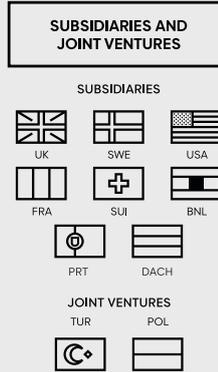


# GANT HIGHLIGHTS 2018



## PRODUCT



**13,1** Million products produced

**89%** Made from natural materials

**BCI** Membership with Better Cotton Initiative

**25%** of all cotton was sourced through BCI

**37%** China

**33%** Europe

**24%** India

**7%** North Africa



## PEOPLE



**MANAGERS**  
**63%** Women **37%** Men

**9** Whistle blower reports

**2** Non-compliances towards policies

**4%** Absenteeism

**3%** Sickness absence

**100%** Attended Modern Slavery Act training

**100%** Signed internal Code of Conduct



**100%** Apparel suppliers signed Code of Conduct

**100%** Factories in Asia, Africa & Turkey assessed by 3<sup>rd</sup> party

**100%** Implemented Restricted Substance List

**100%** Apparel suppliers signed Animal Welfare Policy

## PLANET



**130 000 TONNES**  
greenhouse gases from scope 1-3



**COMMITMENT TO SOURCE 100%**  
of all cotton sustainably in 2022



**100% PACKAGING MATERIAL**  
is forest Stewardship council certified

**72%**



**21%**



**2%**



**5%**



**CONSCIOUS CHOICES**

to reduce climate footprint from logistics transport

## WATER



**PARTNERSHIP WITH WATERKEEPER ALLIANCE**  
Supporting the goal to protect drinkable, fishable & swimmable water around the globe



**WORKING WITH LEADING SUPPLIERS**

To reduce water footprint within production  
Working towards transforming the cotton production worldwide into a more sustainable one through BCI



**GANT BEACONS PROJECT**

Partnering with fishermen in the Mediterranean to remove some of the approximately 165 million tons of plastic floating in our oceans, and upcycle it to the yarns for our GANT Beacons Project shirts

# GANT SUSTAINABILITY REPORTING 2018

## SPECIFICATION ON FRAMEWORKS

- GANT Holding AB, [org.nr 556747-3581](#) draws this report
- All subsidiaries are included
- This is a report for the whole year of 2018
- Underwear and Home included since they are operated by GANT Group companies
- The report is divided into People, Product, Planet and Water according to GANT standards
- Calculation factors are specified in the sustainability notes

## ABOUT GANT

GANT is an original preppy American lifestyle brand with European sophistication offering premium clothing for men, women and children, as well as accessories and home furnishings. GANT are aiming to be the leading preppy American sportswear lifestyle brand in the world.

GANT is a company driven by a simple idea: Never Stop Learning. It's a belief that has guided us since 1949 when Bernard Gantmacher founded a shirt making company in the college town of New Haven, Connecticut. Our sustainability work is done in the spirit of the Never Stop Learning credo. It is how we educate ourselves and act on our ethical, environmental and social responsibilities. We believe this conscious, sustainable approach to designing beautiful products is the future of good business.

## BUSINESS MODEL

The Company's business model is based on the granting of marketing and sales rights of GANT-branded clothing products, within a geographical area, to a master franchisee. The master franchisee purchases, at its own risk, products designed by the Company and manufactured by various third-party suppliers. Increasingly, however, the Company purchases from the suppliers and resell to the master franchisees. In either case, the master franchisee pays the Company a royalty based on its sales.

The GANT Group has own subsidiaries that operate in Austria, Benelux, France, Germany, Great Britain, Portugal, Sweden, Switzerland and the United States of America. These subsidiaries are operating both the wholesale and retail business in their respective countries and receive their margins associated with this form of distribution. The GANT Group also has operations in Turkey and Poland through joint ventures. GANT also has agreements with licensees. The licensees manufacture and sell Footwear, Eyewear, Underwear, Home products and Time products under the GANT brand and pay a royalty to the Company based on their sales. The Underwear and Home licenses are operated by GANT Group companies.

## **BRAND VALUES**

### **WE ARE AUTHENTIC**

Authenticity is crucial if we want to be perceived as sincere and credible in the marketplace.

### **WE ARE INNOVATIVE**

Challenging the status quo is in our DNA. Not only have we invented a variety of shirt details that are identifiably loved, but we are also about approaching things in new ways. We encourage curiosity and creativity in our organization since we believe this only further nourishes our passion for style.

### **WE ARE PASSIONATE**

We believe we are the most attractive brand in the world with a unique positioning: passionate for American sportswear and European sophistication. We are also passionate about the people we work with on a daily basis and the products that we offer.

