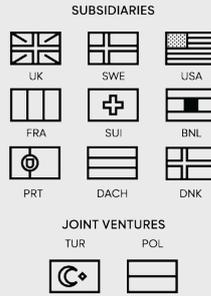


GANT HIGHLIGHTS 2019



SUBSIDIARIES AND JOINT VENTURES



PARTNERS

Australia & New Zealand
China
Croatia
incl Serbia, Montenegro, Slovenia, Bosnia-Herzegovina, Macedonia, Albania, Kosovo
Denmark
incl Iceland, Greenland, Faroe Islands
Egypt
Finland
incl Lithuania, Estonia, Latvia
Greece
incl Cyprus, Malta
India
incl Bangladesh, Sri Lanka, Nepal, Maldives
Israel

Italy
Libya
Morocco
Norway
Romania & Bulgaria
Russia
incl Kazakhstan, Belarus
Slovakia
incl Czech Republic, Hungary
South Africa
incl Namibia, Botswana, Lesotho, Mozambique, Swaziland, Zimbabwe
UAE
incl Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, Iran, Lebanon, Jordan
Ukraine
Spain, Andorra

LICENSEES



PRODUCT

13,2 million products produced

89% made from natural materials



PARTNERED UP WITH TEXTILE EXCHANGE and audited for the standards RDS, OCS, GRS, RCS, RWS and GOTS and sustainability labelling of materials

PARTNERSHIP WITH BETTER COTTON INITIATIVE to promote a more sustainable cotton industry

MEMBERS OF THE SWEDISH CHEMICAL GROUP, RISE, to ensure best practice chemical management

42% China
28% Europe
27% India
3% North Africa



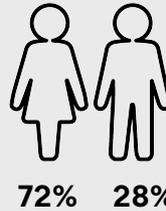
PEOPLE

MANAGERS

67% Women 33% Men

10 grievance cases
8 non-compliances towards policies

5.5% Absenteeism
2.7% Sickness absence



SIGNATORIES OF UN GLOBAL COMPACT to support this critical initiative and the 10 principles of the Global Compact with respect to human rights, labour, environment and anti-corruption

PARTNERSHIP WITH AMFORI BSCI to ensure secure and respectful work environments within the supply chain

100% Apparel suppliers signed Code of Conduct
100% Factories in Asia, Africa & Turkey assessed by 3rd party

100% Implemented Restricted Substance List
100% Apparel suppliers signed Animal Welfare Policy

PLANET



SIGNED THE FASHION INDUSTRY CHARTER FOR CLIMATE ACTION and committing to a 30% reduction in greenhouse gas emissions by 2030



SOURCED 36% MORE SUSTAINABLE COTTON including BCI, organic cotton and recycled cotton



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

72%



21%



6%



2%



LOGISTICS TRANSPORTS

WATER



PARTNERED UP WITH THE SUSTAINABLE APPAREL COALITION and 37% of our products were made in tier one factories that used the Factory Environmental Module



WORKING WITH LEADING SUPPLIERS and technology to reduce water footprint within production

SIGNED THE FASHION PACT and signatories commit to joining forces with other leading fashion companies to take action within three main areas: climate, biodiversity, and oceans.



PARTNERSHIP WITH WATERKEEPER ALLIANCE through yearly donation

GANT SUSTAINABILITY REPORTING 2019

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 2019
- GANT Underwear and GANT Home are included since they are operated by GANT Group companies
- The report is divided into People, Product, Planet and Water according to GANT standards
- GANT are signatories to the UN Global Compact and the annual sustainability report also serves as our Communication on Progress (COP) for the UN Global Compact
- Calculation and emission 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 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, on the East Coast of the United States.

Our belief in the power of curiosity drives our sustainability initiatives. We constantly seek out new ways to act on our ethical, environmental and social responsibilities. At GANT we see great potential in taking on this challenge. We believe the best way to succeed is to join hands with other frontrunners within our industry and act in accordance with science-based facts.

Using new technology, disrupting current business models, innovating, changing behavior and using best practice throughout our value chain can create business opportunities for the whole industry and benefit the planet.

We have been in business for more than 70 years and look forward to the next 70. We believe the years ahead present great opportunities for those who take action instead of reversing into the future. As our founder Bernard Gantmacher said, "If you don't know where you're coming from, you don't know where you are going".

