## Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

### 2021

<table>
<thead>
<tr>
<th>NUMBER OF FACILITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PRINCIPLE &amp; DETAIL - Percentage of factories with findings</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Child Labor</strong></td>
</tr>
<tr>
<td>Employs workers below the legal minimum age or 15, whichever is higher</td>
</tr>
<tr>
<td>Does not comply with child labor laws, including working hours and conditions</td>
</tr>
<tr>
<td><strong>Forced Labor</strong></td>
</tr>
<tr>
<td>Imposes restrictions to voluntarily ending employment</td>
</tr>
<tr>
<td><strong>Discrimination</strong></td>
</tr>
<tr>
<td>Discrimination in hiring, training, promotion, termination, or retirement</td>
</tr>
<tr>
<td>Overtime is not voluntary</td>
</tr>
<tr>
<td>Does not provide 1 day off in 7</td>
</tr>
<tr>
<td><strong>Wages, Benefits, and Terms of Employment</strong></td>
</tr>
<tr>
<td>Does not pay overtime and incentives as required</td>
</tr>
<tr>
<td>Does not provide understandable wage statement translated to worker language</td>
</tr>
<tr>
<td><strong>Humane Treatment and Disciplinary Practices</strong></td>
</tr>
<tr>
<td>Does not provide confidential grievance channel without risk of retaliation</td>
</tr>
<tr>
<td>Does not prohibit physical punishment or coercion</td>
</tr>
<tr>
<td>Does not prohibit verbal or psychological abuse or coercion</td>
</tr>
<tr>
<td><strong>Freedom of Association</strong></td>
</tr>
<tr>
<td>Blocks attempts to organize</td>
</tr>
<tr>
<td><strong>Foreign Contract Labor</strong></td>
</tr>
<tr>
<td>Foreign contract workers do not receive translated employment contract</td>
</tr>
<tr>
<td>Foreign contract workers do not have required travel and/or work documents</td>
</tr>
<tr>
<td>Foreign contract workers do not receive adequate orientation training</td>
</tr>
</tbody>
</table>
### Occupational Health and Safety

<table>
<thead>
<tr>
<th>Issue</th>
<th>25.2%</th>
<th>34.1%</th>
<th>28.1%</th>
<th>24.1%</th>
<th>25.0%</th>
<th>35.8%</th>
<th>13.4%</th>
<th>14.3%</th>
<th>21.4%</th>
<th>27.3%</th>
<th>20.4%</th>
<th>27.3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not maintain sufficient, clearly marked exits and routes</td>
<td>4.8%</td>
<td>0.0%</td>
<td>36.8%</td>
<td>1.5%</td>
<td>0.0%</td>
<td>1.1%</td>
<td>1.5%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>15.9%</td>
<td>1.4%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
<td>28.8%</td>
<td>25.0%</td>
<td>35.1%</td>
<td>36.5%</td>
<td>0.0%</td>
<td>43.2%</td>
<td>17.9%</td>
<td>14.3%</td>
<td>71.4%</td>
<td>25.0%</td>
<td>23.8%</td>
<td>15.6%</td>
</tr>
</tbody>
</table>

### Dormitory

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
<th>17.9%</th>
<th>14.3%</th>
<th>71.4%</th>
<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
<td>1.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Does not provide sufficient lighting</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.7%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Unrestricted Access

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
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<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not provide unrestricted access to facility, workers, and records</td>
<td>1.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Subcontractor Monitoring

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
<th>17.9%</th>
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<th>71.4%</th>
<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not monitor handwork supply chain, wherever applicable</td>
<td>1.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Environmental Management System (EMS)

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
<th>17.9%</th>
<th>14.3%</th>
<th>71.4%</th>
<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have an EMS</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Environmental Emergency Plan (EEP)

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
<th>17.9%</th>
<th>14.3%</th>
<th>71.4%</th>
<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have procedures to contact appropriate authorities in case of accidents</td>
<td>0.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.4%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

### Chemical Storage and Disposal

<table>
<thead>
<tr>
<th>Issue</th>
<th>28.8%</th>
<th>25.0%</th>
<th>35.1%</th>
<th>36.5%</th>
<th>0.0%</th>
<th>43.2%</th>
<th>17.9%</th>
<th>14.3%</th>
<th>71.4%</th>
<th>25.0%</th>
<th>23.8%</th>
<th>15.6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical are not disposed of in accordance with laws</td>
<td>6.0%</td>
<td>0.0%</td>
<td>12.3%</td>
<td>7.3%</td>
<td>0.0%</td>
<td>9.5%</td>
<td>3.0%</td>
<td>42.9%</td>
<td>0.0%</td>
<td>2.3%</td>
<td>4.8%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>
## Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