## **VISION AND STRATEGY**

We operate in a global world with a global perspective. What happens in the world affects us and we understand and act with the knowledge that we have an impact on the environment where we operate.

GANT is a company built on its beliefs. We strive to stay true to ourselves as individuals and to follow our corporate core values. We take responsibility for our actions and the impact that they have. We recognize that we can contribute to the development of a sustainable society.

Factors including political instability, war, natural disasters, climate change and mass migration increase the risk of human rights abuse. As a global company, GANT has a responsibility to consider the ways in which we can withstand such abuses. One element is the care with which we choose and manage our professional relationships. We work closely with suppliers to constantly improve the quality and efficiency of our work while at the same time setting clear objectives for addressing social, economical and environmental issues. To make sure all parts of our organization understand and adhere to GANT's values, including supply chains, we have established programs based on our beliefs. These programs must be agreed to by anyone working with GANT.

In 2018, GANT has set up a new sustainability roadmap to align our ambitions with our challenges. With the help of representatives from all functions we have planned tangible strategies, until 2030, to satisfy our economical, social and environmental responsibilities both within our own operations and throughout our whole supply chain. This roadmap naturally reflect GANT Sustainability Vision and defines precise objectives within our four key areas: People, Product, Planet & Water. This is then trickled down into targets for all departments. The vision for 2030 is:

*Our vision is to make the world a more beautiful place.*

*In keeping with GANT's belief that we should Never Stop Learning, we've adopted a philosophy of creating products that are premium, preppy, timeless and designed to have a long life. To celebrate our heritage of being a bio-based businesses, we will continue to source traceable and sustainable plant-based materials globally. This is how we can educate ourselves and act on our ethical, environmental and social responsibilities.*

*GANT will be a brand known and loved for improving waterways in the world. We believe this conscious, sustainable approach to designing beautiful products is the future of good business.*

## **UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS**

At GANT we seek to align ourselves with the United Nations Sustainable Development Goals through integrating it into our strategic plans. Our prioritized goals are highlighted below and we acknowledge that we as a global company need to work with all 17 goals.

- Goal 4. Quality Education
- Goal 6. Clean Water and Sanitation
- Goal 12. Responsible Consumption and Production
- Goal 14. Life below water
- Goal 17. Partnerships to achieve the Goal

## **MATERIALITY AND RISK ANALYSIS**

In 2018, the Sustainability department updated the risk analysis due to changes in business intelligence and macro trends globally. No new risks were added but already identified risks were re-evaluated.

The updated risk analysis was based on the risk analysis conducted in 2017 by the Global Management Team. All identified high risk areas have a relevant policy, mitigation plan and target to minimize the risk. When GANT is not in the measure to mitigate the risk, e.g. natural disasters, an extra attention is provided. All risks are presented in the sustainability notes.

In 2017 a new materiality analysis was conducted. Benchmarking, analyzing megatrends and interviews with stakeholders was all part of the materiality analysis. The analysis made it possible to identify which aspects that can be considered material for GANT and resulted in a list of 30 material aspects. All material aspects are presented in the sustainability notes.

The 2017 materiality analysis was based on an analysis that GANT conducted in 2015 in order to target GANT's sustainability efforts on the most significant material issues. The analysis resulted in 12 material aspects that set the Sustainability strategy and roadmap for GANT.

Looking forward, GANT will continue to evaluate and refine the material aspects as required as we acknowledge that we need to adapt to the constantly changing risks and needs from stakeholders.

## **STAKEHOLDER ENGAGEMENT BY NEW INITIATIVES**

Stakeholder engagement has been taken into account in the materiality analysis and is constantly re-assessed due to new stakeholder needs and demands. GANT has identified several stakeholders as; GANT employees, suppliers, significant business partners, sustainable retailers and other organizations to mention a few.

We strongly believe that our professional relationships, partnerships and memberships enhance directly the influence we have on social, environmental and economical factors. To us, the influence we can have on those factors is enhanced by our professional relationships.

In 2018 GANT sourced almost 25% of the total cotton consumption from Better Cotton Initiative (BCI). GANT became a member of BCI in (November) 2017, to contribute to the transformation to a sustainable cotton production worldwide.

In 2018 GANT also prepared for the memberships within Sustainable Apparel Coalition (The Higg Index), UN Global Compact and Textile Exchange and successfully became members in the beginning of 2019.