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 resells to the master franchisees. In either case, the master franchisee pays the Company a royalty based on its sales.

The GANT Group has its own subsidiaries that operate in Austria, Belgium, Denmark, France, Germany, Great Britain, Luxemburg, Netherlands, 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.

VISION AND STRATEGY

GANT has set a sustainability vision to lead the way into a more sustainable future.

Our vision is to create a more beautiful and sustainable world. 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.

In 2019, GANT reviewed and set new areas within our sustainability roadmap based on the strategy that was set in 2018 to align our ambitions with our challenges and the opportunities we see within this area. With the help of representatives from all functions we have set tangible strategies to meet our economical, social and environmental responsibilities both within our own operations and throughout our whole supply chain. This roadmap reflects the Sustainability Vision and defines precise objectives within our four key areas: People, Product, Planet and Water, and trickles down to these seven pillars and strategies:

- GANT COMBATING CLIMATE CRISIS STRATEGY
- GANT SUSTAINABLE FIBER STAIRCASE STRATEGY
- GANT CIRCULAR FASHION SYSTEM STRATEGY
- GANT RESPECTFUL AND SAFE WORK REQUIREMENTS STRATEGY
- GANT WATER STEWARDSHIP STRATEGY
- GANT PROMOTING NEVER STOP LEARNING STRATEGY
- GANT TRANSPARENT SUPPLY CHAIN STRATEGY

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

GANT are signatories of the UN Global Compact and acknowledge that the United Nations Sustainable Development Goals are crucial for a sustainable development of both our industry and the world, locally and globally. We 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

Every year GANT updates the risk analysis due to changes in business intelligence and macro trends globally. In 2019 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 cannot mitigate the risk, e.g. natural disasters, an extra attention is provided. All risks are presented in the sustainability notes.

We also continuously conduct the GANT materiality analysis. Benchmarking, analyzing megatrends and interviews with stakeholders was conducted. The analysis made it possible to identify which aspects that can be considered material for GANT and resulted in a list of material aspects. All material aspects are presented in the sustainability notes.

In 2017, GANT also made an extensive materiality analysis. The analysis made it possible to identify aspects that can be considered material for GANT and resulted in a list of material aspects. The GANT materiality analysis has since then been continuously conducted.

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

Sustainability is complicated but not impossible. Creating significant change requires collective action and cooperation. We acknowledge that the challenges are big and efforts need to be taken together with others to have the biggest impact. That is why, in 2019, GANT joined several partnerships within and outside of our industry.

Stakeholder engagement has been taken into account in the materiality analysis and is constantly re-assessed due to new stakeholder needs and demands. To mention a few of our most important stakeholders GANT has identified several stakeholders as; GANT employees, suppliers, significant business partners, our industry as well as sustainable retailers. We know that our professional relationships, partnerships and memberships enhance directly the influence we have on social, environmental and economical factors. Please see the partnerships we've proudly made during 2019 on the following two pages.

UN Global Compact

In 2019 GANT became signatories of the UN Global Compact which is the world's largest corporate sustainability initiative. It is a call to companies to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and take actions that advance societal goals. As signatories of the UN Global Compact, we continue to support this critical initiative and remain dedicated to support the 10 principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. We look forward to the years ahead as the Global Compact's activities advance our company's sustainability commitment.

Sustainable Apparel Coalition

In 2019, GANT joined the Sustainable Apparel Coalition and started working with the Higg Index. The Higg Index is a suite of tools that enables brands, retailers, and facilities of all sizes – at every stage in their sustainability journey – to accurately measure and score a company or product's sustainability performance. The Higg Index delivers a holistic overview that empowers businesses to make meaningful improvements that protect the well-being of factory workers, local communities, and the environment. 37% of GANT products were made in tier one facilities that used the Factory Environmental Module in 2019.

Textile Exchange

In February 2019 GANT became members of Textile Exchange which is a non-profit organization working to inspire and equip people to accelerate sustainable practices in the textile value chain. Textile Exchange standards work to support the integrity of product claims by providing verification from independent third-parties. In 2019, GANT was audited for the following Textile Exchange's standards: Organic Content Standard (OCS); Responsible Down Standard (RDS); Recycled Content Standard (RCS); Recycled Claim Standard (RCS); Responsible Wool Standard (RWS) and Global Organic Textile Standard (GOTS). We will label our garments with these standards from 2020 and onwards.

