

2020 HIGHLIGHTS



**SOCIAL:
EMPOWERING
WOMEN**

EMPOWER@WORK

Established Empower@Work with BSR HERproject, CARE and the ILO Better Work to leverage knowledge, skills and networks to drive collective action for the benefit of women workers and gender equity in global supply chains.

To address gender equality, Gap Inc. established four new 2025 women's empowerment goals aimed at gender equitable workplaces and addressing gender-based violence.

LEADERS

58%

of our senior leaders are women, many in roles "normally" occupied by men.

P.A.C.E.

804K+

P.A.C.E. reached more than 804,000 women and girls, including nearly 200,000 female garment workers in 2020.

PEOPLE IMPACTED

650K

Through USAID and Gap Inc. Women + Water Alliance, we improved access to drinking water and sanitation for 650,000 people in cotton-growing and textile-manufacturing communities in India.¹



**ENVIRONMENT:
ENRICHING
COMMUNITIES**

SUPPLY CHAIN

89%

of our manufacturing facilities and 80% of our strategic mills completed the Higg Facility Environment Module (FEM) Index.

CLIMATE

39%

Solar and wind projects launched late 2020, leading to 39% reduction of GHG emissions in our owned and operated facilities from 2017 baseline.

WATER

1.5B

Saved more than 1.5 billion liters of water since the 2019 inception of the Arvind Water Partnership.²

WASTE

13%

Diverted 13% of our single-use plastics waste.



**SOCIAL:
ENABLING
OPPORTUNITY**

YOUTH

912

This Way ONward hired 912 youth in 2020 and is on track to reach its goal of 5% of entry-level store employees by 2025.

OPPORTUNITY HIRING

New partners in 2021 include the Tent Partnership for Refugees and the Second Chance Business Coalition.



GOVERNANCE

12

board members:
10 are independent, 5 are women,
3 are people of color.

BOARD OVERSIGHT

Board-level committee that has full oversight over ESG goals and strategy.

1. Includes: Supporting communities to develop village action plans for water security, to assist government in its planning, financing and maintenance of piped water services; and catalyzing microloans for water piped connections, water handpumps, water storage, rainwater collection structures, water filters and toilets.

2. Arvind Water Partnership is a joint effort of Gap Inc. and Arvind Limited. The project became operational in November 2019. Savings referenced are from November 2019 through June 2021.