## **PEOPLE**

People are at the heart of everything that we do. To us the foundation of a responsible business is education and personal development as well as health and the ability to exercise human rights. The 2030 vision for People is:

*By 2030, GANT is an equal company building pride across all touchpoints. In line with the Never Stop Learning credo we continuously educate ourselves and others, striving to give people opportunities to evolve and reach their full potential.*

## **HUMAN RESOURCES**

The shared principles at GANT set the ground for common responsibility, a common sense that guide our actions. The internal values apply to ethical principles as a whole as well as our behaviours within GANT. Compliance of the Code of Ethics is ensured through the Code of Conducts and creates an ethical awareness at GANT.

In 2018 GANT conducted due diligence based on findings from a survey conducted in 2017 to learn more about the situation regarding discrimination and equal rights in the organisation. Questions were asked about jargon, harassment and offensive treatment in relation to the discrimination rules and equal rights in Sweden. The responses

show that GANT employees haven't experienced sexual harassment or violence/threat of violence in the GANT organisation but that a few people have experienced offensive treatment or unsuitable jargon during their time at GANT. In 2018 all global managers conducted management training. One follow-up analysis for GANT Sweden showed no or very little inequality between genders or equal positions in terms of salaries in 2018.

## **SUPPLIERS**

The GANT suppliers are important partners to our brand and we are proud to have a global production. GANT is committed to conducting business with fairness and a strong sense of social awareness. In line with this philosophy, and to further strengthen social and environmental standards, GANT has set up a Supplier Code of Conduct. The Code of Conduct communicates the required standards and is an important tool to ensure that the ethics of GANT are carried out in the entire supply chain. The Code of Conduct has been established in accordance with the Organisation for Economic Co-operation and Development (OECD), the International Labor Organization's (ILO) conventions and recommendations, and the United Nations' Global Compact, Universal Declaration of Human Rights, Convention on the Rights of the Child and Convention on the Elimination of All Forms of Discrimination against Women. By signing the GANT Code of Conduct, companies and suppliers are, within their scope of influence, committing to the social and environmental standards laid down in the Code. They must take appropriate measures within their company policy to ensure their implementation and compliance.

GANT is a member of the Amfori Business Social Compliance Initiative (BSCI) since 2009, an international initiative established to improve working conditions in the global supply chain. Through Amfori BSCI, a common Code of Conduct is shared by 600 companies. This Code of Conduct regulates working environment issues, including workplace health and safety, working hours, forced labour, industrial compensation, ethical behaviour, anti-corruption and prohibition of child labour.

Due diligence is done to assure that all suppliers are compliant with the Code of Conduct. In 2018 all factories in Asia, Africa and Turkey had valid social audits conducted by a third party. 88 audits in total were completed in 7 countries.

## **MODERN SLAVERY ACT**

We recognize that we can contribute to the development of a sustainable society with no place for modern slavery. It is an issue that we take very seriously. We have a zero tolerance policy for any abuse of human rights. Even though we estimate the risk of modern slavery occurring at GANT or within our supply chains to be small, we are committed to combating it. All suspicions and concerns should be reported to the management who will take immediate action according to the Grievance Process.

The Modern Slavery Act statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015. It constitutes of the Modern Slavery and Human Trafficking Statement for GANT AB and other relevant group companies, to prevent modern slavery and human trafficking in its business and supply chain.

Within 2018 a project of evaluating the Modern Slavery Act statement was carried out. The project analyzed the current status of the statement and the outcome showed recommendations of improvements. Within 2018 due diligence was done and e-trainings for all new employees were conducted.

## **GRIEVANCE AND CORRUPTION**

To ensure that we mitigate corruption both within our own operations and across the supply chain, anti corruption measures are integrated in our Code of Conducts, Code of ethics and in the Bribery policy.

The Grievance Policy and Process is a tool for knowing how to proceed if any non-compliance with the Code of Conduct, policies or of the law is suspected. If a person wants to remain anonymous he or she could report into [confidential@gant.com](mailto:confidential@gant.com). In any case of whistle-blower accidents or breach of internal code of conduct, due diligence work is always made to mitigate risks and to achieve continuous improvement. External expertise is inlisted if needed.

Within 2018 GANT received 9 whistle-blower reports. Due diligence was done and two of the whistle-blower reports turned out to be breaching policies and therefore confirmed non-compliances. One of the non-compliances were regarding harassment of an employee by a manager. Actions were taken and the manager left the company. The other non-compliance concerned the mohair animal welfare scandal in South Africa.

## **PRODUCT**

At GANT we believe in designing our products with a conscious, sustainable approach. For GANT it starts with timeless design, natural materials and a dedication for high quality. In 2018 GANT suppliers produced 13,1 million products with this approach. Our 2030 vision for Products can be seen below:

*By 2030, GANT will have full transparency and traceability from dirt to shirt. We will accelerate sustainable business, together with leading partners, to ensure our customers know the amazing stories behind the products they wear and love.*

## **NATURAL MATERIALS**

At GANT 89% of our material is made from natural fibres. To make sure that these natural resources can be used in the future we have several strategic programs in place to mitigate scarce resources and take care of the resources that we already have.