Fashion Industry Charter for Climate Action

In February 2019 we joined with other industry leaders and signed the Fashion Industry Charter for Climate Action.

The Charter is a commitment to take action against climate change. It brings together fashion stakeholders to develop a unified position – including the vision of achieving net-zero emission by 2050. As a global company, GANT is determined to be part of a worldwide partnership for climate action and strongly supports this commitment made by global leaders in the fashion industry. GANT is also involved in the raw materials working group with the aim to develop a “low carbon impact” criteria for materials.

By signing the Charter, GANT is committing to a 30% reduction in greenhouse gas emissions by 2030 and will participate in working groups convened by the UN Climate Change secretariat with other signatories to develop roadmaps for each of the commitments in the charter.

The Fashion Pact

In August 2019, during the G7 Summit, the Fashion Pact was established at the urging of French president Emmanuel Macron. Signatories to the Pact commit to joining forces with other leading fashion companies to take action within three main areas: climate, biodiversity, and oceans. To date, 56 stakeholders and leaders within the fashion industry have signed the Fashion Pact, representing around 250 brands. GANT is proud to be among them.

PEOPLE

From our suppliers to our employees to our customers, people are at the core of everything we do at GANT. That’s why it’s critical to respect and support those who we depend on.

Our vision is that by 2030, GANT will be a company building pride across all touchpoints. In line with our Never Stop Learning credo, we will continuously educate ourselves and others, striving to give people opportunities to evolve and reach their full potential.

We know that to build the supply chains of the future we need systemic changes within the industry and we are prepared to take the next steps. We acknowledge the importance of this area to attain the 2030 Agenda for Sustainable Development.

HUMAN RESOURCES

An ethical workplace means not only staying in compliance with all regulations and laws that govern our business, but also moral codes of conduct that include honesty, equality, diversity, compassion, and good citizenship. Sustainability is above and beyond. It means being able to do business tomorrow better than we are today.

GANT operates within the local country's laws and regulations, and all employees are expected to co-operate in this by adhering to all laws, regulations, policies and procedures. 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 and equal awareness at GANT.

SUPPLIERS

Building long-term relationships with our suppliers has always formed a natural part of GANT's heritage. We believe in mutually respectful, cross-cultural communication and we engage in open dialogue to ensure that relationships continue to improve.

To make sure our suppliers and their factories are compliant and working towards our standards we have a 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 throughout the entire supply chain. The Code of Conduct has been established in accordance with the OECD, the International Labor Organization's 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 committing to the social and environmental standards laid down in the Code. They must take appropriate measures within their policy to ensure their implementation and compliance. All our suppliers have signed the GANT Code of Conduct.

GANT ensures compliance with the Code of Conduct through audits conducted by a third party. We work with the following third-party standards: BSCI, SEDEX, WRAP and SA8000. We conduct continuous third-party audits for all suppliers in Asia, North Africa and Turkey since they are high risk regions/countries according to Amfori BSCI and Transparency International. All suppliers in Europe have been assessed before first order placement. GANT works with continuous improvement and always works together with our suppliers on the corrective action plans as we strive for strong long-term relationships.

MODERN SLAVERY ACT

As 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 in which there is no place for modern slavery. Modern slavery can be defined as servitude, forced or compulsory labor, or human trafficking. 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.

In 2019, a new sustainability training was developed and by the end of 2019 90% of all employees had taken the new training.

GRIEVANCE AND CORRUPTION

To ensure mitigation of 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 Mechanism 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, they can report to confidential@gant.com. In the event of whistleblower incidents or breaches of our internal Code of Conduct, due diligence is always made to mitigate risks and to achieve continuous improvement. External expertise is enlisted if needed. GANT's policy is to operate within the country's laws and regulations, and all employees are expected to cooperate by adhering to all laws, regulations, policies, and procedures.

Within 2019 GANT processed 10 grievance cases, 6 within HR and 4 within the supply chain. The HR related cases were in relation to theft, harassment, data protection and led to termination of the employees. The grievance cases in the supply chain were related to withheld payment between business partners as well as breach of contract due to sub-contracting which led to penalties that go directly to the charity WaterAid.

PRODUCT

GANT creates products that are premium, preppy, timeless and designed to have a long life.

Our vision is that 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.

