own operations in MT								
Total landfill	1,351	3,128	3,949	2,034	1,376	1,543	2,135	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Total recycled	13,195	12,689	17,880	7,559	11,356	15,911	16,698	
Total recycled cloth	10,925	16,602	23,267	33,769	16,667	23,691	26,616	
Total hazardous	8.8	9	10	9	6	3	10	
SUPPLIER ENVIRONMENTAL ASSESSMENT	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Suppliers screened using environmental criteria in supplier assessments	100%	100%	100%	100%	100%	100%	100%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Own textile production covered by HIGG FEM Assessments	100%	100%	100%	100%	100%	100%	Base year	
Own Sewing Facilities covered by HIGG FEM Assessments	43%	33%	23%	23%	23%	0%	0%	

Disclosure Title	Annual Comparison							SDG
PRODUCT AUTHENTICITY								
PRODUCT SAFETY[4]	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
% of products Oeko-Tex® certified made in our own operations	100%	9%	9%	9%	9%	11%	10%	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
TRANSPARENCY IN SUPPLY CHAIN[5]	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
% of Tier 1 suppliers identified on public website	100%	100%	100%	100%	100%	100%	100%	
No. of Tier 1 suppliers engaged annually	n/a	n/a	86	86	58	Base year	Not tracked	8 DECENT WORK AND ECONOMIC GROWTH
% of Tier 1 suppliers engaged annually	n/a	n/a	18%	18%	15%	Base year	Not tracked	
% Tier 1 suppliers engaged and mapped to raw materials annually	100%	18%	45%	45%	21%	Base year	Not tracked	
SUSTAINABLE MATERIALS	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**2018**	
Sustainable cotton (Cotton LEADS, Better Cotton Initiative)	92%	88%	91%	87%	94%	80%	80%	
Polyester	2%	2%	1%	0%	0%	0%	Base year	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Nylon	0%	0%	0%	0%	0%	0%	Base year	
60% of recycled content in U.S. retail plastic packaging	100%	100%	100%	100%	87%	0%	Base year	
100% recycled content in U.S. e-commerce plastic packaging	100%	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.
[2] Scope 1 and 2 emissions: A calculation error has been rectified, and FY 2022 data has been updated.
[3] Scope 3 emissions: We recently improved our calculation methodology for Scope 3 emissions and recalculated FY 2018, 2022 and2023 data.
[4] As of January 2024 the goal of achieving 100% Oeko-Tex certification for all our global production facilities was achieved.
[5] 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™

2024