One of the programs is the sustainable cotton staircase that is a plan on how to increase the ratio of sustainably sourced cotton until we reach 100% sustainably sourced cotton in 2022. In 2018 GANT sourced nearly 25% sustainably sourced cotton.

GANT also has a reduce, reuse, recycle policy in order to implement a closed loop system strategy to all parts of the business. GANT takes responsibility for unsold goods and provides solutions for those products to get a second life together with the organization New Life.

We acknowledge that high quality and durability is one of the cornerstones of our sustainability work. The GANT Supplier Agreement includes requirements for quality testing to be conducted. In case of non compliance to GANT quality standards, suppliers need to make sufficient adjustments to keep high standards.

## **HOW WE PACKAGE AND SHIP THE PRODUCTS**

GANT has established a packaging policy in order to work with efficient packaging and appropriate solutions for our products. To continuously strive to minimize negative impact on the environment by our packaging, the packaging policy emphasise the use of renewable and sustainable sourced materials. All paper product packaging is FSC-certified. GANT has also established a transport policy to be able to minimize negative impact on environment by striving to always have full truckloads and minimize airfreight. There are also on-going projects on on how to increase fill rates.

## **PLANET**

At GANT we acknowledge that the planet has a limited amount of resources. Respect for the environment is a natural part of the business process and integrated into all of our activities. We strive to decrease our footprint at our own sites and across our supply chain.

We acknowledge the impact our business has on water, climate, air, land use and biodiversity and take actions accordingly. The 2030 vision for Planet is:

*By 2030, GANT will be a brand focused on keeping and developing new bio-based businesses by creating products that are premium, preppy, timeless and designed to have a long life.*

## **CHEMICALS**

To manage chemicals, GANT has a restricted substance list policy compliant with and stricter than both REACH and OEKO-TEX Standard to make sure that the consumer can always feel safe wearing GANT clothes. GANT allows no PVC, biocides or silver ions in products and continuously works to improve the routines to ensure product quality, security and thereby reduce the environmental impact of the products.

## **ANIMAL WELFARE**

GANT Animal welfare policy has been created to encourage, promote and secure good husbandry practices and respectful treatment of animals. Breeders and all parties handling the animals should adhere to the Five Freedoms defined by EU Farm Animal Welfare Council/World Organization for Animal Health (OIE). Raw materials used by GANT originating from animals can only be a by-product from meat production. The origin of wool must be sourced from producers with good animal husbandry, no mulesing is allowed. Down and feather must not originate from farms practicing live-plucking or forced feeding. Wool, down and feathers must be certified. No fur, endangered species, caged animals, mohair from South Africa, rabbit hair, angora is allowed at GANT.

GANT continues to source all wool from mulesing free farms and all down and feathers are certified.

On the 9th of May 2018 GANT stopped all new production containing mohair from South Africa. This action was taken based on the report from People for Ethical Treatment of Animals (PETA) regarding the horrible treatment of angora goats in South Africa.

## **WATER**

Water is part of our coastal heritage and as a company we acknowledge that water is an area that we need to address and work on from an impact perspective. Our 2030 vision for Water is:

*By 2030, GANT will be a brand known and loved for leading the journey to protect and safeguard drinkable, fishable and swimmable water for current and future generations.*

According to the GANT Water Policy we are continuously calculating our water footprint and is striving for both reducing it within our supply chain by partnering up with leading suppliers and promoting closed loop systems to reduce water usage.

In 2017 we partnered up with Waterkeeper Alliance, the largest and fastest-growing non-profit focusing solely on clean water, GANT supports the organization's mission through an annual charity contribution also conducted in 2018. This partnership serves as one of GANT's next steps on an environmentally conscious journey, in our

ambition to make the world a better and more beautiful place. The goal is to help protect drinkable, fishable and swimmable water around the globe.

Within 2018 GANT also launched The GANT Beacons Project. We partnered up with fishermen in the Mediterranean to remove some of the approximately 165 million tons of plastic floating in our oceans, and upcycled it to the yarns for our GANT Beacon Project shirts. This is part of our commitment to cleaning up the oceans for current and future generations. By consciously choosing natural materials, 89% in 2018, GANT works to prevent microplastics from ending up in the oceans.

## **FUTURE**

We recognize that we play a role in the development of a sustainable future. Continuous improvement is a part of working with sustainability. We acknowledge that we are accountable and take personal responsibility as well as understand our role in a global perspective. We look forward to continuing to making the world a more beautiful place.