We participate in global partnerships to drive action and long-term impact. We choose innovative materials according to science. We work with sustainable scalability and premium quality. We believe in designing for longevity, circularity and durability to prolong the lifetime of the materials used in our garments.

MATERIALS

The choices we make when choosing raw materials are crucial to our environmental and water footprint. We make a conscious choice to work with natural materials that are both renewable and biodegradable. However there are many challenges to overcome when it comes to the cultivation and processing of natural materials, as well as the lack of large-scale circularity technology.

High quality, durability and authenticity are the key elements of GANT products. We have strategic programs in place to mitigate resource scarcity and to take care of the existing resources as it is crucial to ensure the future availability. Also, we are searching for new and innovative raw materials, as well as sustainable ways of farming important crops such as cotton. Our sustainable fiber staircase is based on science and life-cycle assessment data as well as product range needs. We work with both the Higg Material Sustainable Index and the Textile Exchange Material Change Index.

At GANT 89% of our material is made from natural fibres and 78% in total was made from cotton. 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 2019 GANT sourced more than 30% 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 have in 2019 developed new circular business models and the 7 RULES that were launched in 2020 to give our clothes a longer life together with our consumers.

PACKAGING AND TRANSPORTS

The GANT packaging policy set's guidelines for efficient packaging and appropriate solutions for our products. To continuously strive to minimize negative impact on the environment by our packaging, the packaging policy emphasises the use of renewable and sustainable sourced materials. All paper product packaging is FSC-certified. GANT has also established a transport policy to minimize negative impact on the environment by striving to always have full truckloads and minimize airfreight. A majority of GANT products in 2019 were shipped on sea (72%).

PLANET

Our vision is that GANT by 2030 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.

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 both within our own operations and across our supply chain.

CHEMICALS

To manage chemicals within products, GANT has a restricted substance list policy compliant with and stricter than both REACH and OEKO-TEX Standard. 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

Our Animal Welfare Policy encourages, promotes and secures good husbandry practices and respectful treatment of animals. Breeders and all parties handling animals should adhere to the Five Freedoms defined by EU Farm Animal Welfare Council/World Organization for Animal Health (OIE).

- Raw materials originating from animals can only be a by-product of meat production.
- Wool must be sourced from producers with good animal husbandry; no mulesing is allowed. All wool is mulesing free.
- Down and feathers must not come from farms practicing live-plucking or forced feeding. We are proud to be certified by the Responsible Down Standard. All down is certified.
- No fur, endangered species, caged animals, non-certified mohair, rabbit hair, or angora is allowed at GANT.

CLIMATE

At GANT we know that we need to disrupt the current ways of working in order to meet our ambitious 2030 targets. We also need to change how our products are produced and worn.

That's why we are exploring new and innovative solutions to increase the pace of implementation and reach our long-term target of aligning with the Paris Agreement.

About 70% of the climate impact of a garment's life cycle comes from the production phase. Everything from growing raw materials to dyeing fabric and sewing a shirt requires large amounts of energy and other resources. To mitigate this we need to make conscious choices within all phases, including choosing the most climate-efficient raw materials, increasing energy efficiency and incentivizing the change to renewable energy sources such as solar and wind power. We already have a sustainable fiber staircase in place and we are implementing the Higg Index Factory Environmental Module to measure the climate impact of the factories we work with.

In 2019, GANT joined other industry leaders in signing the United Nations' Fashion Industry Charter for Climate Action as well as the G7 Fashion Pact.

WATER

We continuously calculate our water footprint in line with the GANT Water Policy and strive to reduce it within our supply chain by partnering with leading suppliers and promoting closed-loop systems to reduce water usage. We have set targets to reduce the water usage within production and promote industry-leading technology to mitigate the impact.

To build capacity within our supply chain, we are working with partners including the Sustainable Apparel Coalition, where we have the possibility to track our water footprint using the Higg Index Tools. We use the Higg Index Factory Environmental Module to collect supplier water use data. In the module we can also benchmark our supply chain towards the average factory and share best practice.

All suppliers who produce GANT clothes are obliged to be in compliance with the GANT Water Policy, Restricted Substance List as well as laws and regulations. This is especially important since it reduces the use and release of hazardous chemicals in processing, both to improve the health of workers and mitigate any damage done to the surrounding environment.

As always, what is needed is scalability, impact and action based on facts and science. We acknowledge the importance of this for the industry to be able to meet the Sustainable Development Goal 6. We also support multi-stakeholder programs and have committed to all their ocean targets.

