Fruitful Futures

Sustainability Report

2021

2021 Sustainability Report

A Letter From Our CEO

As a global leader in family apparel and sporting goods, our Company is committed to creating quality products with integrity, expertise and respect for everyone. These foundational values guide our public commitments to enrich the lives of our consumers, not only through everyday comfort, but through actions we take to create fruitful futures for the generations ahead.

With deep respect for the people who make our products and our planet that provides the materials to produce them, we set goals to chart our course toward a more sustainable future. We are also committed to sharing our progress in easier, more accessible ways. Our third annual sustainability report reflects this change in approach in three ways:

- A scorecard allows readers to view all of our goals and progress against them in one easy-to-read format.

- A qualitative update on all key goals provides context on updates and actions taken in 2021, as well as results and future actions.

- A data appendix shares metrics we track in line with leading ESG frameworks such as Global Reporting Initiative, the United Nations Sustainable Development Goals and CDP.

Looking back on 2021, we saw great progress on our science-based targets to reduce greenhouse gas emissions in our own operations by increasing energy efficiency and sourcing renewable energy. Since we manufacture 86% of what we sell, this is a significant accomplishment.

We also took decisive action against our core strategies. We moved from operationalizing sustainability to communicating it to consumers throughout our owned brands at the point of purchase — from launching products with more sustainable fibers to 100% recycled packaging.

Meaningful change requires action and collaboration, which is why we partnered with stakeholders along our supply chain to gain momentum toward our social and environmental commitments. We are on a journey to map our supply chain all the way to raw materials and are collaborating with the HIGG Facility Environmental Module (FEM) to ensure transparency on environmental metrics with key suppliers.

I am continually proud of our employees. Supporting them and their community outreach has become a mainstay of our philanthropic program, Threads of Change. This year, we launched a new goal to quantify our impact: We aim to reach 3 million people by 2027, and we look forward to doing so.

Creating a more fruitful future for our employees and their families and our consumers has never been more critical. To our teams that lead this work and the employees who make it possible, thank you for standing with us. Together, we are using the power of our values to run our business in ways that protect both the planet and the people around it — through the products we make and the lives we enrich, today and tomorrow.

Melissa Burgess Taylor

**Melissa Burgess Taylor
Chairman and CEO,
Fruit of the Loom, Inc.**

Business Context

Fruit of the Loom, Inc. is a leading global company specializing in the design, manufacturing and marketing of products that bring comfort, performance and fun to everyday moments.

Our business

We make the majority of what we sell in our own facilities — 86% of what we sold in 2021. This gives us the operational and financial control to invest in more efficient equipment and sustainable innovation, while providing fair labor conditions for more than 33,000 employees worldwide.

We are headquartered in Bowling Green, Kentucky, U.S. with production facilities in Australia, El Salvador, Haiti, Honduras, Mexico, Morocco, Vietnam and the United States. Our business serves consumer markets in more than 80 countries, with distribution hubs across North America, Central America and Europe.

Over 33,000 Employees Worldwide Across 11 Countries

13 Sewing and Packaging Facilities

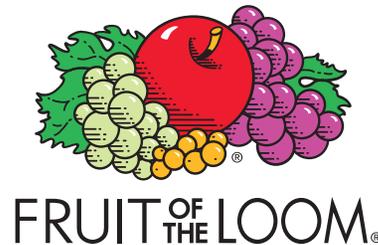14 Distribution Centers

2 Textile Mills

2 Sporting Goods Manufacturing Sites

10 Offices

Our brands

We form a collective of iconic brands that have been enriching lives for more than a century. Fruit of the Loom, Inc is an independent, wholly owned subsidiary of Berkshire Hathaway, Inc.

FRUIT OF THE LOOM®

SPALDING®

RUSSELL® ATHLETIC

JERZEES®

VANITY FAIR®

Fruitful Futures

Our sustainability plan

At Fruit of the Loom, Inc., sustainability is both a business imperative and vital momentum for our global family of brands. This is the thinking behind Fruitful Futures, our sustainability plan for delivering essential goods fit for our changing world. This work also enables us to fulfill our mission to enrich the lives of our employees and consumers.

We built the foundation of Fruitful Futures around the United Nation's Sustainable Development Goals. In collaboration with employees, suppliers, customers and consumers, we developed our plan around insights from surveys and in-depth workshops, which helped us identify our top priorities. The resulting framework connects our brands and our people in purposeful work across three commitments: People-Centric, Planet-Conscious and Product Authenticity.

SUSTAINABLE DEVELOPMENT GOALS

The United Nations Member States adopted the Sustainable Development Goals ("SDGs") in 2015. They are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

Our pillars

PEOPLE-CENTRIC

PLANET-CONSCIOUS

PRODUCT AUTHENTICITY

Our initiatives

Diversity & Inclusion: Foster a workplace where everyone is treated with respect and empowered to contribute on an equal basis.

Fair Compensation: Analyze wages for workers around the world.

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.

UN SDGs

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

7 AFFORDABLE AND CLEAN ENERGY

6 CLEAN WATER AND SANITATION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

8 DECENT WORK AND ECONOMIC GROWTH

Climate Action Plan

Focusing on our biggest impact	We align our goals with science	Our path to reach the target

Scope 1
Own operations

Scope 2
Purchased electricity & steam

50%
CO_2e reduction from our own operations by 2030
1.5°C Pathway

Why it matters
We make the majority of what we sell in our own operations, so decarbonizing our own facilities really makes a difference.

Key strategies
Energy Efficiency – We aim to continuously improve our operations, using less fuel and energy.

Renewable Electricity – We are working to increase our annual sourcing of renewable electricity and steam from 40% in 2018 to 100% in 2030.

Our 2018 base year | Renewable electricity | Energy efficiency | SBTi Target

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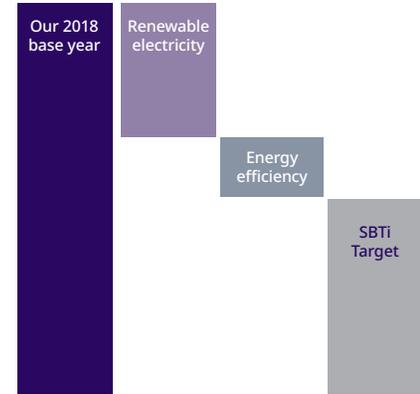
Category 1
Purchased goods & services

Scope 3

Category 3
Fuel & energy-related activities

30%
CO_2e reduction from our supply chain by 2030
WB-2°C Pathway

Why it matters
Raw materials and upstream fuel impacts contribute more than 80% of our scope 3 impact. We want to focus our reduction efforts where we can have the most influence.

Key strategies
Sustainable Supply Chains – A significant part of the impact of our raw materials is the energy it takes to make them. We are committed to more operational efficiency in our upstream supply chains, working with strategic suppliers to reduce energy use and increase use of renewable electricity.

Sustainable Raw Materials – Raw materials such as cotton, polyester and plastic represent a significant part of our footprint. Our key strategy is to incorporate more sustainable and recycled materials with lower emission factors into our products.

Sustainable Fuels – The fuel and electricity we use in our own operations have their own carbon footprint through the extraction of fuel and power generation in the upstream supply chain. We are committed to energy efficiency and more renewables.

Our 2018 base year | Sustainable supply chains | Sustainable raw materials | Sustainable fuels | SBTi Target
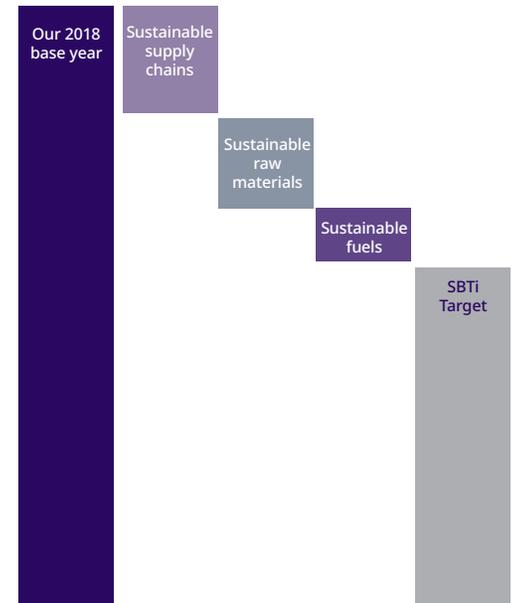
2021 Highlights
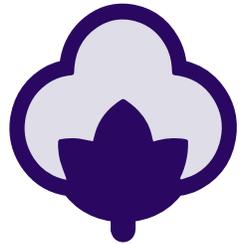
87% of our cotton is sourced sustainably in the U.S.

$2.1M total community investment.

↓ **Water intensity by** **9.6%** since 2018.

44% of global management and

53% of promotions were female.

Achieved zero waste in our own operations for the **4th year** in a row.

9% of global production certified to Oeko-Tex®.

CO_2

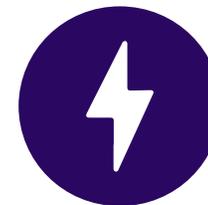**40%** reduction in GHG emissions since 2018 in own operations.

86% of the products we sell are manufactured in our own facilities.

64% renewable electricity.

2021 Goals Scorecard

● Goal Met   ◑ In Progress   ○ Growth Opportunity

PEOPLE-CENTRIC

DIVERSITY & INCLUSION

◑ Increase global female representation and retention across the organization, targeting region-specific goals

◑ Increase representation and retention of ethnically diverse talent across the organization in the U.S.