### 2020

#### NUMBER OF FACILITIES

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>634</td>
<td>29</td>
<td>56</td>
<td>139</td>
<td>19</td>
<td>100</td>
<td>25</td>
<td>13</td>
<td>33</td>
<td>2</td>
<td>158</td>
<td>60</td>
</tr>
</tbody>
</table>

#### PRINCIPLE & DETAIL - Percentage of factories with findings

##### Child Labor
- **Employs workers below the legal minimum age or 15, whichever is higher**
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%
- **Does not comply with child labor laws, including working hours and conditions**
  - Bangladesh: 0.3%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 1.3%
  - Other: 0.0%

##### Forced Labor
- **Imposes restrictions to voluntarily ending employment**
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%

##### Discrimination
- **Discrimination in hiring, training, promotion, termination, or retirement**
  - Bangladesh: 2.1%
  - Cambodia: 1.8%
  - China: 1.4%
  - Guatemala: 3.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 3.8%
  - United States: 1.7%
  - Vietnam: 1.8%

##### Working Hours
- **Overtime is not voluntary**
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%
- **Does not provide 1 day off in 7**
  - Bangladesh: 23.0%
  - Cambodia: 20.7%
  - China: 12.5%
  - Guatemala: 47.5%
  - India: 0.0%
  - Indonesia: 21.0%
  - Pakistan: 0.0%
  - Sri Lanka: 38.5%
  - United States: 3.0%
  - Vietnam: 19.6%
  - Other: 15.0%

##### Wages, Benefits, and Terms of Employment
- **Does not pay overtime and incentives as required**
  - Bangladesh: 6.6%
  - Cambodia: 6.9%
  - China: 1.8%
  - Guatemala: 7.9%
  - India: 10.5%
  - Indonesia: 10.0%
  - Pakistan: 4.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 8.2%
- **Does not provide understandable wage statement translated to worker language**
  - Bangladesh: 8.0%
  - Cambodia: 10.3%
  - China: 8.9%
  - Guatemala: 14.4%
  - India: 0.0%
  - Indonesia: 12.0%
  - Pakistan: 4.0%
  - Sri Lanka: 0.0%
  - United States: 3.0%
  - Vietnam: 0.0%
  - Other: 4.4%

##### Humane Treatment and Disciplinary Practices
- **Does not provide confidential grievance channel without risk of retaliation**
  - Bangladesh: 3.8%
  - Cambodia: 13.8%
  - China: 14.3%
  - Guatemala: 1.4%
  - India: 15.8%
  - Indonesia: 3.0%
  - Pakistan: 0.0%
  - Sri Lanka: 7.7%
  - United States: 3.0%
  - Vietnam: 50.0%
  - Other: 0.0%
- **Does not prohibit physical punishment or coercion**
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%
- **Does not prohibit verbal or psychological abuse or coercion**
  - Bangladesh: 7.4%
  - Cambodia: 0.0%
  - China: 3.6%
  - Guatemala: 0.0%
  - India: 36.8%
  - Indonesia: 37.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%

##### Freedom of Association
- **Blocks attempts to organize**
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%

##### Foreign Contract Labor
- **Foreign contract workers do not receive translated employment contract**
  - Bangladesh: 0.2%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 1.7%
- **Foreign contract workers do not have required travel and/or work documents**
  - Bangladesh: 0.5%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 5.0%
- **Foreign contract workers do not receive adequate orientation training**
  - Bangladesh: 0.2%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 1.7%
<table>
<thead>
<tr>
<th>Occupational Health and Safety</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not maintain sufficient, clearly marked exits and routes</td>
<td>38.2% 48.3% 35.7% 37.4% 57.9% 45.0% 28.0% 92.3% 33.3% 0.0% 36.7% 20.0%</td>
</tr>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
<td>39.4% 41.4% 28.6% 32.4% 42.1% 47.0% 60.0% 84.6% 15.2% 50.0% 49.4% 20.0%</td>
</tr>
<tr>
<td>Does not provide sufficient lighting</td>
<td>6.3% 0.0% 41.1% 3.6% 0.0% 1.0% 0.0% 0.0% 18.2% 0.0% 1.3% 5.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dormitory</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not provide personal mats</td>
<td>1.1% 0.0% 0.0% 0.0% 0.0% 7.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
<tr>
<td>Does not maintain clear halls and exits</td>
<td>0.3% 0.0% 0.0% 0.0% 0.0% 1.0% 0.0% 0.0% 0.0% 0.0% 0.0% 1.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Unrestricted Access</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not provide unrestricted access to facility, workers, and records</td>
<td>0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Subcontractor Monitoring</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not monitor handwork supply chain, wherever applicable</td>
<td>0.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Environmental Management System (EMS)</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have an EMS</td>
<td>2.8% 0.0% 0.0% 10.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 1.9% 1.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Environmental Emergency Plan (EEP)</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have procedures to contact appropriate authorities in case of accidents</td>
<td>0.8% 0.0% 0.0% 2.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 1.3% 0.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Chemical Storage and Disposal</th>
<th>Percentage Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical are not disposed of in accordance with laws</td>
<td>9.9% 3.4% 1.8% 12.2% 5.3% 25.0% 32.0% 0.0% 0.0% 0.0% 4.4% 5.0%</td>
</tr>
<tr>
<td>Chemical storage area is not suitably located or well-maintained</td>
<td>11.0% 13.8% 25.0% 5.8% 5.3% 11.0% 16.0% 0.0% 0.0% 0.0% 16.5% 3.3%</td>
</tr>
</tbody>
</table>
## Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