# Sustainability notes 2018

Strategic priority	Materiality analysis	Risk analysis	Governance	Goal 2018	Outcome 2018	Goal 2023	Area in ARL
<b>Stakeholder engagement</b>	Dialogue and communication with stakeholders, Associations, Memberships, Communities	Customer (Service, Future business demand), Sustainable products, Responsible products	Sustainability governance memberships/partnerships in: Better Cotton Initiative, Better Kebab Alliance, Rise Based on Fair-free Alliance, Svenska Handel, Avanti, Sustainability Roadmap	Roll out of sustainability membership and initiatives across current memberships and partnerships	Prepared for membership in Sustainable Apparel Coalition and became member in January 2019 Prepared for membership in UN Global Compact and became member in January 2019 Prepared for membership in the Exchange and became member in February 2019 Prepared for signing the Fashion Industry Charter for Climate Action and successfully did so in February 2019 Achieved almost 25% of total cotton sourced from BCI	Executed sustainability memberships & initiatives across internal sustainability committee Have internal sustainability toolbox Have internal sustainability toolbox	Human rights Environment Anti corruption Social aspects and employees
<b>Anti corruption</b>	Finance (Financial stability, Anti corruption, FX, Mergers/acquisitions/divestures, Stock Trading interventions, Profitability and growth), Transparency, Business model, Ethics risk, Indirect sourcing, Liquidity, Theft and fraud)	Code of Conduct	-Code of Ethics -Bribery Policy -Guideline for Gifts -Corporate Entertainment Policy -Sustainability Roadmap	-Full compliance with Anti corruption Policies -Updated Grievance Policy and Process -100% of all product suppliers to have signed the Code of Conduct	-No case of corruption was reported -Updated Grievance Policy and Process -100% of all product suppliers have signed Code of Conduct	-GANT Continuous Improvement Environment in place -Working according to EU sustainability taxonomy -New Compliance Program in place -100% of all suppliers have signed Code of Conduct	Anti corruption Social aspects and employees
<b>Employees</b>	Code of conduct and responsible management, Human resources	HR (Salary increase, Competence, Attractive workplace, Diversity, Right people on right places, EHS, Human resources)	-Code of Conduct -Bonus Policy -Pension Policy -Global Salary Policy -GANTpedia -Sustainability Roadmap	-Conduct engagement survey to measure engagement and cultural index -Engagement score 90/100 to 2020	-1462 employees -71% in retail and 29% in the offices -685 were recruited and 680 left the company -Engagement survey was carried out with a 95% response rate and showed that GANT is a high performing brand towards benchmark -Received Powered by People-Employee Experience Award for being on of the top 10 high-performing brands	-Conduct engagement survey to measure engagement and cultural index -Engagement score 90/100 to 2020	Social aspects and employees
<b>Ethics</b>	Code of conduct and responsible management, Human resources	HR	-Code of Ethics -Work Environment Policy -Drugs and Alcohol Policy -Diversity and Equality Policy -Discrimination, victimization and harassment Policy -Sustainability Roadmap	-100% sign Code of Conduct -Full compliance to Code of Conduct	-100% of employees signed the Code of Conduct -1 case of non-compliance was reported. It concerned harassment of an employee by their manager. Actions were taken and the manager left the company	-100% sign Code of Conduct -Full compliance to Code of Conduct	Social aspects and employees
<b>Equality and diversity</b>	Human rights, equality and diversity	HR	-Code of Conduct -Diversity and Equality Policy -Discrimination, victimization and harassment Policy -Sustainability Roadmap	-An equal and diverse workplace with equal opportunities -Update Grievance Policy and Process -Report on whistle blower accidents policies -Full compliance with Grievance Policy and Process	-72% female, 28% male employees -63% female, 37% male managers -Salary Analysis for GANT in Sweden showed no or very little inequality between genders or equal positions in terms of salaries -Updated Grievance Policy and Process -Nine whistle blower accidents reported -Due diligence work on reported whistle blower accidents conducted -2 cases of reported non-compliances -Absenteeism 4.2% -Sickness absence 2.6% -87% of employees at AB used preventive health care benefits -Initiatives as yoga, running teams, choir, football, skiing in place	-An equal and diverse workplace with equal opportunities -0 reported non-compliances -Full compliance with Grievance Policy and Process	Social aspects and employees Human rights