FAIR COMPENSATION

● Benchmark our global operations by 2021

THREADS OF CHANGE

○ Reach 3 million people by 2027

PLANET-CONSCIOUS

GREENHOUSE GASES

◑ Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2018 base year

○ Reduce absolute scope 3 GHG emissions covering purchased goods and services, and fuel and energy-related activies 30% by 2030 from a 2018 base year

ENERGY

◑ 100% renewable electricity by 2030

WATER

◑ 10% reduction in water intensity by 2030

WASTE

● Maintain zero waste in our own facilities

PRODUCT AUTHENTICITY

PRODUCT SAFETY

◑ 100% Oeko-Tex® certification for all our global production facilities by 2025

TRANSPARENCY

◑ 100% of our global supply chain mapped to raw materials by 2025

SUSTAINABLE SOURCING

◑ 100% sourcing of sustainable cotton

○ 30% recycled polyester & nylon

● Recycled content plastic packaging — e-commerce and retail bags

◑ Recycled content basketball backboards

People-Centric
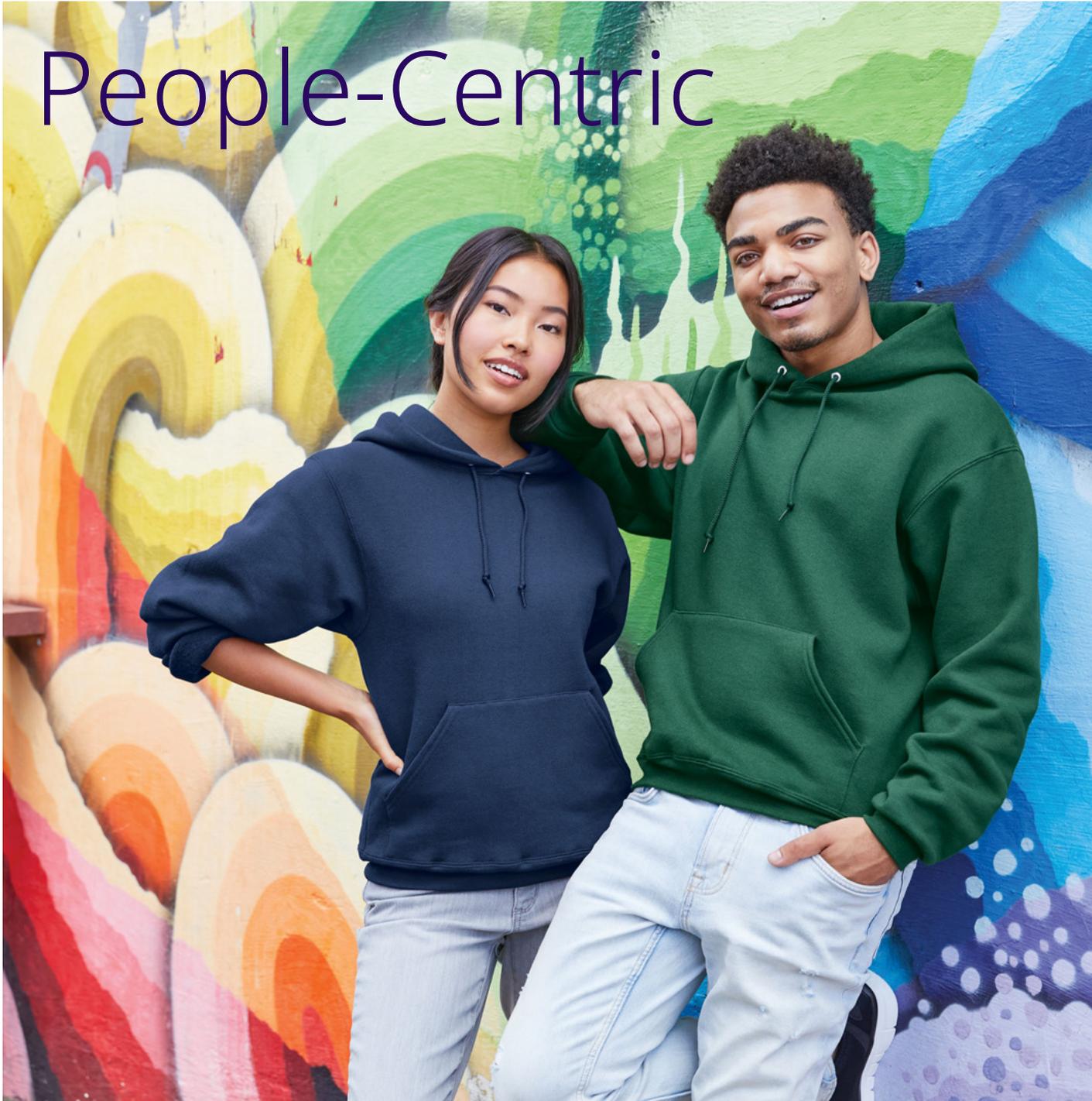
Enriching Lives For People And Communities

We strive to enrich the lives of people and communities, as people are at the heart of what we do. We are dedicated to providing respectful and inclusive workplaces where everyone can thrive.

Differences Make Us Stronger

Our commitment to diversity and inclusion

We believe our differences make us stronger and for this reason, we are committed to creating a workplace where everyone is treated with respect and empowered to contribute equally. We want to foster an inclusive culture of belonging for all employees, an intention that refines our focus on attracting, retaining and developing diverse talent.

Last year, we worked to raise awareness on the importance of diversity and inclusion (D&I) in the workplace, and established programs and practices to increase representation and retain female employees, targeting region-specific goals. In early 2022, we established an additional strategic goal to increase representation and retention across ethnically diverse talent in the U.S.

Our Workforce

By region

- 6% U.S. and Canada
- 12% Europe and Africa
- 72% Mexico, Central and South America
- 10% Asia Pacific

By ethnicity (U.S. only)

2021

- 59%
- 32%
- 5%
- 3%
- <1%

Legend:
- White
- Black/African American
- Hispanic/Latino
- Asian
- Other (Pacific Islander, American Indian, Two or More Races)

By gender (global)

Legend:
- Female
- Male

Total workforce
66% / 34%

Management
44% / 56%

Executive and senior management
25% / 75%

Salaried non-management
48% / 52%

Salaried all
46% / 54%

Hourly
68% / 32%
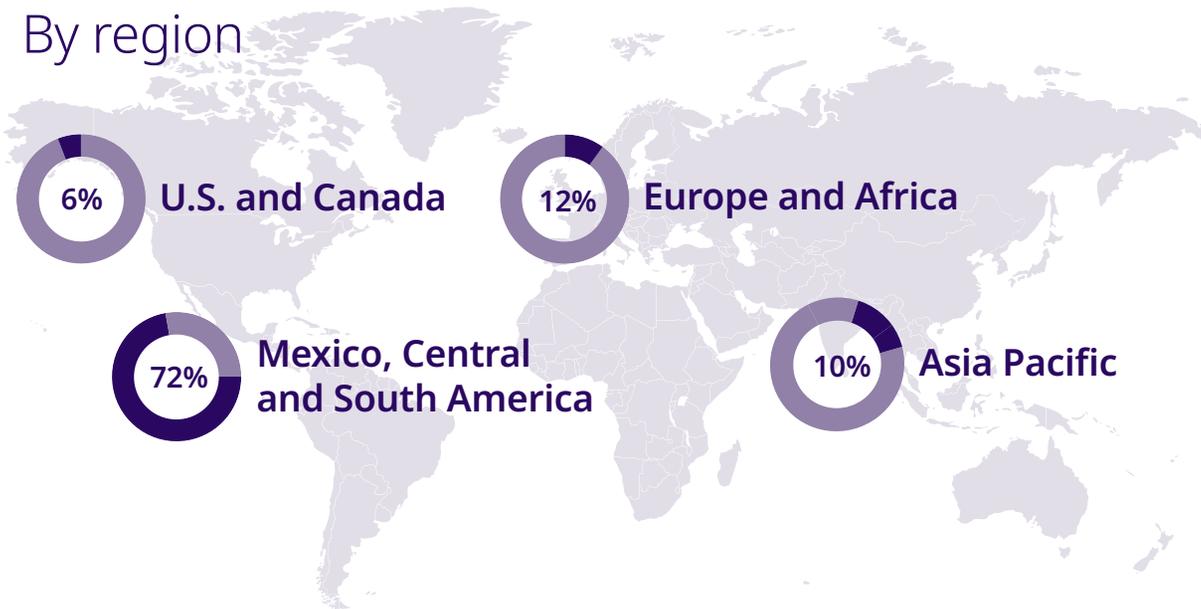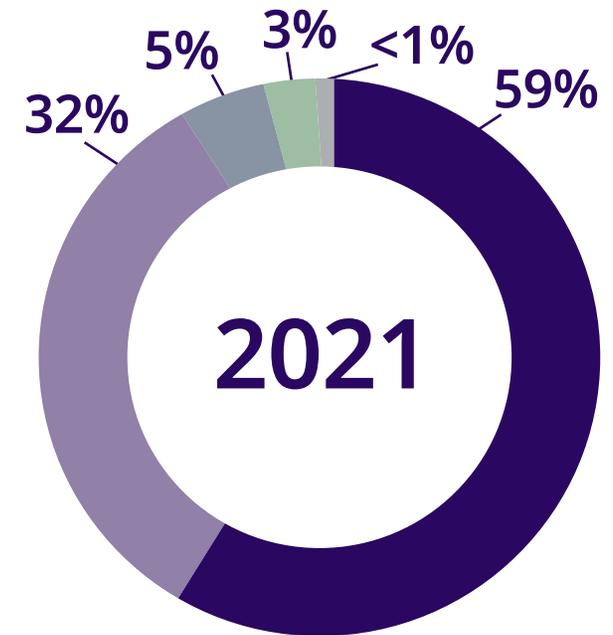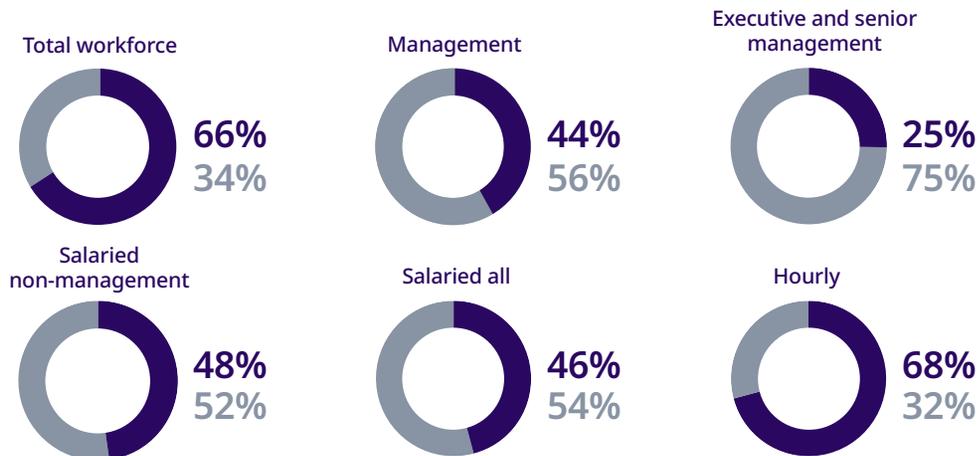
Spotlight on Joyce Chai, Managing Director, Asia

Joyce Chai joined us eight years ago as Finance Manager. In 2021, she was promoted to serve as Managing Director for Asia

Women in management

We are working to increase global female representation in executive and senior management with a specific focus on talent management. Increasing representation within this cohort is a multi-step process that takes time and intention. In 2021, we captured formal succession plans for senior executives, and validated a pipeline of talent within the organization.