### 2019

<table>
<thead>
<tr>
<th>NUMBER OF FACILITIES</th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>733</td>
<td>38</td>
<td>55</td>
<td>180</td>
<td>17</td>
<td>107</td>
<td>63</td>
<td>13</td>
<td>40</td>
<td>1</td>
<td>158</td>
<td>61</td>
</tr>
</tbody>
</table>

### PRINCIPLE & DETAIL - Percentage of factories with findings

#### Child Labor
- **Employs workers below the legal minimum age or 15, whichever is higher**
  - Total: 0.0%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%

- **Does not comply with child labor laws, including working hours and conditions**
  - Total: 0.7%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.9%
  - Pakistan: 2.5%
  - Sri Lanka: 0.0%
  - United States: 1.9%
  - Vietnam: 0.0%

#### Forced Labor
- **Imposes restrictions to voluntarily ending employment**
  - Total: 0.4%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 2.8%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

#### Discrimination
- **Discrimination in hiring, training, promotion, termination, or retirement**
  - Total: 0.8%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 3.2%
  - Indonesia: 0.0%
  - Pakistan: 1.6%
  - Sri Lanka: 1.3%
  - United States: 1.6%

#### Working Hours
- **Overtime is not voluntary**
  - Total: 1.4%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 29.4%
  - Guatemala: 2.8%
  - India: 1.6%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Does not provide 1 day off in 7**
  - Total: 25.6%
  - Bangladesh: 31.6%
  - Cambodia: 5.5%
  - China: 57.2%
  - Guatemala: 0.0%
  - India: 15.9%
  - Indonesia: 12.7%
  - Pakistan: 38.5%
  - Sri Lanka: 10.0%
  - United States: 19.6%
  - Vietnam: 8.2%

#### Wages, Benefits, and Terms of Employment
- **Does not pay overtime and incentives as required**
  - Total: 10.8%
  - Bangladesh: 5.3%
  - Cambodia: 3.6%
  - China: 7.2%
  - Guatemala: 17.6%
  - India: 18.7%
  - Indonesia: 25.4%
  - Pakistan: 7.7%
  - Sri Lanka: 2.5%
  - United States: 0.0%
  - Vietnam: 12.0%

- **Does not provide understandable wage statement translated to worker language**
  - Total: 7.9%
  - Bangladesh: 7.9%
  - Cambodia: 12.7%
  - China: 10.0%
  - Guatemala: 23.5%
  - India: 15.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 4.4%
  - Vietnam: 3.3%

#### Humane Treatment and Disciplinary Practices
- **Does not provide confidential grievance channel without risk of retaliation**
  - Total: 5.7%
  - Bangladesh: 23.7%
  - Cambodia: 10.9%
  - China: 4.4%
  - Guatemala: 0.0%
  - India: 3.7%
  - Indonesia: 3.2%
  - Pakistan: 0.0%
  - Sri Lanka: 22.5%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 6.6%

- **Does not prohibit physical punishment or coercion**
  - Total: 0.4%
  - Bangladesh: 2.6%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 1.9%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
  - Other: 0.0%

- **Does not prohibit verbal or psychological abuse or coercion**
  - Total: 5.5%
  - Bangladesh: 18.4%
  - Cambodia: 5.5%
  - China: 0.0%
  - Guatemala: 5.9%
  - India: 18.7%
  - Indonesia: 4.8%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 1.9%
  - Vietnam: 4.9%