When it comes to water stewardship, the industry needs to continue to advocate for collective action and policy changes. By 2030 GANT will be a brand known for leading the journey to protect and safeguard water for current and future generations.

In 2017 we partnered with Waterkeeper Alliance, the largest and fastest-growing non-profit organization focusing solely on clean water which protects more than 2.5 million square miles of waterways around the world. GANT supports their mission through an annual charity contribution.

Taking care of water in a local context is important to show that we can all proactively contribute toward protecting the ocean from waste pollution. Picking up litter on land is an important action to prevent it from entering waterways. Initiated in 2019, the GANT team cleaned in both Stockholm and London. The Stockholm headquarters joined Städa Sverige in 2019 in a joint collaboration between our HR and sustainability teams in the spirit of our credo, Never Stop Learning. Employees helped collect waste and clean the neighboring area of the office. The London office joined Waterkeeper Alliance UK and cleaned the River Thames. We will continue to work with local water initiatives in 2020.

FUTURE

We believe that the only way towards meeting our 2030 vision as well as the Sustainable Development Goals is to accelerate traceability and measurable improvements by demanding transparency. We know that it will be difficult, but not impossible. GANT's focus on continuous improvement, education, innovation and Never Stop Learning is the foundation of our sustainability roadmap and how we educate ourselves and act on our ethical, environmental and social responsibilities. We have been in business for more than 70 years and look forward to the next 70. We believe the years ahead present great opportunities for those who take action instead of reversing into the future. As our founder Bernard Gantmacher said, "If you don't know where you're coming from, you don't know where you are going"

Sustainability notes 2019

Strategic priority	Materiality analysis	Risk analysis	Governance	Goal 2019	Outcome 2019	Goals 2020-2030	Area in COP	Area in ÅRL
Stakeholder engagement	Dialogue and communication with stakeholders, Associate/Memberships engagement, Communities	Customer (Service, Future business demand, Sustainable products, Responsible products)	GANT Employees, Suppliers in supply chain, Significant business partners, Communities Nations, Sustainable retailers, Organizations as; Better Cotton Initiative, Water Keeper Alliance, Fur free Alliance, Svensk handel, Amfori, TEKÖ, Sustainable Apparel Coalition, UN Global Compact, Textile Exchange, The Fashion Pact, UN Fashion Industry Charter for Climate Action	-Roll out of sustainability membership and initiatives staircase -Continue developing current memberships and partnerships	-Became members of and worked with Sustainable Apparel Coalition, UN Global Compact, Textile Exchange, UN Fashion Industry Charter for Climate Action and The Fashion Pact. -New sustainability toolbox	-Executed sustainability memberships & initiatives staircase continuously -Have internal sustainability committee by 2023	Human rights, Labour, Environment, Anti corruption	Human rights, Environment, Anti corruption, Social aspects and employees
Anti corruption	Anti corruption	Finance (Financial stability, Anti corruption, FX, Mergers/acquisitions/divertures, 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 -Update 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 with grievance template -100% of all product suppliers have signed Code of Conduct	-GANT Continuous Improvement Environment in place by 2023 -New Compliance Program in place by 2023 -100% of all suppliers have signed Code of Conduct continuously	Anti corruption	Anti corruption
Employees	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 -GANTipedia	-Conduct engagement survey to measure engagement and cultural index -Engagement score 90/100 to 2020	-1415 employees -68% in retail and 32% in the offices -717 were recruited and 661 left the company -Engagement survey with Engagement Index Score of 87	-Conduct engagement survey to measure engagement and cultural index continuously -Engagement score 90/100 2020	Labour	Social aspects and employees