Many of our female executives and senior managers have grown their careers at Fruit of the Loom, Inc. and now lead critical teams across the organization. Females hold 25% of our leadership positions — and though we are encouraged by our progress, there is more to be done.

We are actively building a pipeline for diverse external talent for roles where we are not able to identify internal successors. We also implemented talent acquisition process improvements, including diverse candidate slates, and reviewed all job descriptions to ensure gender-neutral language. We selected a new global applicant tracking system to ensure a standardized and equitable application process. This process will fuel our efforts to source, screen and track diverse candidates across all demographics. Implementation for U.S. and Germany will be complete in 2022 with other global locations to follow.

In order to cultivate an environment where female talent will stay and thrive, we needed to gain a better understanding of attrition. In 2021, we conducted a deep-dive analysis on our exit interview data to better inform our retention programs. These efforts will inform policy changes in the future. We will also continue to analyze compensation to maintain market competitiveness.

53%
of salaried promotions were female

41%
of all promotions were female

60%
of all new hires were female

Ethnic diversity in the U.S.

We aim to reflect the diversity of our customers, and for the first time, we are reporting on data on ethnic diversity in the U.S. In 2021, we achieved 41% ethnically diverse representation in all employee groups within our U.S. workforce where ethnic groups include Black or African American, Asian, and Hispanic or Latino employees. However, we recognize there is more work to do and have set a new goal to increase representation and retention of ethnically diverse talent in the U.S.

In service of this new goal, we have also established internal KPIs to track the number of ethnically diverse hires, internal promotions and voluntary attrition levels. These new metrics will help us identify ways to increase representation through new initiatives, programs and partnerships in the coming years.

Education and awareness

In support of our goal to raise awareness on the importance of D&I in the workplace, employees have access to over 70 on-demand, e-learning courses, available in seven languages via our global learning platform, Fruit of the Loom University (FruitU). In 2021, our global salaried employees completed D&I e-learning assignments covering unconscious bias and how to communicate effectively across cultures. We are also developing a training strategy that moves from awareness to understanding as we focus on creating a culture of acceptance and inclusion for all.

Brands On A Mission

FRUIT OF THE LOOM®

Fruit of the Loom is proud of our diverse consumer base. As part of our D&I initiatives, we are focused on representing everybody and every body. This includes new product offerings in our Fit for Me and Big & Tall lines, and introducing a variety of new skin tone colors and styles for intimate apparel. We are also featuring diverse models of various body shapes, sizes and skin tones in our marketing imagery, from packaging to online content.

RUSSELL® ATHLETIC

Russell Athletic continued to partner with diverse collaborators such as Ceeze to create upcycled designs with inventory from the Russell archives. We paired up with Super Skate Posse to reach kids in underserved communities in order to make the mental health benefits of skating more accessible and inclusive. We also supported these causes with donated apparel for regional events.

SPALDING®

Spalding creates meaningful products and connections that support equality, uplift communities and push the culture of sport forward. In 2021, we partnered with the National Gay Basketball Association (NGBA), our third consecutive year, to provide equipment and sponsored security to ensure its athletes had a safe space to play. We donated Spalding basketballs to SOKY Magic, the new NGBA team in Bowling Green, KY — home to our Company headquarters. We also joined forces with APEX for Youth, a nonprofit for American Asian and Pacific Islander immigrant children, to provide free basketball equipment for their camps and summer leagues.

VANITY FAIR®

At Vanity Fair, we aim to be a welcoming brand that is reflective of the diverse community of women we serve. And now more than ever, modern women want to see themselves reflected in the content they consume. This is why we have trained our teams on both sensitivity in the marketplace and fit protocol for all genders. The result? Our teams are more knowledgeable about how to navigate diversity with sensitivity. We also launched two new basic skin tone colors in key bra collections. And we are featuring more models and influencers of color — as well as fuller-busted, larger body types in our marketing imagery.

Our Commitment To Fair Compensation

Defining fair compensation takes collaboration across non-governmental organizations (NGOs), countries, facilities, unions and manufacturing brands — and we are committed to this work.

As we analyze wages for our workers around the world, which vary based on local factors, we rely on tools from independent, third-party organizations like the Fair Labor Association (FLA) to inform our decisions. The FLA's Fair Compensation Dashboard and toolkit helped us compare these benchmarks against wage data from 100% of our owned sewing facilities.

Published in 2021, our Fair Compensation Blueprint is an action plan to identify and address worker wage gaps, report fair compensation progress across our supply chain, and ensure compliance with wages, benefits and working hours in all facilities. We will continue to advance our work using our Blueprint to focus our efforts. In 2022, we plan on collecting wage data from strategic countries and suppliers as defined in our Blueprint.

100% OWNED GLOBAL OPERATIONS BENCHMARKED

Timeline of Key Achievements 2016-2024

Year	Achievement
2016	Research and learning
2017	Piloted Honduras
2018	Collected data from El Salvador and Mexico
2019	Collected data from Morocco and Vietnam
2020	Uploaded all data to new platform
2021	Collected data from Haiti and Australia, completing wage analysis for all owned facilities
2022	Collect strategic suppliers' data from Bangladesh and Vietnam
2023	Develop and operationalize Fair Compensation Blueprint
2024	Measure and report on progress
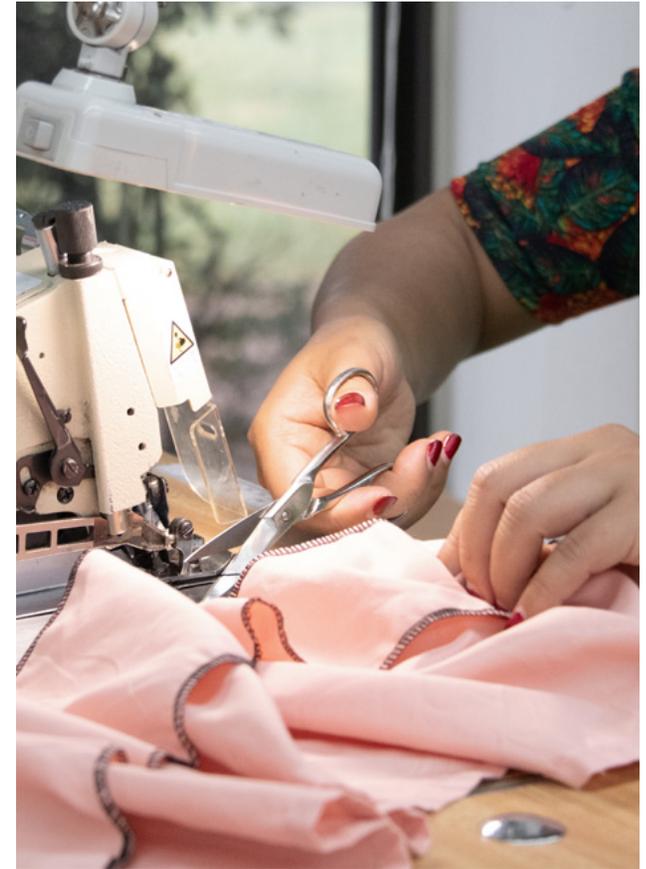
What Is Fair Compensation?

Fruit of the Loom, Inc. believes every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. We believe overtime should not be required to accomplish this.

Reaching Three Million People By 2027

Threads of Change

Every person deserves to have their most basic needs met — whether that be food, shelter, clothing or health care. This is the foundational belief behind Threads of Change, our global program to support organizations providing essential services to people in times of need, from educational assistance to disaster relief. We provide support through three vital programming streams: product donations, community giving and volunteering.

In 2021, we established a new goal for our Threads of Change program: to reach three million people by the end of 2027. We set this goal to measure the impact that our giving has on the communities we serve.

Last year, we partnered with the American Red Cross and other nonprofit organizations to support Afghan refugees displaced globally. In the United States, our headquarters in Bowling Green, Kentucky, donated more than half a million pieces of clothing to support families impacted by a devastating tornado. In Honduras, we gave to World Vision and other local organizations focused on hurricane relief efforts. And in Germany, teams provided clothing items to a local homeless shelter as well as a transitional living center for young families in crisis.

This report contains the value of the dollars, time and product given to various organizations in the data index. Moving forward, we are refining new philanthropic metrics that translate into measurable community impact. We will start reporting on progress against this goal in 2022.

Threads of Change impact 2021

$2,155,500

Total community investment in USD (including product in kind and cash donations)

17% increase since 2020

3,747

Total employee volunteer hours

56% increase since 2020

Planet-Conscious

Reducing Our Environmental Impact

We are committed to making products using less water, waste and energy, with more care for the preservation of the environment.

Reducing Our Emissions

Corporate climate action is needed to ensure a fruitful future for all of us, which is why we are part of the Science Based Targets initiative (SBTi), a global collaboration committed to limiting temperature rise to less than 1.5 degrees Celsius by 2030.

In 2019, we set targets in line with climate science in order to reduce our greenhouse gas emissions (GHG). In 2021, SBTi approved our targets, which include:

- Reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2018 base year.

- Reduce absolute scope 3 GHG emissions covering purchased goods and services, and fuel and energy-related activities 30% by 2030 from a 2018 base year.

- Increase annual sourcing of renewable electricity from 40% in 2018 to 100% by 2030.