#### Freedom of Association
- **Blocks attempts to organize**
  - Total: 0.3%
  - Bangladesh: 0.0%
  - Cambodia: 3.6%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

#### Foreign Contract Labor
- **Foreign contract workers do not receive translated employment contract**
  - Total: 0.1%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Foreign contract workers do not have required travel and/or work documents**
  - Total: 0.3%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Foreign contract workers do not receive adequate orientation training**
  - Total: 0.0%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%
### Occupational Health and Safety

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not maintain sufficient, clearly marked exits and routes</td>
<td>46.1% 47.4% 38.2% 43.9% 58.8% 40.2% 41.3% 84.6% 47.5% 100.0% 46.2% 60.7%</td>
</tr>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
<td>38.9% 21.1% 58.2% 27.2% 23.5% 45.8% 61.9% 84.6% 2.5% 100.0% 48.7% 23.0%</td>
</tr>
<tr>
<td>Does not provide sufficient lighting</td>
<td>6.3% 0.0% 58.2% 0.0% 0.0% 0.9% 0.0% 0.0% 20.0% 0.0% 3.2% 0.0%</td>
</tr>
</tbody>
</table>

### Dormitory

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not provide personal mats</td>
<td>1.2% 0.0% 0.0% 0.0% 0.0% 8.4% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
<tr>
<td>Does not maintain clear halls and exits</td>
<td>1.2% 0.0% 0.0% 3.3% 0.0% 1.9% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
</tbody>
</table>

### Unrestricted Access

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not provide unrestricted access to facility, workers, and records</td>
<td>0.4% 0.0% 0.0% 1.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
</tbody>
</table>

### Subcontractor Monitoring

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not monitor handwork supply chain, wherever applicable</td>
<td>0.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
</tr>
</tbody>
</table>

### Environmental Management System (EMS)

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have an EMS</td>
<td>7.4% 0.0% 0.0% 21.7% 0.0% 0.9% 4.8% 0.0% 0.0% 0.0% 3.8% 6.6%</td>
</tr>
</tbody>
</table>

### Environmental Emergency Plan (EEP)

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not have procedures to contact appropriate authorities in case of accidents</td>
<td>2.0% 0.0% 0.0% 7.2% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.3%</td>
</tr>
</tbody>
</table>

### Chemical Storage and Disposal

<table>
<thead>
<tr>
<th>Issue</th>
<th>Expected Failure Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical are not disposed of in accordance with laws</td>
<td>9.5% 0.0% 0.0% 16.7% 5.9% 20.6% 3.2% 0.0% 0.0% 0.0% 5.7% 9.8%</td>
</tr>
<tr>
<td>Chemical storage area is not suitably located or well-maintained</td>
<td>10.6% 2.6% 10.9% 10.6% 17.6% 14.0% 3.2% 0.0% 5.0% 0.0% 13.3% 14.8%</td>
</tr>
</tbody>
</table>
# Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

## 2018

<table>
<thead>
<tr>
<th>NUMBER OF FACILITIES</th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>778</td>
<td>39</td>
<td>52</td>
<td>202</td>
<td>22</td>
<td>119</td>
<td>80</td>
<td>13</td>
<td>30</td>
<td>2</td>
<td>150</td>
<td>69</td>
</tr>
</tbody>
</table>

## PRINCIPLE & DETAIL - Percentage of factories with findings

### Child Labor
- Employs workers below the legal minimum age or 15, whichever is higher: 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
- Does not comply with child labor laws, including working hours and conditions: 1.0% 0.0% 0.0% 0.0% 1.0% 0.0% 0.0% 0.0% 10.0% 0.0% 1.3% 2.9%

### Forced Labor
- Imposes restrictions to voluntarily ending employment: 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%

### Discrimination
- Discrimination in hiring, training, promotion, termination, or retirement: 1.2% 0.0% 3.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 3.3% 2.9%

### Working Hours
- Overtime is not voluntary: 1.8% 7.7% 3.8% 0.0% 13.6% 0.8% 1.3% 0.0% 0.0% 0.0% 0.0% 2.7% 0.0%
- Does not provide 1 day off in 7: 24.2% 48.7% 7.7% 52.0% 0.0% 12.6% 7.5% 46.2% 10.0% 0.0% 18.0% 4.3%

### Wages, Benefits, and Terms of Employment
- Does not pay overtime and incentives as required: 14.1% 17.9% 5.8% 11.4% 18.2% 21.8% 21.3% 0.0% 0.0% 0.0% 18.7% 2.9%
- Does not provide understandable wage statement translated to worker language: 9.9% 10.3% 3.8% 21.8% 4.5% 12.6% 3.8% 0.0% 3.3% 0.0% 3.3% 2.9%