Ethics	Code of conduct and responsible management, Human resources	HR	-Code of Conduct -Code of Ethics -Work Environment Policy -Drugs and Alcohol Policy -Diversity and Equality Policy -Discrimination, victimization and harassment Policy	-100% sign Code of Conduct -Full compliance to Code of Conduct	-90% of employees signed the Code of Conduct -6 case of non-compliance was reported. The cases were in relation to theft, harassment, data protection and led to termination of the employees.	-100% sign Code of Conduct continuously -Full compliance to Code of Conduct continuously	Labour	Social aspects and employees
Equality and diversity	Human rights, equality and diversity	HR	-Code of Conduct -Diversity and Equality Policy -Discrimination, victimization and harassment Policy	-An equal and diverse workplace with equal opportunities	-72% female, 28% male employees -67% female, 33% male managers	-An equal and diverse workplace with equal opportunities continuously	Labour	Social aspects and employees
Grievances	Human rights	HR	-Grievance Policy and Process	-Update Grievance Policy and Process -Report on grievance cases -Report on non-compliances with policies -Full compliance with Grievance Policy and Process	-Updated Grievance Policy and Process -10 grievance cases reported, 6 within HR and 4 within the supply chain. -Due diligence work on grievance cases conducted -8 cases of reported non-compliances	-0 reported non-compliances continuously -Full compliance with Grievance Policy and Process continuously	Labour	Social aspects and employees Human rights
A healthier GANT	Human resources	HR	-Work environment Policy -Rehabilitation Policy -Providing preventive healthcare -A healthier GANT Activity Pack	-Providing team health initiatives -Continue to have healthy employees with low sickness and absence rate	-Absenteeism 5,5% -Sickness absence 2,7% -Initiatives as yoga, running teams, choir, football, skiing in place	-Providing team health initiatives continuously -Continue to have healthy employees and low sickness and absence rate continuously	Labour	Social aspects and employees
Never stop learning internally	Human resources	HR	-Leadership programs -Retail programs -Enforce Never Stop Learning -Retail Academy	-Train all managers -Train all retail employees -Train all employees on sustainability matters and policies	-All managers conducted leadership program -100% retail employees were trained through Retail Academy -90% in office have done training on sustainability -59% within retail have done training on sustainability	-All employees being part of the Never Stop Learning initiatives continuously -In 2020, continue to achieve that 100% of GANT employees receives sustainability training -Continue to establish partnerships with Never Stop Learning organizations continuously -Through 2030, continuously update the Sustainability Roadmap and the Seven Sustainability Pillars to meet a rapidly changing industry	Labour Human Rights	Social aspects and employees Human rights
Social supplier management	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 Amfori BSCI -Working with GANT -Supplier agreement	-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 -94 audits completed in 8 countries including Europe -All production in Europe have been assessed before first order placement -Production with 63 suppliers and 118 factories.	-GANT Continuous Improvement Environment in place continuously -100% of suppliers in risk countries assessed by third party auditor continuously -Full compliance with Code of Conduct and Policies continuously -Continue to map strategic partners in Tier 2 in 2020 -Increasing transparency within our supply chain by mapping all suppliers in Tier 1 and strategic partners in Tier 2 by 2023 -Include 100% of suppliers in Tier 1 and strategic partners in Tier 2 in social compliance programs by 2023	Human rights	Human rights

