### Sustainability Highlights

**PEOPLE**  
Advancing people + communities

**Our Employees**

- **1,600+ youth hired**
  
  We hired over 1,600 youth facing barriers to employment through This Way Ahead, our first-jobs program.

**Supply Chain Workers**

- **98% sourcing facilities rated green or yellow**
  
  We sourced almost exclusively from facilities rated green or yellow, as evaluated against our Code of Vendor Conduct (COVC).

**Communities**

- **580K+ women + girls empowered**
  
  We continued our commitment to scale our P.A.C.E. program, empowering over 580,000 women and girls since the program launched in 2007.

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**ENVIRONMENT**  
A healthy planet is a human right

**Water**

- **11.2B liters of water saved in manufacturing**
  
  In early 2020, we achieved our goal to save 10 billion liters of water in manufacturing since 2014.

**Climate**

- **90MW renewable-energy generation**
  
  We signed a 90-megawatt wind project, which will generate enough clean energy to power half of our stores starting in late 2020.

**Waste**

- **0 single-use plastics by 2030**
  
  We committed to eliminate single-use plastics by 2030 as part of our efforts to reduce plastic packaging across our brands.

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**PRODUCT**  
Great product designed with sustainability in mind

**Chemicals Management**

- **0 PFC-based finishes by 2023**
  
  We committed to eliminate PFC-based finishes from our products by 2023.

**Circularity**

- **1X1 textile circularity collaboration**
  
  Our collaboration with the Hong Kong Research Institute of Textiles and Apparel (HKRITA) will accelerate circularity models for textiles.

**Raw Materials**

- **100% sustainable cotton by 2025**
  
  We committed to source all of our cotton from more sustainable sources including Better Cotton Initiative (BCI), recycled and organic cotton.