<b>Grievances</b>	Human rights	HR	-Grievance Policy and Process -Sustainability Roadmap	-Update Grievance Policy and Process -Report on whistle blower accidents policies -Full compliance with Grievance Policy and Process	-Updated Grievance Policy and Process -Nine whistle blower accidents reported -Due diligence work on reported whistle blower accidents conducted -2 cases of reported non-compliances -Absenteeism 4.2% -Sickness absence 2.6% -87% of employees at AB used preventive health care benefits -Initiatives as yoga, running teams, choir, football, skiing in place	-0 reported non-compliances -Full compliance with Grievance Policy and Process	Social aspects and employees Human rights
<b>A healthier GANT</b>	Human resources	HR	-Work environment Policy -Rehabilitation Policy -Providing preventive healthcare -A healthier GANT Activity Pack -Sustainability Roadmap	-Providing team health initiatives -Continue to have healthy employees with low sickness and absence rate	-All managers conducted leadership program -Retail programs -Retail Academy -Retail Academy -100% on HQ have done training on sustainability matters and policies through digital training	-Providing team health initiatives -Continue to have healthy employees and low sickness and absence rate	Social aspects and employees
<b>Never stop learning internally</b>	Human resources	HR	-Leadership programs -Retail programs -Retail Academy -Retail Academy -Sustainability Roadmap	-Train all managers -Train all retail employees -Train all employees on sustainability matters and policies	-All managers conducted leadership program -Retail programs -Retail Academy -Retail Academy -100% on HQ have done training on sustainability matters and policies through digital training	-Providing team health initiatives -Continue to have healthy employees and low sickness and absence rate	Social aspects and employees Human rights
<b>Social supplier management</b>	Legal compliance, Code of conduct and responsible management, Human rights, equality and diversity, Social and environmental demands on suppliers, Traceability and transparency of the supply chain	Supply chain (Warehouse, Stock value, Sourcing, Technology risk, Social and environmental demands on suppliers, Transport distribution, Transport price), Sustainability (Animal welfare, Chemicals Climate, Water, Energy, 4R, Social)	-Code of Conduct -Third party factory audits -Factory visits -Membership in GANT BSCL -Working with GANT -Supplier agreement -Sustainability Roadmap	-100% of apparel, home and underwear suppliers to sign updated Code of Conduct -Update Working with GANT -100% of suppliers in Asia, Africa and Turkey assessed by third party auditor according to risk analysis	-100% of apparel, home and underwear suppliers signed Code of Conduct -100% of the factories in Asia, Africa and Turkey have valid third party audits -88 audits completed in 7 countries including Europe -1st order placement in Europe have been assessed before first order placement -Updated Working with GANT -Production with 59 suppliers and 105 factories	-A sustainable and transparent supply chain -GANT Continuous Improvement Environment in place -100% of suppliers in risk countries assessed by third party auditor according to risk analysis -Full compliance with Code of Conduct and Policies	Human rights
<b>Modern Slavery Act</b>	Legal compliance, Human rights, equality and diversity	Legal compliance, Modern slavery act, Mandatory sustainability reporting, GDPR, IP infringement, external, IP	-The UK Modern Slavery Act 2015 -Code of Conduct -Grievance Policy and Process -Sustainability Roadmap	-Evaluate Modern Slavery Act Statement evolution -Train 100% of employees at GANT HQ and UK HQ and UK HQ	-Due diligence conducted -100% of the employees at GANT HQ and UK HQ have done digital modern slavery act training	-Conduct new Modern Slavery Act Statement -Full compliance with the Modern Slavery Act Statement	Human rights
<b>Brand</b>	Business model, Legal compliance, Financial performance, Taxes, Future business demand, Presence in markets, Sales channels	Brand (Reputation, Competition, Global presence, Responsible business, Social media), Sales, E-com, Outlet, Retail, WS 3rd part	-GANT Global Targets and Strategy -Sustainability Roadmap	-Create new Sustainability Roadmap running from 2019 to 2030	-New Sustainability Roadmap in place running from 2019 to 2030	-Update current Sustainability Roadmap	Business model
<b>Digital &amp; IT</b>	Legal compliance, Future business demand	IT (System Security, System support to the business, System compliance 2020, System availability, Third party IT system dependency), Legal compliance	-IT Security Policy -Videos Surveillance Policy -iPhone Policy -Sustainability Roadmap -Data Processing Agreement	-To be GDPR Compliant -Roll out sustainability initiatives for Green IT	-Rolled out Green IT via Infrastructure As A Service (IAAS) Cloud transformation -Rolled out new printing solution increasing intellectual property and reducing paper consumption	-GDPR Compliant -Green IT initiatives in place	Social aspects and employees Human rights Environment