Science-based targets provide companies with a clearly defined pathway to future-proof growth by specifying how much and how quickly they need to reduce their GHG emissions. The Science Based Targets initiative champions science-based target setting as a powerful way of boosting companies' competitive advantage in the transition to a low-carbon economy. It is a collaboration between CDP, World Resources Institute, the World Wide Fund for Nature, and the United Nations Global Compact.

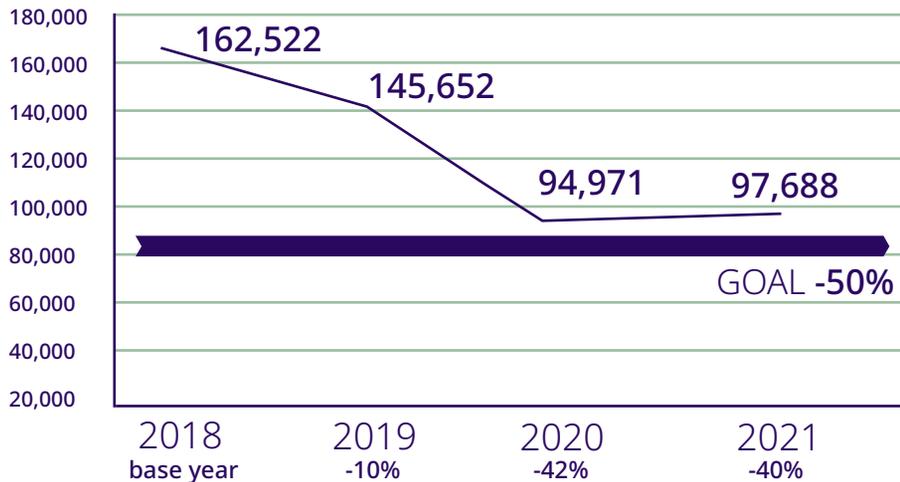**40%** REDUCTION IN SCOPE 1 AND 2 EMISSIONS

Our progress

Overall, we have seen a 40% reduction in scope 1 and 2 emissions since our base year, thanks to an increase in both our use of renewable electricity and a conversion to biomass in the power plant that supports our textile facility. As our business is growing post-pandemic, so too have our investments in energy efficiency and renewable electricity procurement. These strategies will enable us to exceed our science-based target of a 50% reduction by 2030.

Reducing emissions in our value chain, known as scope 3 emissions, is much more challenging. Our emissions in scope 3 have grown since 2018, but we anticipate reductions in the coming years as we integrate more sustainable raw materials with lower emission factors. We will also encourage additional suppliers in our supply chain to improve their energy efficiency and use renewable electricity.

We measure our footprint using international standards set in the Greenhouse Gas Protocol. This data is independently verified by a third-party organization, SCS Global. For more detailed information on emission factors used in our analysis, please see our annual CDP report here. Our energy efficiency efforts and our procurement of renewable electricity information can be found in the renewable electricity disclosure in this report.

Scope 1 and 2 Emissions Reduction

MT CO_2e market based

Year	Value
2018	162,522
2019	145,652
2020	94,971
2021	97,688

GOAL -50%

| 2018 base year | 2019 -10% | 2020 -42% | 2021 -40% |

Goal in progress

We reached a 40% reduction of GHG emissions from our own facilities globally compared to the 2018 base year.

40% GHG Reduction
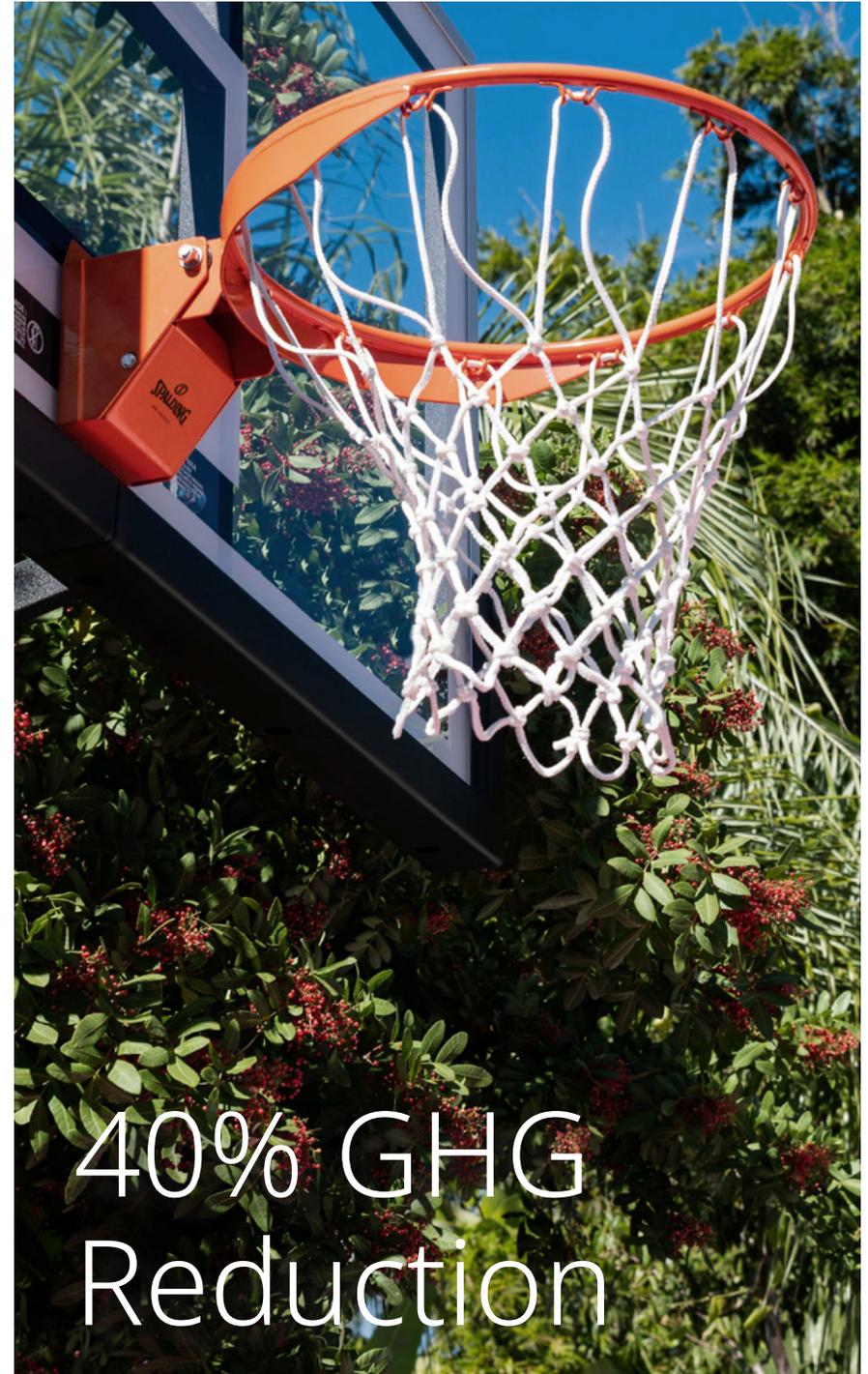
Our Footprint

CO_2 - Carbon Dioxide
CH_4 - Methane
N_2O - Nitrous Oxide

HFCs - Hydro Fluorocarbon
PFCs - Perfluorocarbon
SF_6 - Sulfur Hexafluoride

CO_2 CH_4 N_2O HFCs   PFCs SF_6

Scope 2
DIRECT

5%

Scope 1
DIRECT

2%

Scope 3
INDIRECT

Scope 3
INDIRECT

93%

Excluding Consumer Use

Purchased goods and services

Purchased electricity and steam

Capital goods

Employee commuting

Company Facilities: Offices, Distribution Centers, Sewing, Textile

Transportation

Fuel and energy

Business travel

Company Vehicles

End of life

Transportation

Waste own operations

Use of sold products (consumer use, laundry, etc.)

2021

Upstream activities   **Reporting company**   **Downstream activities**

Renewable Electricity

Our energy management strategies focus on renewable electricity — an area of emphasis that positively impacts the environment and lowers our emissions on a global scale.

Renewable electricity brings a variety of benefits: better air quality, lower emissions and energy resiliency, which means fewer disruptions in our supply chain.

In 2021, 64% of our global electricity was renewable through a mix of on-site renewables and the purchase of renewable energy credits (RECs). We utilize on-site solar farms at eight facilities across Honduras and El Salvador; each farm generates more than 60% of the electricity required to power those facilities. Generating our own on-site power has ensured business continuity when extreme weather such as hurricanes or storms impacts the local power grid.

Additionally, we operate a biomass power plant in Honduras that supplies 23 GWh of electricity and generates 82,000 MT of steam to our operations. We purchase international RECs from renewable energy projects in Central America to cover Honduras and El Salvador production. This means 100% of our electricity is sourced from renewables in these countries.

Across our total energy consumption — which includes fuels, natural gas and electricity — 39% of the energy consumption in 2021 came from renewable sources. We continue to work on our process improvement program to reduce energy and meet efficiency targets by facility. This work is led by our Corporate Environmental Health and Safety Steering team, which tracks all utility and consumption data. In 2021, the team implemented 17 major efficiency projects that reduced our overall electricity consumption by approximately 4.1 GWh. At the same time, our overall total energy increased as 2021 production levels returned to full capacity post-pandemic. Had we not implemented these projects, the increase would have been greater.

Moving forward, we will continue to work on reducing our energy consumption and increase the purchases of RECs as we work toward 100% renewable electricity procurement globally. In 2022, we will also explore solar and wind options for our facilities in Morocco.

64% RENEWABLE ELECTRICITY

Water Stewardship
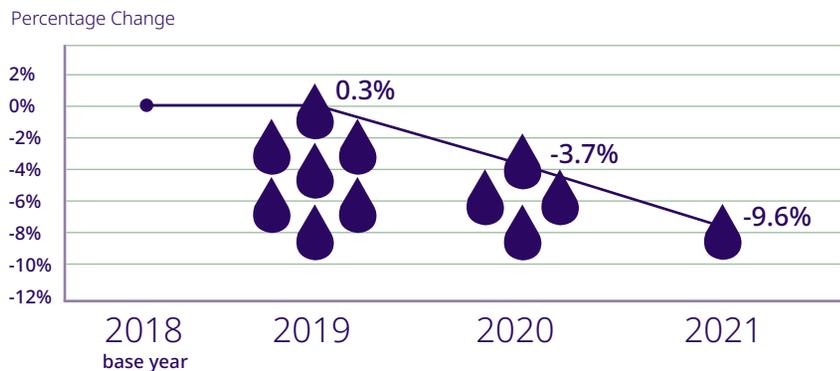
Water makes our business possible, from the farmers who rely on it in cotton production to the processes we use to produce and dye cotton textiles.