### Humane Treatment and Disciplinary Practices
- Does not provide confidential grievance channel without risk of retaliation: 7.5% 33.3% 7.7% 4.0% 0.0% 16.0% 12.5% 7.7% 10.0% 0.0% 0.0% 0.0%
- Does not prohibit physical punishment or coercion: 0.4% 2.6% 0.0% 0.0% 0.0% 1.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
- Does not prohibit verbal or psychological abuse or coercion: 4.0% 20.5% 15.4% 0.0% 4.5% 7.6% 0.0% 0.0% 0.0% 0.0% 2.0% 2.9%

### Freedom of Association
- Blocks attempts to organize: 0.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%

### Foreign Contract Labor
- Foreign contract workers do not receive translated employment contract: 0.5% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 5.8%
- Foreign contract workers do not have required travel and/or work documents: 0.3% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 2.9%
- Foreign contract workers do not receive adequate orientation training: 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
| Occupational Health and Safety                                                                 | 47.7% | 38.5% | 46.2% | 50.0% | 72.7% | 33.6% | 47.5% | 69.2% | 60.0% | 0.0% | 46.0% | 59.4% |
| Does not maintain sufficient, clearly marked exits and routes                                |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not comply with machine/equipment safety regulations as required                         | 40.2% | 48.7% | 50.0% | 26.2% | 27.3% | 43.7% | 60.0% | 69.2% | 10.0% | 50.0% | 52.7% | 24.6% |
| Does not provide sufficient lighting                                                         | 5.7%  | 0.0%  | 59.6% | 0.0%  | 9.1%  | 0.0%  | 0.0%  | 0.0%  | 30.0% | 0.0%  | 0.7%  | 1.4%  |
| Dormitory                                                                                    |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not provide personal mats                                                               | 0.4%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  |       |       |
| Does not maintain clear halls and exits                                                      | 1.2%  | 0.0%  | 0.0%  | 4.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  |
| Unrestricted Access                                                                          |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not provide unrestricted access to facility, workers, and records                     | 0.5%  | 0.0%  | 0.0%  | 1.5%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  |
| Subcontractor Monitoring                                                                     |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not monitor handwork supply chain, wherever applicable                                 | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  |
| Environmental Management System (EMS)                                                        |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not have an EMS                                                                        | 10.9% | 0.0%  | 0.0%  | 32.2% | 0.0%  | 1.7%  | 11.3% | 0.0%  | 0.0%  | 0.0%  | 6.0%  | 0.0%  |
| Environmental Emergency Plan (EEP)                                                           |       |       |       |       |       |       |       |       |       |     |       |       |
| Does not have procedures to contact appropriate authorities in case of accidents            | 3.2%  | 0.0%  | 0.0%  | 9.9%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 0.0%  | 3.3%  | 0.0%  |
| Chemical Storage and Disposal                                                                |       |       |       |       |       |       |       |       |       |     |       |       |
| Chemical are not disposed of in accordance with laws                                        | 11.3% | 0.0%  | 0.0%  | 14.9% | 0.0%  | 31.9% | 2.5%  | 7.7%  | 0.0%  | 0.0%  | 4.7%  | 14.5% |
| Chemical storage area is not suitably located or well-maintained                            | 10.4% | 5.1%  | 17.3% | 15.3% | 9.1%  | 7.6%  | 2.5%  | 0.0%  | 0.0%  | 0.0%  | 16.7% | 1.4%  |
### Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

**2017**

<table>
<thead>
<tr>
<th>NUMBER OF FACILITIES</th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>855</td>
<td>50</td>
<td>50</td>
<td>243</td>
<td>15</td>
<td>126</td>
<td>71</td>
<td>14</td>
<td>48</td>
<td>4</td>
<td>144</td>
<td>90</td>
</tr>
</tbody>
</table>

#### PRINCIPLE & DETAIL - Percentage of factories with findings

**Child Labor**
- Employs workers below the legal minimum age or 15, whichever is higher: 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
- Does not comply with child labor laws, including working hours and conditions: 1.4% 0.0% 0.0% 0.4% 0.0% 1.4% 0.0% 4.2% 0.0% 2.8% 4.4%

**Forced Labor**
- Imposes restrictions to voluntarily ending employment: 0.4% 0.0% 0.0% 0.4% 0.0% 1.6% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%

**Discrimination**
- Discrimination in hiring, training, promotion, termination, or retirement: 0.9% 0.0% 0.0% 0.0% 6.7% 0.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 2.8% 2.2%

