



GANT
RESPECTFUL
AND SAFE WORK
REQUIREMENTS
STRATEGY
2030

THE GANT 2030 SUSTAINABILITY VISION

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.

TARGETS

2020

100% of factories in risk countries audited by a third party and implement self-assessment program for Europe

2023

Increasing transparency within our supply chain by mapping all suppliers in Tier 1 and strategic partners in Tier 2

2025

Include 100% of suppliers in Tier 1 and strategic partners in Tier 2 in social compliance programs

HOW TO GET THERE

- Drive capacity building through continuous improvement and self-assessment programs according to policies and guidelines
- Build long-term relationships and grow together with strategic suppliers
- Be part of global partnerships to drive action and long-term impact
- Promote Never Stop Learning and give back to the communities where we operate

THE GANT WAY

People are at the core of everything we do at GANT.

From our suppliers to our employees to our customers, it's the people behind the brand who define us, so it's critical to respect and support those we depend on.

Our vision is that by 2030, GANT will be an 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.

We've set three targets in this area:

- 100% of factories in risk countries are audited by a third party
- 100% transparency on 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

To ensure that we meet these targets we have identified the following key focus areas and actions:

- Build long-term relationships and grow together with strategic suppliers
- Drive capacity building through continuous improvement and self-assessment programs
- Promote Never Stop Learning and give back to the communities where we operate
- Be part of global partnerships to drive action and long-term impact

"People are at
the core of
everything
we do"

JESSICA CEDERBERG WODMAR

A Respectful Workplace

GANT wants to be an attractive workplace and in line with our credo Never Stop Learning we continually educate our employees. Compliance with our Code of Ethics is ensured through the Code of Conduct. It builds ethical awareness and is signed by all GANT employees. All GANT employees have done e-learnings on sustainability.

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, 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. All our suppliers have signed the GANT Code of Conduct.

GANT follows up 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.

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. It is an issue 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 combatting it. All suspicions and concerns should be reported to the management who will take immediate action accordingly.

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, 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.



CONTINUOUS IMPROVEMENT

To build the supply chains of the future we need to work with self-assessments instead of just audits.

Continuous improvement is essential, and is being implemented into all processes and is part of how we will continue to build our business partner relations. We always work together with our suppliers on corrective action plans. The industry needs to focus not only on hands-on topics, such as health and safety, but also on equally important subjects such as inequality and discrimination. Safe and respectful working environments bring economic benefits, such as higher productivity and improved quality, and a competitive advantage when searching for new talent.



PARTNERSHIPS FOR ADVERSE HUMAN RIGHTS

The global fashion industry creates an enormous amount of jobs every year and for many countries the industry is a large share of its exports. GANT is pushing for a fair fashion industry where each contributor along the way gets their fair share.

Securing fair wages is linked to systemic changes that need to be implemented through cross-collaboration between different stakeholders. There needs to be a larger holistic understanding of what a fair wage is and how it should be applied. Even though we recognize that we cannot do this by ourselves we will take on the role of promoting systemic changes and support multi-stakeholder dialogues. We know that we can be part of empowering people through education and information. We know that to make these systemic changes we can not work only on our own. We need to team up with partners both within and outside of the fashion industry as well as different types of stakeholders. Therefore we are part of global partnerships including the UN Global Compact, Amfori BSCI and the Sustainable Apparel Coalition.

Partnerships are important accelerators for change. The UN Global Compact provides a universal language for corporate responsibility and provides a framework to guide all businesses, regardless of size, complexity or location, to take action to advance societal goals. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labor, the environment and anti-corruption.

Responsible businesses enact the same values and principles wherever they have a presence, and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles of the UN Global Compact into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and the planet, but also setting the stage for long-term success.

GANT is also a member of the Business Social Compliance Initiative (BSCI), an international drive that is part of Amfori to improve working conditions in the global supply chain. Through 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, industrial compensation and the prohibition of child labor.



CONCLUSION

There are many reasons why a respectful and safe working environment should be a priority for any fashion brand. The most important reason is to ensure that we respect the universal human rights, of our employees and the people working in our supply chains.

We will continue to build long-term relationships and grow together with strategic suppliers. We will also drive capacity building through continuous improvement and self-assessment programs. We will always promote our Never Stop Learning philosophy and give back to the communities where we operate.

We will engage with other brands, manufacturers, local partners and organizations to contribute to raising standards and drive action and long-term impact. We look forward to continuing the journey of exploring how we can operate to change processes to contribute to a fair wage system and other systemic changes.

“If you don’t know where you’re coming from, you don’t know where you are going.”

BERNARD GANTMACHER

GANT