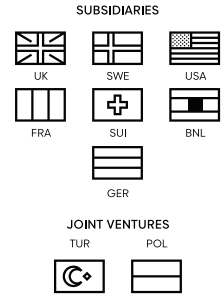


GANT HIGHLIGHTS 2017



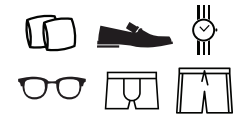
SUBSIDIARIES AND JOINT VENTURES



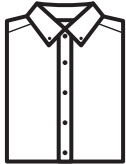
PARTNERS

Australia	India
Central Europe (incl Czech Republic, Slovakia, Hungary)	Israel
China	Italy
Croatia (incl Slovenia, Montenegro, Serbia, Bosnia and Herzegovina, Macedonia (FYRoM), Kosovo, Albania)	U.A.E (incl Kuwait, Qatar, Baharin, Saudi Arabia, Iran)
Denmark	Morocco
Egypt	Norway
Finland (incl Baltics)	Portugal
Germany	Romania & Bulgaria
Greece	Russia
	Ukraine
	South Africa
	Spain

LICENSEES



PRODUCT



12,5 MILLION PRODUCTS PRODUCED

88% MADE FROM NATURAL MATERIALS

BCI MEMBERSHIP WITH BETTER COTTON INITIATIVE



39% CHINA

32% EUROPE

19% INDIA

10% NORTH AFRICA

PEOPLE



96% MODERN SLAVERY ACT TRAINING

67% SIGNED INTERNAL CODE OF CONDUCT

100% APPAREL SUPPLIERS SIGNED CODE OF CONDUCT

90% OF FACTORIES IN ASIA & AFRICA ASSESSED BY 3rd PARTY

100% IMPLEMENTED RESTRICTED SUBSTANCE LIST

100% APPAREL SUPPLIERS SIGNED ANIMAL WELFARE POLICY



MANAGERS

68% WOMEN 32% MEN

8 WHISTLE BLOWER REPORTS

0 BREACH

5% ABSENTEEISM

2% SICKNESS ABSENCE

PLANET



126 000 TONNES
GREENHOUSE GASES



100% PACKAGING MATERIAL IS FOREST
STEWARDSHIP COUNCIL CERTIFIED

76%



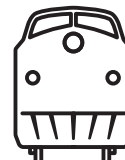
21%



3%



<1%



GANT SUSTAINABILITY REPORTING 2017

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 2017
- Underwear, Swimwear and Home included since they are operated by GANT Group companies
- The report is divided into People, Product and Planet according to GANT standards
- Calculation factors are specified in the sustainability notes

ABOUT GANT

GANT is an original 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 lifestyle brand in 2020.

GANT is a Swedish company with international operations which designs, and through master franchisees markets sells Men's, Women's and Children's clothing.

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 Never Stop Learning. 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 Sweden, Great Britain, France, Switzerland, Germany, Benelux 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 Portugal through a joint venture. 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 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 combat any such abuses. One element is the care with which we choose and manage our professional relationships. We work closely with suppliers and subcontractors to constantly improve the quality and efficiency of our work while at the same time setting clear objectives for addressing social 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.

To make our work go from words to action we use a staircase approach. Our culture and values are the foundation and connected to that we have goals based on visions and ambitions. The next step creates goals for team, market and function levels. We have a sustainability roadmap that was created in 2016 and runs to 2020 with strategic plans, targets and actions to reach our goals. Each function has ownership of their part of the sustainability roadmap. We use policies and standards for the next step to ensure that our business partners and we conduct business in the sustainable way GANT visions. We follow-up to see the progress and evaluate processes, routines and methods that are the tools used to integrate sustainability across our GANT business. GANT divide the sustainability work into people, product and planet.

MATERIALITY AND RISK ANALYSIS

In 2015, GANT conducted a materiality analysis in order to focus GANTs sustainability work on the most material issues. The analysis resulted in 12 material aspects that set the Sustainability strategy and roadmap for GANT. In 2017 a new materiality analysis was conducted, based on the analysis that was made in 2015. Benchmarking, analyzing megatrends and interviews with stakeholders were 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. Looking forward, GANT will continue to evaluate and refine the material aspects as required.

In 2017 the management group conducted a risk analysis through workshops. All high risk areas have a relevant policy, mitigation plan and goal to mitigate the risk. Risks that are of the nature where GANT don not have any possibility to mitigate e.g. natural disasters are handled with extra focus to be able to mitigate the effects of such a risk if it happens. All material aspects and risks are presented in the sustainability notes.

UNITED NATIONS SUSTAINABILITY 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.