<b>Products</b>	Customer relations and satisfaction, Timeless Design, Product quality, Product health and safety	Design and development (Innovation, Fabric, Seasonal newness, Brand drivers, Already produced fabric, Trims, Sustainability choices, Speed creation, Timeless Design, Product quality, Product health and safety)	Customer	Quality manual Code of Practice -Working with GANT -Supplier agreement -Better Cotton Initiative -Sustainability Roadmap	-No recalls because of reported non-compliance -100% sign Code of practice	-One product recall based on a Product Safety non-compliance regarding drowsing length on children's clothing. Stocks were successfully stopped and re-worked into compliant products and a customer recall operation was executed. No injuries were reported. -100% signed Code of Practice -Partnership with New Life	Fully implemented finished product traceability and compliance program	Social aspects and employees Human rights Environment
<b>Materials</b>	Customer relations and satisfaction, Timeless Design, Product quality, Product health and safety	Environmental Policy Reduce Reuse Recycle Policy Sustainable fibers staircase Better Cotton Initiative -Sustainability Roadmap	-Environmental Policy Sustainable fibers staircase Better Cotton Initiative -Sustainability Roadmap	-Develop new innovative projects with increased sustainability focus -Implement sustainability fiber staircase	-100% of shopping bags, silk paper, e-com boxes and gift boxes are Forest Stewardship Council certified -Green house gas emissions from use of paper, plastic and wood from silk paper, polybags, shopping bags, hangers, silk paper, gift boxes, e-com boxes, shipping boxes accounted for a total emissions of 3% of total climate impact* -72% of all ton-kilometers was shipped by sea, 21% by road, 5% by rail and 2% by air. -Conducted analysis on how to increase fill rate -Business travels accounted in emissions of 1% of total climate impact* -100% of the factories in Asia, Africa and Turkey have been assessed by third party auditor -Total land use for production and cultivation of raw materials was 120 square kilometers* -Air emissions from production and cultivation of raw materials, NOx, SOx, CO and particles were 19 kilotonnes* -Achieved full office recycling at HQ office	-Launched the first GANT Beacon Project products in partnership with SeaQual -Classified and created sustainable fiber staircases -Implemented first part of the sustainability fiber staircase -100% of shopping bags, silk paper, e-com boxes and gift boxes are Forest Stewardship Council certified -Green house gas emissions from use of paper, plastic and wood from silk paper, polybags, shopping bags, hangers, silk paper, gift boxes, e-com boxes, shipping boxes accounted for a total emissions of 3% of total climate impact* -72% of all ton-kilometers was shipped by sea, 21% by road, 5% by rail and 2% by air. -Conducted analysis on how to increase fill rate -Business travels accounted in emissions of 1% of total climate impact* -100% of the factories in Asia, Africa and Turkey have been assessed by third party auditor -Total land use for production and cultivation of raw materials was 120 square kilometers* -Air emissions from production and cultivation of raw materials, NOx, SOx, CO and particles were 19 kilotonnes* -Achieved full office recycling at HQ office	Continue to develop new bio-based businesses and implement the sustainable fiber staircases. This includes having 100% sustainably sourced cotton and fully traceable natural materials	Environment
<b>Packaging</b>	Legal compliance, Social and environmental demands on suppliers, Biodiversity, Air pollution, Energy and climate, Water consumption, Water pollution, Chemical management	Legal compliance, Social and environmental demands on suppliers, Biodiversity, Air pollution, Energy and climate, Water consumption, Water pollution, Chemical management	Supply chain, Sustainability	-Packaging Policy -Environmental Policy -Working with GANT -Reduce-reuse-recycle Policy -Sustainability Roadmap	-100% suppliers in Asia, Africa and Turkey assessed by third party auditor -Full compliance with Environmental Policy	-Be compliant with all applicable laws -Ban all single-use plastics -All packaging to be from sustainably managed forests	Environment	
<b>Transport</b>	Logistics	Supply chain	-Transport Policy -Travel Policy -Standard Operating Procedure -Working with GANT -Sustainability Roadmap	-Below 5% shipped by air -Increase fill rate	-Reviewed Travel Policy -Below 5% shipped by air -Increase fill rate	Environment		
<b>Environment</b>	Legal compliance, Social and environmental demands on suppliers, Biodiversity, Air pollution	Sustainability, Supply chain	-Environmental Policy -Working with GANT -Supplier agreement -Code of Conduct -Membership Amfor BSCI -Better Cotton Initiative -Sustainability Roadmap	-Full recycling at HQ office	130 000 tonnes*, 77% was able to production, 14% due to extraction of raw materials, 3% logistics, 3% HQ office, warehouse and shops, 2% packaging materials, 1% business travels -Prepared for signing the Fashion Industry Charter for Climate Action and successfully did so in	4 R'S Concept, Rent, Repair, Reuse and Recycle, available for all subsidiaries -Full compliance with Environmental Policy	Environment	