Along the supply chain, we all have a responsibility to be good stewards of this precious resource. For us, that means prioritizing efficiency in our textile facilities where we have the most control.

Since 2018, we have achieved a 9.6% reduction in water intensity, or the amount of water used per pound of fabric — well on our way to achieving our goal of a 10% reduction by 2030.

We have achieved this through multi-year investments in innovative technologies that allowed us to reach greater efficiency in the shortest possible time. For example, in 2021, we introduced a process modification that reduced both salt and water consumption in the fabric dyeing processes. In previous years, we implemented other initiatives that resulted in water savings, including:

1. A heat recovery project that recovers cooling water from dye jets by sending it to an external tank for later use.

2. A smart rinse program that optimizes the ratio of rinse water needed based on fabric water retention and color recipe.

3. A business analytics project that provides automatic alerts for machine failures that may produce dyeing defects.

These achievements build upon our previous program to improve water quality. We have integrated a higher standard to lessen the impact of textile dyes on people and the planet. And we have on-site wastewater treatment capabilities that filter water back into a system at a higher quality than we withdrew. These process improvements enabled our textile facilities to recycle a portion of the water we use.

Moving forward, we will allow time to realize the full impact of our most recent process improvements and will continue assessing additional opportunities to reach 100% of our goal.

Change in water intensity since 2018

Percentage Change

2018 base year — 0.3% (2019) — -3.7% (2020) — -9.6% (2021)

OUR WATER TARGET

We are committed to a 10% reduction in water intensity by 2030 across our textile facilities.

9.6% REDUCTION IN WATER INTENSITY SINCE 2018

Zero Waste To Landfill

Achieved four years in a row

Our sustained commitment to waste reduction means all our facilities are zero waste. This vital achievement is made possible through a system of process optimization at every location that looks to better utilize all fabric — from cutting patterns that minimize scraps to implementing new design software to reduce samples.

We also establish collaborative partnerships across our supply chains to divert waste from landfills. For example, our textile waste goes to a partner who recycles textiles or repurposes them into insulation for mattresses or car seats. Since 2018, we have recycled over 100,000 MT of cotton and polyester fiber.

We exceed the requirements set by the Zero Waste International Alliance to divert 90% or more of all discarded resources from landfills. That means we recycle or repurpose the waste streams from our operations, diverting upwards of 95% from the landfill.

PLANET-CONSCIOUS

Product Authenticity

PRODUCT AUTHENTICITY

Sustainable Sources, Transparent Supply Chains

We are committed to creating positive social impact as we meet the ongoing needs of our consumers. We will accomplish this by providing transparency around our responsible use of chemicals as well as sourcing sustainably produced raw materials to reduce our environmental footprint.

Safer Chemistry From The Start

Rest easy about the safety of the chemicals and dyes used in our processes. We have certified over 9% of all our production to OEKO-TEX® — a prestigious certification that tests the safety of our garments from thread to zipper. In 2022, we included additional styles representing 65% of our activewear to the OEKO-TEX® Standard 100 certification, and we are well on our way to achieving 100% certification of all the apparel we make by 2025.

Our commitment to better processes and best practices for water and energy usage includes:

- Ensuring all our own manufacturing sites and those of our suppliers comply with our Restricted Substance List, managed through a third-party online system.

- 100% of our European production is certified to the OEKO-TEX® Standard 100 label. Labels like this help provide consumers with a reliable way to shop for safer textiles.

Progress toward our 100% goal has fluctuated in line with total production volume changes. Our most popular activewear product line will be OEKO-TEX® certified in 2022. In the future, we plan to expand beyond activewear into more casual and underwear lines. Safer chemistry from the start ensures our products are free of substances harmful to humans and the environment.

9% PRODUCTION OEKO-TEX CERTIFIED
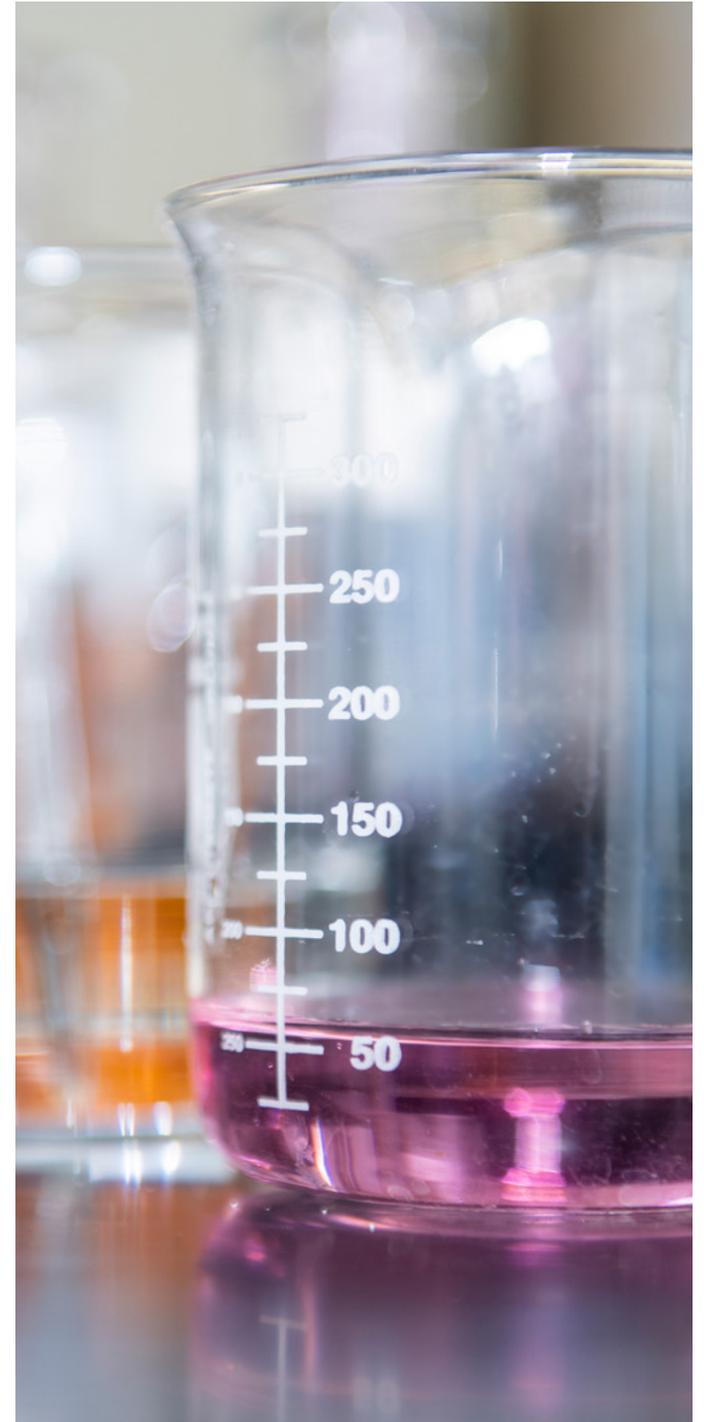
Mapping Our Supply Chain To Raw Material Level

Knowing our suppliers and how they source materials is how we can ensure people are treated fairly. That is why we have published Tier 1 supplier data on our website since 2012. We are also committed to mapping all our products back to raw materials — whether that is cotton, leather or rubber.

Focusing on transparency enables us to better analyze and address potential risks, such as forced labor, through better visibility of our suppliers' supply chains. It also enables us to conduct risk assessments in real time — informed by guidelines from the Fair Labor Association, the International Labor Organization, and the Organisation for Economic Co-operation and Development.

In 2020, we began digitizing our approach through Sourcemap, an industry leader in supply chain traceability and transparency. We are engaging our Tier 1 suppliers in Sourcemap in phases and measuring success in two ways:

   1. Participation — the number of suppliers engaged in the system.
   2. Transparency — how many participating suppliers are mapped to raw materials by engaging their suppliers through Tiers 2, 3 and 4.

Our supply chain is complex and changes frequently with the introduction of new products, so we are measuring our progress on an annual basis.

We made great progress on supply chain mapping in 2021: We successfully mapped 86 of 478 suppliers, representing 18% of our Tier 1 supply chain exceeding our annual phasing goal by 23%, and of those engaged suppliers, 45% mapped to raw materials. This represents a significant volume of our supply chain, as the scope includes all of our own internal facilities which produce 86% of what we sell. We believe we are on track to reach our goal of transparency in our supply chain by 2025.

> "At every level we are learning how to optimize supplier engagement as we work toward our vision of providing full transparency of our product supply chains.
>
> **Mercedez Lopez**
> **VP of Corporate Social Responsibility,**
> **Fruit of the Loom, Inc.**

45% OF ENGAGED SUPPLIERS MAPPED TO RAW MATERIAL IN 2021

Sourcing Sustainable Materials

We are committed to sourcing raw materials that lower our carbon footprint, reduce water consumption and waste, and meet our standards for social and environmental responsibility.

Sustainable cotton

Cotton is one of our most important raw materials, and we are working with our yarn and fabric suppliers to promote the use of more sustainable cotton from end to end.

Today, 87% of our cotton comes from sustainable suppliers in the U.S. — and we aim to responsibly source the remaining 13% from global suppliers.

Responsible Partnerships

As the demand for more sustainable materials has increased in recent decades, so have the regenerative agricultural practices that produce them. Today, U.S. cotton growers have drastically reduced both greenhouse gas emissions and pesticide use while improving water efficiency — resulting in a lower carbon footprint than any other growing region in the world[1].

We aim to procure yarn and fabric made with cotton from sustainable sources through partnerships with organizations like Cotton LEADS and Cotton USA. This year, we also joined the world's leading apparel and textile brands as members of Better Cotton. Its mission: to help cotton communities survive and thrive, while protecting and restoring the environment. This partnership will help us reach 100% sustainable cotton by 2025.