**Working Hours**
- Overtime is not voluntary: 0.9% 0.0% 0.0% 0.0% 26.7% 0.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.7% 2.2%
- Does not provide 1 day off in 7: 30.9% 58.0% 20.0% 49.8% 6.7% 22.2% 16.9% 64.3% 14.6% 0.0% 22.2% 16.7%

**Wages, Benefits, and Terms of Employment**
- Does not pay overtime and incentives as required: 17.2% 16.0% 12.0% 10.7% 33.3% 24.6% 36.6% 7.1% 2.1% 0.0% 23.6% 10.0%
- Does not provide understandable wage statement translated to worker language: 7.0% 26.0% 2.0% 8.6% 6.7% 11.9% 0.0% 0.0% 0.0% 0.0% 3.5% 4.4%

**Humane Treatment and Disciplinary Practices**
- Does not provide confidential grievance channel without risk of retaliation: 10.9% 18.0% 0.0% 11.9% 0.0% 8.7% 33.8% 0.0% 14.6% 0.0% 0.0% 0.0% 14.4%
- Does not prohibit physical punishment or coercion: 0.2% 0.0% 2.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
- Does not prohibit verbal or psychological abuse or coercion: 3.7% 4.0% 8.0% 0.0% 20.0% 8.7% 4.2% 0.0% 0.0% 0.0% 2.1% 6.7%

**Freedom of Association**
- Blocks attempts to organize: 0.1% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.7% 0.0%

**Foreign Contract Labor**
- Foreign contract workers do not receive translated employment contract: 0.7% 0.0% 0.0% 0.0% 0.0% 0.0% 0.8% 0.0% 0.0% 0.0% 0.0% 0.0% 5.6%
- Foreign contract workers do not have required travel and/or work documents: 0.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.7% 6.7%
<table>
<thead>
<tr>
<th>Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreign contract workers do not receive adequate orientation training</td>
</tr>
<tr>
<td><strong>Occupational Health and Safety</strong></td>
</tr>
<tr>
<td>Does not maintain sufficient, clearly marked exits and routes</td>
</tr>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
</tr>
<tr>
<td>Does not provide sufficient lighting</td>
</tr>
<tr>
<td><strong>Dormitory</strong></td>
</tr>
<tr>
<td>Does not provide personal mats</td>
</tr>
<tr>
<td>Does not maintain clear halls and exits</td>
</tr>
<tr>
<td><strong>Unrestricted Access</strong></td>
</tr>
<tr>
<td>Does not provide unrestricted access to facility, workers, and records</td>
</tr>
<tr>
<td><strong>Subcontractor Monitoring</strong></td>
</tr>
<tr>
<td>Does not monitor handwork supply chain, wherever applicable</td>
</tr>
<tr>
<td><strong>Environmental Management System (EMS)</strong></td>
</tr>
<tr>
<td>Does not have an EMS</td>
</tr>
<tr>
<td><strong>Environmental Emergency Plan (EEP)</strong></td>
</tr>
<tr>
<td>Does not have procedures to contact appropriate authorities in case of accidents</td>
</tr>
<tr>
<td><strong>Chemical Storage and Disposal</strong></td>
</tr>
<tr>
<td>Chemical are not disposed of in accordance with laws</td>
</tr>
<tr>
<td>Chemical storage area is not suitably located or well-maintained</td>
</tr>
</tbody>
</table>
### 2016

<table>
<thead>
<tr>
<th>NUMBER OF FACILITIES</th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>933</td>
<td>53</td>
<td>60</td>
<td>263</td>
<td>17</td>
<td>134</td>
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<td>14</td>
<td>52</td>
<td>17</td>
<td>130</td>
<td>98</td>
<td></td>
</tr>
</tbody>
</table>

**PRINCIPLE & DETAIL - Percentage of factories with findings**

#### Child Labor
- Employs workers below the legal minimum age or 15, whichever is higher: 0.1%
- Does not comply with child labor laws, including working hours and conditions: 0.9%

#### Forced Labor
- Imposes restrictions to voluntarily ending employment: 0.4%

#### Discrimination
- Discrimination in hiring, training, promotion, termination, or retirement: 1.0%

#### Working Hours
- Overtime is not voluntary: 2.1%
- Does not provide 1 day off in 7: 25.5%

#### Wages, Benefits, and Terms of Employment
- Does not pay overtime and incentives as required: 19.6%
- Does not provide understandable wage statement translated to worker language: 11.4%