Modern Slavery Act	Legal compliance, Human rights, equality and diversity	Legal compliance (Taxes, Modern slavery act, Mandatory sustainability reporting, GDPR, IP infringement external, IP infringement internal) Supply chain	-The UK Modern Slavery Act 2015 -Code of Conduct -Grievance Policy and Process	-Evaluate Modern Slavery Act Statement -Conduct due diligence based on evaluation -Train 100% of employees at GANT HQ and UK HQ	-Due diligence conducted -90% of the employees at GANT HQ and UK HQ have done digital modern slavery act training	-Conduct new Modern Slavery Act Statement annually -Full compliance with the Modern Slavery Act Statement -Increasing transparency within our supply chain by mapping all suppliers in Tier 1 and strategic partners in Tier 2 by 2023	Human rights	Human rights
Digital & IT	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 Policy -IT Security Policy -Video Surveillance Policy -Phone Policy -Data Processing Agreement	-To be GDPR Compliant -Roll out sustainability initiatives for Green IT	-Compliant with GDPR -Joined sustainability initiatives to increase reuse of phones, computers etc -Set up new e-com sustainability page	-GDPR Compliant continuously -Green IT continuously	Labour Human Rights	Social aspects and employees Human rights
Products	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, Ocean Prep, NOS, Customized) Customer	-Quality manual -Code of Practice -Working with GANT -Supplier agreement -Better Cotton Initiative -Textile Exchange	-No recalls because of reported non-compliances -100% sign Code of practice	-Produced 13.2 million products -One product recall based on wrong in design. -100% signed Code of Practice -Partnership with New Life	-In 2020 give consumers tools to prolong the life of their garments with the GANT initiative 7 Rules and introduce new circular business models -By 2022 we will have educated all our designers on how to design for recyclability -Fully implemented finished product traceability and compliance program by 2023 -By 2025 circularity has been implemented as a key parameter within design, usage and end-of-life	Human rights, Labour, Environment, Anti corruption	Social aspects and employees Human rights Environment
Materials	Customer relations and satisfaction, Timeless Design, Product quality, Product health and safety	Sustainability, Design and development	-Environmental Policy -Reduce-Reuse-Recycle Policy -Sustainable fibers staircase -Better Cotton Initiative -Textile Exchange	-Develop new innovative projects with increased sustainability focus -Implement sustainability fiber staircase	-89% made from natural materials. Raw materials in products were 78% cotton, 11.5% synthetic fibers, 6% wool, leather, down and feathers and 4.5% plant based fibers*** -Continued Ocean prep products in partnership with SeaQual -Launched Pure Prep products -Continued roll out of fiber staircase -Reached 36% sustainably sourced cotton	-Source more than 50% of our materials from better alternatives to conventional sources in 2020 -100% of our cotton will be sustainably sourced by 2022. All conventional cotton will be replaced with more sustainable alternatives -We commit to zero deforestation and to the protection and sustainable management of natural forests by only choosing certified cellulosics by 2023 -100% of key materials will be sustainably sourced by 2025 by converting all key materials from conventional to more sustainable. -By 2030, we will only source cotton through the best available farming practices at hand to support our overall vision	Environment	Environment
Packaging	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	-100% Forest Stewardship Council certified packaging materials to customers -Increase fill rate	-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 2% of total climate impact*	-We commit to ensuring that at least 50% of all plastic packaging we use in B2C and B2B packaging is 100% recycled content by 2025 and 2030 respectively. -We commit to eliminating single-use plastic in B2C packaging by 2025 and in B2B packaging by 2030. -All paper product packaging to continue be from sustainably managed forests	Environment	Environment
Transport	Logistics	Supply chain	-Transport Policy -Travel Policy -Standard Operating Procedure -Working with GANT	-Below 5% shipped by air	-Shipping of products** accounted for a total emissions of 4% of total climate impact*. -72% of all tonn-kilometers was shipped by sea, 21% by road, 6% by air and 2% by rail. -Business travels accounted in emissions of 1% of total climate impact*	-Review Travel Policy in 2020 -Below 5% shipped by air continuously -Increase fill rate continuously	Environment	Environment
Environment	Legal compliance, Social and environmental demands on suppliers, Biodiversity, Air pollution,	Sustainability, Supply chain	-Environmental Policy -Working with GANT -Supplier agreement -Code of Conduct -Partnerships	-100% suppliers in Asia, Africa and Turkey assessed by third party auditor -0 reported non-compliances -Full compliance with Environmental Policy -Continued full recycling at HQ office	-100% of the factories in Asia, Africa and Turkey have been assessed by third party auditor -4 reported non-compliances related to withheld payment between business partners as well as breach of contract due to sub-contracting which led to penalties that go directly charity -Total land use for production and cultivation of raw materials was 123 square kilometers* -Air emissions from production and cultivation of raw materials, NOx, SOx, CO and particles were 1365 tonnes*	-7 Rules available for all subsidiaries in 2020 -Full compliance with Environmental Policy continuously	Environment	Environment