Recycled polyester + nylon

Using recycled polyester and nylon can reduce greenhouse gas (GHG) emissions of virgin fibers by around half[2]. This is why we created a multi-disciplinary team to manage a transition plan to replace virgin fibers with recycled. Our priority is polyester, driven by volume, and this year, we will roll out recycled polyester in two core products: underwear and T-shirts. Nylon and spandex are more challenging to convert because of supply chain availability.

Recycled plastic + FSC packaging

A bag made of recycled plastic has 50% less GHG emissions than a virgin bag[3] — which inspired us to transition our e-commerce bags to 100% recycled materials (90% post-consumer recycled and 10% post-industrial recycled). Our retail bags are now all made with 60% recycled plastic, and we are working with suppliers to innovate new ways to increase that number without compromising visual clarity. We also began sourcing FSC paper packaging for Vanity Fair and Fruit of the Loom products in 2021.

Recycled plastic, basketball backboards

Recycled high-density polyethylene (HDPE) emits 20% less GHG than virgin HDPE[4]. We aim to increase the percentage of how much recycled content we can use without compromising product integrity. Next up — reducing plastics in our internal packaging to impact the use of polystyrene and plastic poly bags.

Innovative Style, Eco-Friendly Fibers

Modal is a cellulosic fiber spun from beech trees grown in sustainable, well-managed forests. These bio-based fibers are considered an eco-friendly alternative to cotton thanks to innovative environmental processes: Beech trees grow quickly and require 10-20 times less water than cotton. They also produce 50% less carbon emissions than regular viscose[5].

As breathable as it is biodegradable, modal also has a soft, silky texture and absorbent qualities that make it a natural choice for apparel worn close to the skin. That is why we selected it for Vanity Fair's newest sleepwear line, Beyond Comfort® pajamas — made with LENZING™ ECOVERO™, one of the world's leading producers of quality modal. Later this year, we will release additional underwear lines produced from these natural fibers.
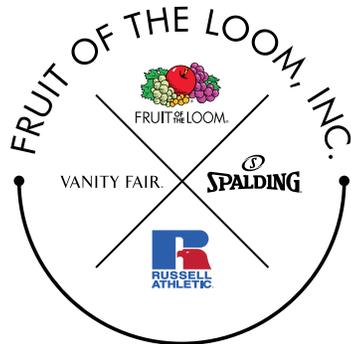
Fruitful
Futures

Sustainability Report Annual Data Appendix

Disclosure Title	Annual Comparison				GRI	SDG
PEOPLE-CENTRIC						
EMPLOYMENT	**2021**	**2020**	**2019**	**2018**		
Total employees	33,020	28,909	29,793	27,981	GRI 2-7	8 DECENT WORK AND ECONOMIC GROWTH
New employee hires	8,148	3,055	4,893	Not tracked in year	GRI 401-1	
Employee turnover (voluntary)	15%	7%	14%	10%		
HEALTH, SAFETY & WELLBEING	**2021**	**2020**	**2019**	**2018**		
Occupational health & safety						
% of owned operations covered by Worker Health & Safety Committee	100%	100%	100%	100%	GRI 403-8	
% of suppliers' operations covered by Worker Health & Safety Committee	87%	Not tracked in year	Not tracked in year	Not tracked in year	GRI 403-8	8 DECENT WORK AND ECONOMIC GROWTH
% of employees own operations trained on OHS policies and procedures	100%	100%	100%	100%	GRI 403-4	
Hours of training on OHS policies and procedures in own operations	146,931	106,070	117,777	123,903	GRI 403-4	
% of manufacturing employees in own operations with access to on-site medical care	100%	99%	99%	99%	GRI 403-6	
No. of medical trained staff (doctors, nurses & first responders) worldwide in own operations	625	611	629	607		

Disclosure Title	Annual Comparison				GRI	SDG
HEALTH, SAFETY & WELLBEING	**2021**	**2020**	**2019**	**2018**		
Total recordable incidence rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.1	0.2/0.7	0.1/0.7	0.1/0.8		
Days away from Work (DAFW) Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.1	0.1/0.2	0.0/0.2	0.0/0.2	GRI 403-9	8 DECENT WORK AND ECONOMIC GROWTH
Job Transfer/Restriction Incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.0	0.0/0.1	0.0/0.1	0.0/0.2		
Other case incident rate (Fruit of the Loom/U.S Bureau of Labor Statistics)[1]	0.1	0.1/0.4	0.0/0.4	0.0/0.4		

1: 2021 U.S. Bureau of Labor Statistics has not been published at this time.

Disclosure Title	Annual Comparison				GRI	SDG
LEARNING & DEVELOPMENT	**2021**	**2020**	**2019**	**2018**		
Total training hours employees have completed**	322,040	206,295	535,441	508,472	GRI 404-1	8 DECENT WORK AND ECONOMIC GROWTH
Average hours of training per year per employee**	10	7	18	18		
% of salaried employees receiving regular performance and career development reviews	99.80%	99.60%	99.57%	99.95%	GRI 404-3	

Disclosure Title	Annual Comparison				GRI	SDG
RESPECTFUL WORKPLACES - SUPPLIER SOCIAL ASSESSMENT	**2021**	**2020**	**2019**	**2018**		
% of new suppliers that were screened using social criteria	98%	98%	93%	100%	GRI 141-1	
Total number of assessments	301	314	417	450		
No. of major issues found	27	16	35	29	GRI 414-2	8 DECENT WORK AND ECONOMIC GROWTH
% of major issues remediated through corrective action plans in 2021	100%	81%	95%	88%		
Factories exited for failure to meet expected level of improvements	0	1	4	3		
No. of attendees at suppliers training events	71	0	147	84	GRI 141-2	

Disclosure Title	Annual Comparison				GRI	SDG
FREEDOM OF ASSOCIATION	**2021**	**2020**	**2019**	**2018**		
Total % of all employees covered by Unions or Collective Bargaining Agreements (CBAs)	43%	37%	36%	Not tracked in year	GRI 2-30	
% of own manufacturing & distribution operations with Unions	38%	36%	36%	Not tracked in year		8 DECENT WORK AND ECONOMIC GROWTH
No. of suppliers who have Unions in their operations (self-reported)	141	160	150	128	GRI 407-1	
No. of suppliers who have Unions in their operations (self-reported)	31%	38%	37%	37%		

Disclosure Title	Annual Comparison				GRI	SDG
FAIR COMPENSATION	**2021**	**2020**	**2019**	**2018**		
% of owned global sewing operations benchmarked	100%	85%	85%	Base year	GRI 409-1	**8** DECENT WORK AND ECONOMIC GROWTH
THREADS OF CHANGE	**2021**	**2020**	**2019**	**2018**		
Reach 3 million people through our Threads of Change program by the end 2027						
Total cash donations	$446,758	$740,300	$712,150	Not tracked in year		
Total wholesale value of in-kind product donated	$1,708,742	$368,601	$58,544			
Total community investment (includes donations and value of product in kind)	$2,155,500	$1,108,901	$770,694			
Total employee volunteer hours	3,747	2,400	12,387			
DIVERSITY & INCLUSION						
Increase global female representation and retention across the organization, targeting region-specific goals						
Global gender representation by employee groups*	**2021**	**2020**	**2019**	**2018**		
Executive and senior management						
Female	25%	24%	25%	Not tracked in year		
Male	75%	76%	75%			
Management						
Female	44%	44%*	45%	Not tracked in year	GRI 405-1	**5** GENDER EQUALITY
Male	56%	76%	55%			
Salaried non-management						
Female	48%	48%	49%	Not tracked in year		
Male	52%	52%	51%			

Disclosure Title	Annual Comparison				GRI	SDG
Global gender representation by employee groups***	**2021**	**2020**	**2019**	**2018**		
Salaried All						
Female	46%	46%	46%	Not tracked in year	GRI 405-1	5 GENDER EQUALITY
Male	54%	54%	54%			
Hourly						
Female	68%	70%	68%	Not tracked in year		
Male	32%	30%	32%			
ETHNICITY & RACE	**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 US employees that are ethnically diverse	41%	37%	36%	Not tracked in year	GRI 405-1	
US ethnicity representation	**2021**	**2020**	**2019**	**2018**		
White	59%	63%	64%			
Black/African American	32%	29%	28%			8 DECENT WORK AND ECONOMIC GROWTH
Hispanic/Latino	5%	5%	5%	Not tracked in year	GRI 405-1	
Asian	3%	3%	3%			
Other (Pacific Islander, American Indian, Two or more races)	<1%	<1%	<1%			

PLANET-CONSCIOUS

ENERGY CONSUMPTION	**2021**	**2020**	**2019**	**2018**		
Total energy consumption in MWh (renewable and non-renewable sources)	369,948	321,643	459,862	491,660		7 AFFORDABLE AND CLEAN ENERGY
Total energy consumption from non-renewable sources (MWh)	226,573	247,497	386,461	428,387	GRI 302-1	
Total energy consumption from renewable sources (MWh)	143,375	74,146	73,400	63,273		

Disclosure Title	Annual Comparison				GRI	SDG
Direct energy (MWh)	**2021**	**2020**	**2019**	**2018**		
Total direct energy	120,714	89,717	164,098	203,526		
Fuel	15,365	18,540	30,730	23,584		
Diesel	6,593	3,795	6,732	9,421		
Gasoline	426	371	650	710		
Jet fuel	849	623	3,331	3,627	GRI 302-1	
Coal	83,113	55,703	104,532	149,072		
Propane	6	2	3	7		
Acetylene	12	1	7	29		7 AFFORDABLE AND CLEAN ENERGY
Natural gas	14,350	10,682	18,112	17,076		
Indirect energy (MWh)	**2021**	**2020**	**2019**	**2018**		
Total indirect energy	249,235	231,926	295,763	288,134		
Steam	99,860	108,383	133,336	129,347	GRI 302-2	
Electricity	54,362	49,397	89,027	95,514		
Total renewable electricity	95,013	74,146	73,400	63,273		
Renewable electricity	**2021**	**2020**	**2019**	**2018**		
% of electricity from renewable sources	64%	60%	45%	40%		
Renewable Electricity purchased from grid or onsite (MPP) [MWh]	22,817	11,686	58,237	51,328	GRI 302-1	
Onsite solar (MWh)	17,578	13,910	15,163	11,945		