#### Humane Treatment and Disciplinary Practices
- Does not provide confidential grievance channel without risk of retaliation: 9.3%
- Does not prohibit physical punishment or coercion: 0.4%
- Does not prohibit verbal or psychological abuse or coercion: 5.1%

#### Freedom of Association
- Blocks attempts to organize: 0.2%

#### Foreign Contract Labor
- Foreign contract workers do not receive translated employment contract: 1.1%
- Foreign contract workers do not have required travel and/or work documents: 0.9%
- Foreign contract workers do not receive adequate orientation training: 0.2%

#### Occupational Health and Safety
- Does not maintain sufficient, clearly marked exits and routes: 48.8%
- Does not comply with machine/equipment safety regulations as required: 40.5%
<table>
<thead>
<tr>
<th>Category</th>
<th>4.8%</th>
<th>1.9%</th>
<th>40.0%</th>
<th>0.4%</th>
<th>0.0%</th>
<th>0.7%</th>
<th>0.0%</th>
<th>0.0%</th>
<th>13.5%</th>
<th>0.0%</th>
<th>6.9%</th>
<th>2.0%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dormitory</td>
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<tr>
<td>Does not provide sufficient lighting</td>
<td>1.2%</td>
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<tr>
<td>Does not maintain clear halls and exits</td>
<td>1.1%</td>
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<td>0.0%</td>
<td>2.7%</td>
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<tr>
<td>Unrestricted Access</td>
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<tr>
<td>Does not provide unrestricted access to facility, workers, and records</td>
<td>2.6%</td>
<td>0.0%</td>
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<td>7.6%</td>
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<tr>
<td>Subcontractor Monitoring</td>
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<td>0.5%</td>
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<td>Environmental Management System (EMS)</td>
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<td>3.8%</td>
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<td>36.5%</td>
<td>5.9%</td>
<td>11.2%</td>
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<td>0.0%</td>
<td>1.9%</td>
<td>11.8%</td>
<td>15.4%</td>
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<tr>
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<tr>
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<td>3.1%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>8.7%</td>
<td>0.0%</td>
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<tr>
<td>Chemical Storage and Disposal</td>
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</tr>
<tr>
<td>Chemical are not disposed of in accordance with laws</td>
<td>10.8%</td>
<td>1.9%</td>
<td>1.7%</td>
<td>14.1%</td>
<td>0.0%</td>
<td>24.6%</td>
<td>3.2%</td>
<td>7.1%</td>
<td>0.0%</td>
<td>5.9%</td>
<td>13.1%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Chemical storage area is not suitably located or well-maintained</td>
<td>14.5%</td>
<td>18.9%</td>
<td>23.3%</td>
<td>16.3%</td>
<td>5.9%</td>
<td>14.2%</td>
<td>4.2%</td>
<td>0.0%</td>
<td>1.9%</td>
<td>0.0%</td>
<td>24.6%</td>
<td>11.2%</td>
</tr>
</tbody>
</table>
# Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

## 2015

### NUMBER OF FACILITIES

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Bangladesh</th>
<th>Cambodia</th>
<th>China</th>
<th>Guatemala</th>
<th>India</th>
<th>Indonesia</th>
<th>Pakistan</th>
<th>Sri Lanka</th>
<th>United States</th>
<th>Vietnam</th>
<th>Other</th>
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<tr>
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<td>66</td>
<td>269</td>
<td>21</td>
<td>147</td>
<td>97</td>
<td>13</td>
<td>61</td>
<td>15</td>
<td>132</td>
<td>111</td>
</tr>
</tbody>
</table>

### PRINCIPLE & DETAIL - Percentage of factories with findings

#### Child Labor
- **Employs workers below the legal minimum age or 15, whichever is higher**
  - Total: 0.3%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.4%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 1.8%
- **Does not comply with child labor laws, including working hours and conditions**
  - Total: 1.0%
  - Bangladesh: 0.0%
  - Cambodia: 1.5%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 1.5%

#### Forced Labor
- **Imposes restrictions to voluntarily ending employment**
  - Total: 0.1%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.9%
- **Uses involuntary labor**
  - Total: 0.6%
  - Bangladesh: 2.8%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 11.5%
  - United States: 0.0%
  - Vietnam: 0.0%

#### Discrimination
- **Discrimination in hiring, training, promotion, termination, or retirement**
  - Total: 1.4%
  - Bangladesh: 4.2%
  - Cambodia: 6.1%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.7%
  - Pakistan: 3.1%
  - Sri Lanka: 0.0%
  - United States: 1.6%
  - Vietnam: 0.0%