<b>Climate</b>	Energy and climate	Sustainability, Supply chain	Energy and climate	-Environmental Policy -Working with GANT -Supplier agreement -Sustainability Roadmap	-Measure emissions from greenhouse gases on a yearly basis with the goal to decrease climate impact	-Tonal energy usage for cultivation of raw materials produced in HQ office, warehouses and shops were 121 GWh*. 85% were due to production, 8% due to HQ office, warehouse and shops and 7% due to cultivation of raw materials -Renewable energy at HQ office	Measure energy on a yearly basis with the goal to increase energy efficiency and working towards renewable energy within our own operations and throughout the supply chain	Environment
<b>Energy</b>	Energy and climate	Sustainability, Supply chain	Energy and climate	-Environmental Policy -Working with GANT -Supplier agreement -Sustainability Roadmap	-Measure energy on a yearly basis with the goal to increase energy efficiency	-Due diligence on RSL mode based on risk assessment -Restricted Substance List is REACH and Oeko-TEX compliant -116 kilotonnes of chemicals were used in the production*	Implemented new Chemical Management Program -Partnership with Zero Discharge of Hazardous Chemicals -Partnership with Leather Working Group -Partnership with Bluesign	Environment
<b>Chemicals</b>	Product health and safety, Chemical management	Sustainability, Supply chain	Product health and safety, Chemical management	-Restricted Substance List (RSL) Policy -Membership Group (The Swedish Chemicals Group) -Working with GANT -Better Cotton Initiative -Sustainability Roadmap	-Due diligence on RSL, Policy -Work on chemical management together with Rise -Be REACH and Oeko-TEX compliant -No bioicides, silver ions, PVC allowed	-Continued partnership with Water Keeper Alliance -Membership in Better Cotton Initiative -Partnerships with leading suppliers to reduce water footprint within production -In 2018 GANT used 15.2 million cubic meters of water in the production*	Decreased water footprint by working with water within production -Continue partnership with organizations protecting waterways -Be involved in local water initiatives -Implementing sustainable fiber staircases with aim to prevent microplastics from ending up in the oceans	Environment
<b>Water</b>	Water consumption, water pollution	Sustainability, Supply chain	Water consumption, water pollution	-Water Policy -Environmental Policy -Water Keeper Alliance -Better Cotton Initiative -SeaQual -Sustainability Roadmap	-Full compliance with Animal Welfare Policy -Source 100% certified down and feathers -Source 100% fur free products -Source 100% mulesing free wool	-Stopped South African mohair due to animal welfare scandal -Sourced 100% certified down and feathers -Sourced 100% fur free products -Sourced 100% mulesing free wool	Environment	
<b>Animal welfare</b>	Animal welfare	Sustainability, Supply chain	Animal welfare	-Animal Welfare Policy -Free Fur Retailer listed -Working with GANT -Sustainability Roadmap	-Animal Welfare Policy -Free Fur Retailer listed -Working with GANT -Sustainability Roadmap	-Conducted risk analysis	Environment	
<b>Other</b>		Hazard, Activist risk, Social involvement, (Weather)		-Risk analysis -Sustainability Roadmap	-Conduct specified risk analysis	-Conducted risk analysis	Risks	
<b>UN Sustainable Development Goals</b>	All above	All above	All above	All above	Strategy alignment to reach the SDGs	SDGs implemented in 2030 Sustainability Roadmap strategies	Continue to address the SDGs in policies and strategies	All above

\*Emission factors for calculations from: EA energy statistic buildings, UK Department for Business, Energy & Industrial Strategy, 'emission factors. Emission factors v.3.3, SCA Orkney Paper, LCA leather' - overview and case study, ITG - Sustainability benchmark - carbon footprint, leather, UNIDO - mass balance in leather processing, European Commission (MPPQ) textiles, LCA benchmarking study, textiles, Swemul/VF - Knitgapping or kemiknitting/vandning! Leder  
\*\*Shipping including: from suppliers either directly to subsidiaries, joint ventures and partners (models) or to central distribution center (CDC) From CDC to market distribution centers (MDC) and/or customer (for all sales channels (wholesale, own retail and E-com)) or applicable From MDC to subsidiary stores (for all sales channels (wholesale, own retail and E-com))  
\*\*\*Based on weight. Plant based materials are viscose, lyocell, linen, modal, ramie, rayon, straw, cupro, Synthetic materials are Acryl, polyester, polyamid, nylon, lycra elastodene, polyurethane, acetate, spandex, elaston, rubber, glass, melicic.