Disclosure Title	Annual Comparison				GRI	SDG
Renewable electricity	**2021**	**2020**	**2019**	**2018**		
Renewable energy credits (MWh)	54,618	48,550	0	0	GRI 302-1	7 AFFORDABLE AND CLEAN ENERGY
Total Renewable Electricity	95,013	74,146	73,400	63,273		
GREENHOUSE GAS EMISSIONS (GHG)						
Scope 1 and 2 emissions in MT CO$_2$e	**2021**	**2020**	**2019**	**2018**		
Total scope 1 GHG emissions	34,500	24,054	44,392	58,713	GRI 305-1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Total scope 2 GHG emissions (location based)	104,255	93,635	126,682	125,850	GRI 305-2	
Total scope 2 GHG emissions (market based)	63,188	70,918	101,260	103,809		
Total scope 1 and 2 GHG emissions (market based)	97,688	94,971	145,652	162,522	GRI 305-1 GRI 305-2	
Scope 3 emissions in MT CO$_2$e						
Total scope 3 GHG emissions	1,262,423	1,020,250	1,191,642	1,223,964	GRI 305-3	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Category 1: Purchased goods & services	982,064	817,730	930,403	935,810		
Category 2: Capital goods	23,215	13,577	19,663	24,023		
Category 3: Fuel & energy	37,060	20,197	31,350	38,180		
Category 4: Transport	81,876	44,352	65,699	69,953		
Category 5: Waste generated own operations	208	82	194	305		
Category 6: Business travel	867	1,069	5,163	4,733		
Category 7: Employee commuting	54,434	49,145	49,598	45,841		
Category 9: Downstream transport	16,986	11,933	14,457	28,973		
Category 12: End of life waste	33,079	21,842	26,732	26,746		
Category 14: Franchises, products made under license	32,636	40,323	48,383	49,400		

Disclosure Title	Annual Comparison				GRI	SDG
WATER	**2021**	**2020**	**2019**	**2018**		
Total water consumption (m3)	3,221,657	2,472,674	3,737,841	3,458,279	GRI 303-5	
Water intensity (m3/kg of fabric produced)	0.05	0.06	0.06	0.06	GRI 303-4	
% water intensity change per year	-6.1%	-4.0%	0.3%	Base year	GRI 303-5	6 CLEAN WATER AND SANITATION
% water intensity change since base year	-9.6%	-3.7%	0.3%	Base year		
Total water withdrawal by source (m3)	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	GRI 303-3	
Total water discharge by source (m3)	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	GRI 303-4	
WASTE	**2021**	**2020**	**2019**	**2018**		
Waste in own operations in MT						
Total landfill	2,034	1,376	1,543	2,135	GRI 306-5	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Total recycled	7,559	11,356	15,911	16,698	GRI 306-4	
Total recycled cloth	33,769	16,667	23,691	26,616	GRI 306-4	
Total hazardous	9	6	3	10	GRI 306-5	
SUPPLIER ENVIRONMENTAL ASSESSMENT	**2021**	**2020**	**2019**	**2018**		
Suppliers screened using environmental criteria in supplier assessments	100%	100%	100%	100%	GRI 308-1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Own textile production covered by HIGG FEM Assessments	100%	100%	100%	Base year	GRI 308-2	
Own Sewing Facilities covered by HIGG FEM Assessments	23%	23%	0%	0%		

Disclosure Title	Annual Comparison				GRI	SDG

PRODUCT AUTHENTICITY

PRODUCT SAFETY	2021	2020	2019	2018		
% of products Oeko-Tex® certified made in our own operations	9%	9%	11%	10%	GRI 301-1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

TRANSPARENCY IN SUPPLY CHAIN						
% of Tier 1 suppliers identified on public website	100%	100%	100%	100%		
No. of Tier 1 suppliers engaged annually	86	58	Base year	Not tracked in year		8 DECENT WORK AND ECONOMIC GROWTH
% of Tier 1 suppliers engaged annually	18%	15%	Base year	Not tracked in year		
% Tier 1 suppliers engaged and mapped to raw materials annually	45%	21%	Base year	Not tracked in year		

SUSTAINABLE MATERIALS	2021	2020	2019	2018		
Sustainable cotton (Cotton LEADS, Better Cotton Initiative)	87%	94%	80%	80%		
Polyester	0%	0%	0%	Base year		
Nylon	0%	0%	0%	Base year	GRI 301-1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
60% of recycled content in U.S. retail plastic packaging	100%	87%	0%	Base year		
100% recycled content in U.S. e-commerce plastic packaging	100%	36%	0%	Base year		
% of recycled content in plastic basketball backboards	25%	25%	25%	25%		

Annotations
We are committed to improving our data collection process and calculation methodology every year. Our 2021 audit review identified the following changes and data restatements:
*Diversity & Inclusion: A calculation error has been rectified in our statement of female management displayed on our 2020 Highlights page. The figure used was 66%, the correct figure was 44%.
**Learning & Development: An updated calculation process in 2021 has reduced the number of learning and development hours in 2019. The figure used was 1M+ hours of training, the correct figure was 535,441 hours of training.
*** Definition of employee groups: Executive/Sr. Management: CEO & Direct Reports, SVP, VP; Management: All other people managers, includes Sr. Director, Director, Sr. Manager, and Manager with at least one direct report; Salaried Non-Manager: Individual Contractors; Hourly: Individual contractors

Global Reporting Initiative (GRI) Content Index

Statement of use: Fruit of the Loom, Inc. is reporting in accordance with the GRI Standards for the period January to December 2021.

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GENERAL DISCLOSURES					
GRI 2: General Disclosures	2-1 Organizational details	Fruit of the Loom, Inc. is a wholly owned subsidiary of Berkshire Hathaway, Inc. We are headquartered in Bowling Green, Kentucky. The majority of our production for North America is made in our facilities in Honduras and El Salvador. We also have production facilities in Australia, Haiti, Mexico, Morocco, Vietnam and the United States.			
	2-2 Entities included in the organization's sustainability reporting	Fruit of the Loom, Inc is a collection of brands offering apparel and sporting goods equipment under Fruit of the Loom, Jerzees, Russell Athletic, Spalding and Vanity Fair.			
	2-3 Reporting period, frequency and contact point	Fruit of the Loom, Inc issues annual Sustainability Reports. This report covers January to December 2021. For any questions, please contact Mercedes Lopez, VP of Corporate Social Responsibility, Fruit of the Loom, Inc., at FruitfulFutures@fotlinc.com.			
	2-4 Restatements of information	We restated historically reported results in cases where shifts in scope, methodology, and data quality resulted in changes in previously reported performance results. See Data Appendix Pg 37.			
	2-5 External assurance	We have not obtained external assurance for this report, but an internal quality review has confirmed its contents. In addition, we have obtained external assurance on reported greenhouse gas emissions and energy metrics.			
	2-6 Activities, value chain and other business relationships	See Supply Chain (https://www.fotlinc.com/sustainability/supply-chain/) on our website.			
	2-7 Employees	See Data Appendix Pg 30/32/33.			
	2-8 Workers who are not employees		Omitted	Information incomplete	We are collecting this data for some markets today, but our goal is to increase data tracking for all markets and commence reporting form 2022 onwards.
	2-9 Governance structure and composition	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures	2-10 Nomination and selection of the highest governance body	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-11 Chair of the highest governance body	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-12 Role of the highest governance body in overseeing the management of impacts	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-13 Delegation of responsibility for managing impacts	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-14 Role of the highest governance body in sustainability reporting	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-15 Conflicts of interest		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not disclose this information.
	2-16 Communication of critical concerns	We operate a grievance process for our own operations and for our supply chain, with a channel to report any Code of Conduct violations through a Fruit of the Loom, Inc. dedicated email and phone line. We strictly prohibit any retaliation against anyone who reports violations of our Code of Conduct or participates in any investigations of possible violations.			
	2-17 Collective knowledge of the highest governance body	See Sustainability Governance (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-18 Evaluation of the performance of the highest governance body		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not have a Board of Directors.
	2-19 Remuneration policies		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not disclose remuneration policies.
	2-20 Process to determine remuneration	FOTL, Inc. is a private company, remuneration is set against industry benchmarks and is approved the Senior Executives.			
	2-21 Annual total compensation ratio		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release compensation ratios.
	2-22 Statement on sustainable development strategy	See Sustainability Progress Report Pg 5.			
	2-23 Policy commitments	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	2-24 Embedding policy commitments	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	2-25 Processes to remediate negative impacts	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	2-26 Mechanisms for seeking advice and raising concerns	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	2-27 Compliance with laws and regulations		Omitted	Information incomplete	We are collecting this data for some markets today, but our goal is to increase data tracking for all markets and commence reporting form 2022 onwards.

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures	2-28 Membership associations	Fruit the Loom, Inc is a member with the following associations: American Apparel & Footwear Association, Fair Labor Association, Accord on Fire and Building Safety in Bangladesh, amfori, Cotton Leads, How2Recycle, Responsible Sourcing Network, Fundahrse, Wrap, Fundemas and The Americas Group			
	2-29 Approach to stakeholder engagement	See Engaging with Stakeholders (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	2-30 Collective bargaining agreements	In 2021, 43% of all employees were covered by a Collective Bargaining Agreement. See Data Appendix Pg 31.			

MATERIAL TOPICS

GRI Standard	Disclosure	Location	Requirement(s) Omitted	Reason	Explanation
GRI 3: Material Topics	3-1 Process to determine material topics	See 2019 Sustainability Report: https://www.fotlinc.com/wp-content/uploads/2020/12/Sustainability_Report-21.pdf			
	3-2 List of material topics	See 2019 Sustainability Report: https://www.fotlinc.com/wp-content/uploads/2020/12/Sustainability_Report-21.pdf			

ECONOMIC PERFORMANCE					
GRI 201: Economic Performance	3-3 Management of material topics		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	201-1 Direct economic value generated and distributed		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	201-2 Financial implications and other risks and opportunities due to climate change	We acknowledge that the risks and opportunities posed by climate change have the potential to generate substantive risks to operations. Our Risk team uses the Taskforce for Climate-Related Financial Disclosure (TCFD) for qualitative and quantitative analysis. The results of this analysis can be found here in our 2021 CDP Carbon disclosure: https://www.cdp.net/			
	201-3 Defined benefit plan obligations and other retirement plans		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	201-4 Financial assistance received from government		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.