#### Working Hours
- **Overtime is not voluntary**
  - Total: 2.4%
  - Bangladesh: 4.2%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 28.6%
  - India: 1.4%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 8.2%
  - United States: 0.0%
  - Vietnam: 2.3%

- **Does not provide 1 day off in 7**
  - Total: 24.1%
  - Bangladesh: 54.9%
  - Cambodia: 18.2%
  - China: 32.3%
  - Guatemala: 0.0%
  - India: 34.0%
  - Indonesia: 1.0%
  - Pakistan: 0.0%
  - Sri Lanka: 19.7%
  - United States: 0.0%
  - Vietnam: 21.2%

#### Wages, Benefits, and Terms of Employment
- **Does not pay overtime and incentives as required**
  - Total: 17.1%
  - Bangladesh: 18.3%
  - Cambodia: 10.6%
  - China: 14.5%
  - Guatemala: 9.5%
  - India: 33.3%
  - Indonesia: 15.5%
  - Pakistan: 7.7%
  - Sri Lanka: 1.6%
  - United States: 13.3%
  - Vietnam: 19.7%

- **Does not provide understandable wage statement translated to worker language**
  - Total: 10.1%
  - Bangladesh: 23.9%
  - Cambodia: 12.1%
  - China: 13.0%
  - Guatemala: 19.0%
  - India: 12.2%
  - Indonesia: 1.0%
  - Pakistan: 0.0%
  - Sri Lanka: 3.3%
  - United States: 13.3%
  - Vietnam: 6.1%

#### Humane Treatment and Disciplinary Practices
- **Does not provide confidential grievance channel without risk of retaliation**
  - Total: 2.1%
  - Bangladesh: 7.0%
  - Cambodia: 0.0%
  - China: 1.5%
  - Guatemala: 0.0%
  - India: 5.4%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 6.6%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Does not prohibit physical punishment or coercion**
  - Total: 0.5%
  - Bangladesh: 2.8%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 1.4%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 1.6%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Does not prohibit verbal or psychological abuse or coercion**
  - Total: 5.8%
  - Bangladesh: 15.5%
  - Cambodia: 1.5%
  - China: 0.0%
  - Guatemala: 28.6%
  - India: 15.0%
  - Indonesia: 3.1%
  - Pakistan: 0.0%
  - Sri Lanka: 6.6%
  - United States: 6.7%
  - Vietnam: 1.5%

#### Freedom of Association
- **Blocks attempts to organize**
  - Total: 0.2%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.7%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

#### Foreign Contract Labor
- **Foreign contract workers do not receive translated employment contract**
  - Total: 0.5%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 3.3%
  - United States: 0.0%
  - Vietnam: 1.5%

- **Foreign contract workers do not have required travel and/or work documents**
  - Total: 0.4%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 9.5%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

- **Foreign contract workers do not receive adequate orientation training**
  - Total: 0.1%
  - Bangladesh: 0.0%
  - Cambodia: 0.0%
  - China: 0.0%
  - Guatemala: 0.0%
  - India: 0.0%
  - Indonesia: 0.0%
  - Pakistan: 0.0%
  - Sri Lanka: 0.0%
  - United States: 0.0%
  - Vietnam: 0.0%

#### Occupational Health and Safety
- **Does not maintain sufficient, clearly marked exits and routes**
  - Total: 54.3%
  - Bangladesh: 90.1%
  - Cambodia: 28.8%
  - China: 42.8%
  - Guatemala: 19.0%
  - India: 64.6%
  - Indonesia: 67.0%
  - Pakistan: 53.8%
  - Sri Lanka: 63.9%
  - United States: 86.7%
  - Vietnam: 51.5%
  - Other: 50.5%
<table>
<thead>
<tr>
<th>Category</th>
<th>Problem Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does not comply with machine/equipment safety regulations as required</td>
<td>42.3% 74.6% 15.2% 43.1% 14.3% 46.9% 57.7% 30.8% 18.0% 26.7% 47.0% 32.4%</td>
<td></td>
</tr>
<tr>
<td>Does not provide sufficient lighting</td>
<td>1.4% 5.6% 0.0% 1.1% 0.0% 0.0% 0.0% 3.3% 0.0% 3.8% 0.0%</td>
<td></td>
</tr>
<tr>
<td>Dormitory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does not provide personal mats</td>
<td>0.3% 0.0% 0.0% 0.0% 0.0% 1.4% 0.0% 0.0% 0.0% 0.0% 0.0% 0.9%</td>
<td></td>
</tr>
<tr>
<td>Does not maintain clear halls and exits</td>
<td>1.3% 0.0% 0.0% 4.8% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%</td>
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