Climate	Energy and climate	Sustainability, Supply chain	-Environmental Policy -Working with GANT -Supplier agreement -Transport Policy -Packaging Policy -Partnerships	-Measure emissions from greenhouse gases on a yearly basis with the goal to decrease climate impact -Set 2030 targets	-Total amount of greenhouse gases emitted were 150 000 tonnes*. 76% was due to production, 14% due to extraction of raw materials, 4% logistics, 3% HQ office, warehouse and shops, 2% packaging materials, 1% business travels -Became signatories of the UN Fashion Industry Charter for Climate Action -Became signatories of the Fashion Pct	-Set accredited science-based targets in 2020 in order to meet the Paris Agreement -Decrease our climate footprint by 30% throughout all operations by 2030	Environment	Environment
Energy	Energy and climate	Sustainability, Supply chain	-Environmental Policy -Working with GANT -Supplier agreement	-Measure energy on a yearly basis with the goal to increase energy efficiency	-Total energy usage for cultivation of raw materials, production and HQ office, warehouse and shops were 140 GWh*. 86% were due to production, 7% due to HQ office, warehouse and shops and 7% due to cultivation of raw material -Renewable energy at HQ office	-Implement 50% renewable energy across our own operations no later than 2025, as well as incentivizing implementation of renewables within our supply chain -Implement 100% renewable energy across our own operations by 2030	Environment	Environment
Chemicals	Product health and safety, Chemical management	Sustainability, Supply chain	-Restricted Substance List (RSL) Policy -Membership Rise (The Swedish Chemicals Group) -Working with GANT -Better Cotton Initiative	-Due diligence on RSL Policy -Work on chemical management together with Rise -Be REACH and OEKO-TEX compliant -No biocides, silver ions, PVC allowed	-Due diligence on RSL made based on risk assessment -Restricted Substance List is REACH and OEKO-TEX compliant -0 reported non-compliances -13407 tonnes of chemicals were used in the production*.	-Implement new Chemical Management Program in 2020 -Partnership with Zero Discharge of Hazardous Chemicals, Leather Working Group and BlueSign according to staircase	Environment	Environment
Water	Water consumption, water pollution	Sustainability, Supply chain	-Water Policy -Environmental Policy -Water Keeper Alliance -Better Cotton Initiative -SeaQual	-Support organizations that works towards a more sustainable water use -Work with suppliers that promote water use efficiency -Reach 10% of products produced in factories using the Higg Index Factory Environmental Module	-Continued partnership with Water Keeper Alliance -Membership in Better Cotton Initiative -Membership with Sustainable Apparel Coalition and 37% of our products were made in tier 1 factories that used the Higg Index Factory Environmental Module to measure water usage and pollution -Partnerships with leading suppliers to reduce water footprint within production -In 2019 GANT used 15,2 million cubic meters of water in the production*	-In 2020, GANT will continue to support water initiatives such as Waterkeeper Alliance to safeguard drinkable, fishable, and swimmable water for current and future generations -By 2025, GANT will reduce its water use in manufacturing by 50% -By 2030, GANT will only use as much water as can be naturally replenished in all our operations	Environment	Environment
Animal welfare	Animal welfare	Sustainability, Supply chain	-Animal Welfare Policy -Free Fur Retailer listed -Working with GANT	-Full compliance with Animal Welfare Policy -Source 100% certified down and feathers -Source 100% fur free products -Source 100% mulesing free wool	-Sourced 100% certified down and feathers -Sourced 100% fur free products -Sourced 100% mulesing free wool	-Full compliance with Animal Welfare Policy continuously -100% traceable and certified animal fibers according to Animal Welfare Policy in 2023	Environment	Environment
Other		Other (Catastrophic risk, Political, Natural hazard, Activist risk, Social involvement, Weather)	-Risk analysis	-Conduct specified risk analysis	-Conducted risk analysis	Continue assessing risk as part of the long term-strategy	Human rights, Labour, Environment, Anti corruption	Risks
UN Sustainable Development Goals	All above	All above	Prioritized 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 Goals. We acknowledge that we as a global company need to work with all 17 goals.	Strategy alignment to reach the SDGs	SDGs implemented in 2030 Sustainability Roadmap	Continue to address the SDGs in policies and strategies	Human rights, Labour, Environment, Anti corruption	All above
GANT 7 Sustainability pillars	All above	All above		Establish GANT 7 Sustainability pillars	Established the GANT 7 Sustainability Pillars	Execute on the GANT 7 Sustainability Pillars	All above	All above

*Emission factors for calculations from: EIA energy statistic buildings, UK Department for Business, Energy & Industrial Strategy - energy statistics, Statens energimyndighet, International Institute for Applied Systems Analysis - Global Energy Assessment, IEA Electricity emissions, UK Department for Business, Energy & Industrial Strategy - emission factors, Ecoinvent databas v.3.3, SCA Ortvisken Paper, LCA leather - overview and case study, ITG - Sustainability benchmark - carbon footprint leather, UNIDO - mass balance in leather processing, European Commission IMPRO-textiles, LCA benchmarking study textiles, Swerea/IVF - Kartläggning av kemikalieanvändning i kläder

**Shipping including: from suppliers either directly to subsidiaries, joint ventures and partners (markets) 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) as 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, elastodiene, polyurethane, acetate, spandex, elastom, rubber, glass, metallic.