MARKET PRESENCE					
GRI 202: Market Presence	3-3 Management of material topic	See Sustainability Progress Report Pg 15.			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We currently benchmarking wages and work on the implementation of our Fair Compensation Blueprint by 2024.			
	202-2 Proportion of senior management hired from the local community	83% of senior management were hired from the local community in 2021.			

ANTI-CORRUPTION					
GRI 205: Anti-corruption	3-3 Management of material topic	See Business Ethics (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	205-1 Operations assessed for risks related to corruption	See Business Ethics (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 205: Anti-corruption	205-2 Communication and training about anti-corruption policies and procedures	See Business Ethics (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website.			
	205-3 Confirmed incidents of corruption and actions taken	No reported cases in 2021.			
ANTI-COMPETITIVE BEHAVIOR					
GRI 206: Anti-competitive Behavior	3-3 Management of material topic	See Business Ethics (https://www.fotlinc.com/sustainability/fruitful-futures/) on our website			
	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No reported cases in 2021.			
MATERIALS					
GRI 301: Materials	3-3 Management of material topic	See Sustainability Progress Report Pg 27/28.			
	301-1 Materials used by weight or volume		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	301-2 Recycled input materials used	We are disclosing the use of recycled input materials by percentage in the Sustainable Materials section of our Data Appendix Pg 37.			
	301-3 Reclaimed products and their packaging materials	We are working on increasing the content of reclaimed and recycled materials for our products and packaging. See Sustainability Progress Report Pg 28.			
ENERGY					
GRI 302: Energy	3-3 Management of material topic	Our energy management strategies focus on renewable electricity and we disclose our strategy, goals and progress with CDP. See Sustainability Progress Report Pg 21.			
	302-1 Energy consumption within the organization	See Data Appendix Pg 33-35.			
	302-2 Energy consumption outside of the organization	See Data Appendix Pg 34.			
	302-3 Energy intensity		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	302-4 Reduction of energy consumption	See Data Appendix Pg 34.			
	302-5 Reductions in energy requirements of products and services	See Data Appendix Pg 34.			
WATER AND EFFLUENTS					
GRI 303: Water and Effluents	3-3 Management of material topic	See Sustainability Progress Report Pg 22.			
	303-2 Management of water discharge-related impacts	See Sustainability Progress Report Pg 22.			
	303-3 Water withdrawal	See Data Appendix Pg 36.			
	303-4 Water discharge	See Data Appendix Pg 36.			
	303-5 Water consumption	See Data Appendix Pg 36.			
EMISSIONS					
GRI 305: Emissions	3-3 Management of material topic	See Sustainability Progress Report Pg 18.			
	305-1 Direct (Scope 1) GHG emissions	See Data Appendix Pg 35.			
	305-2 Energy indirect (Scope 2) GHG emissions	See Data Appendix Pg 35.			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 305: Emissions	305-3 Other indirect (Scope 3) GHG emissions	See Data Appendix Pg 35.			
	305-4 GHG emissions intensity		Omitted	Confidentiality constraints	Fruit of the Loom, Inc. is a private company and does not release commercial information.
	305-5 Reduction of GHG emissions	See Data Appendix Pg 34.			
	305-6 Emissions of ozone-depleting substances (ODS)	Included in our scope 1 emissions inventory that has been third party verified by SCS Global. See Data Appendix Pg 36.			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	See Data Appendix Pg 35.			
WASTE					
GRI 306: Waste	3-3 Management of material topic	See Sustainability Progress Report Pg 23.			
	306-1 Waste generation and significant waste-related impacts	See Sustainability Progress Report Pg 23.			
	306-2 Management of significant waste-related impacts	See Sustainability Progress Report Pg 23.			
GRI 306: Waste	306-3 Waste generated	See Data Appendix Pg 36.			
	306-4 Waste diverted from disposal	See Data Appendix Pg 36.			
	306-5 Waste directed to disposal	See Data Appendix Pg 36.			
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 308: Supplier Environmental Assessment	3-3 Management of material topic	See Sustainability Progress Report Pg 26.			
	308-1 New suppliers that were screened using environmental criteria	See Data Appendix Pg 36.			
	308-2 Negative environmental impacts in the supply chain and actions taken	No reported cases in 2021.			
EMPLOYMENT					
GRI 401: Employment	3-3 Management of material topic	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	401-1 New employee hires and employee turnover	See Data Appendix Pg 30.			
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	We provide a variety of benefits to fit employees needs, see our website (https://www.fotlinc.com/careers/) for a list.			
	401-3 Parental leave	We offer parental leave at all our locations around the world. Our U.S. parental leave policy offers up to 12 weeks of paid leave to mothers and 4 weeks for fathers and adoptive parents.			
LABOR/MANAGEMENT RELATIONS					
GRI 402: Labor/ Management Relations	3-3 Management of material topic	Our periods of notice regarding operational changes vary worldwide. We follow the local and regulatory requirements in each country we operate.			
	402-1 Minimum notice periods regarding operational changes	Our regulations on periods of notice vary worldwide. We follow the local and regulatory requirements in each country we operate.			
OCCUPATIONAL HEALTH AND SAFETY					
GRI 403: Occupational Health and Safety	3-3 Management of material topics	See Data Appendix Pg 30/31.			
	403-1 Occupational health and safety management system	See Data Appendix Pg 30.			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 403: Occupational Health and Safety	403-2 Hazard identification, risk assessment, and incident investigation	See Data Appendix Pg 30.			
	403-3 Occupational health services	See Data Appendix Pg 30.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Data Appendix Pg 30.			
	403-5 Worker training on occupational health and safety	See Data Appendix Pg 30.			
	403-6 Promotion of worker health	See Data Appendix Pg 30.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See Data Appendix Pg 30.			
	403-8 Workers covered by an occupational health and safety management system	See Data Appendix Pg 30.			
	403-9 Work-related injuries	See Data Appendix Pg 31.			
	403-10 Work-related ill health	See Data Appendix Pg 31.			
TRAINING AND EDUCATION					
GRI 404: Training and Education	3-3 Management of material topics	See Learning and Development (https://www.fotlinc.com/sustainability/people-centric/) on our website.			
	404-1 Average hours of training per year per employee	See Data Appendix Pg 31.			
	404-2 Programs for upgrading employee skills and transition assistance programs	See Learning and Development (https://www.fotlinc.com/sustainability/people-centric/) on our website.			
	404-3 Percentage of employees receiving regular performance and career development reviews	See Data Appendix Pg 31.			
DIVERSITY AND EQUAL OPPORTUNITY					
GRI 405: Diversity and Equal Opportunity	3-3 Management of material topics	See Sustainability Progress Report Pg 10-13.			
	405-1 Diversity of governance bodies and employees	See Data Appendix Pg 32/33.			
	405-2 Ratio of basic salary and remuneration of women to men	Based on our core values Respect for People, Integrity and Teamwork, we are committed to hiring employees based on capability and experience to promote diversity, eliminate gender bias, and support equal opportunity.			
NON-DISCRIMINATION					
GRI 406: Non-discrimination	3-3 Management of material topics	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	406-1 Incidents of discrimination and corrective actions taken	No issues reported in 2021.			
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 407: Freedom of Association and Collective Bargaining	3-3 Management of material topics	See Freedom of Association (https://www.fotlinc.com/sustainability/people-centric/) on our website			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Data Appendix Pg 31.			
CHILD LABOR					
GRI 408: Child Labor	3-3 Management of material topics	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	No child labor a is fundamental workplace standard in our Code of Conduct (https://www.fotlinc.com/code-of-conduct/) which can be found on our website here and monitored through our Supplier Social Assessment. There were no incidents of child labor in our supply chain in 2021. See Data Appendix Pg 31.			
FORCED OR COMPULSORY LABOR					
GRI 409: Forced or Compulsory Labor	3-3 Management of material topics	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Code of Conduct (https://www.fotlinc.com/code-of-conduct/) on our website.			
LOCAL COMMUNITIES					
GRI 413: Local Communities	3-3 Management of material topics	Sustainability Progress Report Pg 16.			
	413-1 Operations with local community engagement, impact assessments, and development programs	We support local community engagement with our Threads of Change program through cash donations, products in-kind and volunteering from our teams. See Sustainability Progress Report Pg 16 and Data Appendix Pg 32.			
SUPPLIER SOCIAL ASSESSMENT					
GRI 414: Supplier Social Assessment	3-3 Management of material topics	See Respectful Workplaces (https://www.fotlinc.com/sustainability/people-centric/) on our website.			
	414-1 New suppliers that were screened using social criteria	See Data Appendix Pg 31.			
	414-2 Negative social impacts in the supply chain and actions taken	See Data Appendix Pg 31.			
MARKETING AND LABELING					
GRI 417: Marketing and Labeling	3-3 Management of material topic	We operate a consistent global standard across all facilities to ensure we exceed local legal requirements for safe chemical use and product labeling. We utilize the American Apparel & Footwear Association (AAFA)'s Restricted Substance's List that maintains the most up to date national and international restrictions on chemical regulations. The list is incorporated into a third party (Sphera) web-based chemical management system which ensures compliance in all facilities. We are also committed to certifying all our textiles with third party safety standard Oeko-Tex®.			
	417-1 Requirements for product and service information and labeling	We are committed to certifying all our textiles with third-party safety standard Oeko-Tex®. See our Sustainability Progress Report Pg 25.			
	417-2 Incidents of non-compliance concerning product and service information and labeling		Omitted	Not applicable	
	417-3 Incidents of non-compliance concerning marketing communications		Omitted	Not applicable	
CUSTOMER PRIVACY					
GRI 418: Customer Privacy	3-3 Management of material topics	See Privacy Policy (https://www.fotlinc.com/privacy/) on our website.			
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No privacy breaches in 2021.			