- Goal 4. Quality education
- Goal 6. Clean water and sanitation
- Goal 12. Responsible consumption and production
- Goal 14. Life below water
- Goal 17. Partnerships for the goals

STAKEHOLDER ENGAGEMENT BY NEW INITIATIVES

GANT joined Better Cotton Initiative (BCI) as a member in November 2017. In order to contribute to transforming the cotton production

worldwide into a more sustainable one, GANT is a member of BCI. To us, the influence we can have on social, environmental and quality factors is enhanced by our professional relationships.

GANT started collaboration with Water Keeper Alliance in 2017 and became a full member in 2018. By partnering with Water Keeper Alliance, the largest and fastest growing non-profit NGO focusing solely on clean water, GANT will support the organization's mission through an annual charity contribution. Through this partnership, the brand will help protect drinkable, fishable and swimmable water across the globe.

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.

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.

Being a value driven company and in the light of the #metoo debate in our society, GANT decided to send out a survey in the middle of December to learn more about the situation 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 have not 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. Due diligence work has been done to figure out root cause and how to mitigate these risks.

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 an 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 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 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 Business Social Compliance Initiative (BSCI) since 2009, an international initiative established by the Foreign Trade Association (FTA) 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, no forced labour, industrial compensation and prohibition of child labour.

MODERN SLAVERY ACT

We recognize that we can contribute to the development of a sustainable society with no place for modern slavery, which can be defined as servitude, forced or compulsory labour, or human trafficking. 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.

The Modern Slavery Act statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015. It constitutes the Modern Slavery and Human Trafficking Statement for GANT AB and other relevant group companies, during year ending June 30 2018 to prevent modern slavery and human trafficking in its business and supply chain.

GRIEVANCE AND CORRUPTION

To ensure that we mitigate all corruption both at our own sites and across the supply chain, anti corruption is integrated in our Code of Conducts, Code of ethics and in the Bribery policy.

The Grievance Policy is a tool for knowing how to proceed if any non-compliance with the Code of Conduct or of the law is suspected. Persons that want to remain anonymous could report into 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.

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 2017 we produced 12,5 million products with this approach.

NATURAL MATERIALS

At GANT 88% 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 cotton staircase that is a staircased plan on how we will use Better Cotton (BCI), organic certified cotton, fair trade cotton, recycled cotton and close-the-loop cotton.

GANT also has a reduce reuse recycle policy in order to contribute to closing the loop on all parts of the business. By focusing on reduce, re-use and recycle GANT works actively with suppliers to minimize waste, effective use of resources and making conscious choices. GANT takes responsibility of unsold goods and provide solutions for those products to get a second life together with the organization New Life.

A GANT customer shall always feel safe knowing that buying a GANT product is not only a guarantee when it comes to durability and quality, but also a guarantee that it is produced with a conscious and sustainable approach. In the contract with GANTs apparel suppliers there are requirements on the suppliers to make quality tests. The suppliers conduct quality tests and if the tests do not comply to GANT standards they need to make adjustments.

HOW WE PACKAGE AND SHIP THE PRODUCTS

GANT works with a packaging policy in order to work with efficient packaging and appropriated solutions for our products and to continuously strive to minimize negative impact on the environment by packaging our goods as efficient as possible as well as being committed to using renewable and sustainable sourced materials. GANT has a transport policy to be able to minimize negative impact on the environment by striving to always have full truckload and minimize airfreight. GANT is experiencing increasing e-com business and is developing omni-channel solutions.

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 in to all 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 in order to minimize the impact. Moving from minimizing our impact to improving the waterways is one of our main focuses.

CHEMICALS

To manage chemicals GANT has a restricted substance list policy compliant with and beyond both REACH and Oekotex. The objective of the policy about restricted substances is to regulate the use of hazardous chemicals in all of GANT productions. GANT uses no PVC, biocides or silver in products and continuously works to improve the routines to ensure product quality, security and thereby reduces the environmental impact of the products.

ANIMAL WELFARE

GANT Animal welfare policy is there 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). Materials used by GANT for animal products may only be a bi-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, rabbit hair, angora is allowed at GANT.

FUTURE

At GANT we always stay true to ourselves as individuals, to our GANT values and beliefs. We are genuine and respectful towards each other, our consumers and the environment. We are accountable and take personal responsibility. We recognize that we play a role in the development of a sustainable future.

Sustainability notes 2017

Strategic priority	Materiality analysis	Risk analysis areas	Governance	Goal 2017	Outcome 2017	Area in ÅRL
Stakeholder engagement	Dialogue and communication to stakeholders, Associate/Memberships engagement, Communities	Customer;Service, Future business demand, Sustainable products, Responsible products	<ul style="list-style-type: none"> •Sustainability Roadmap •Sustainability governance membership in: •Better Cotton Initiative •Swerea •Swedish Textile Water Initiative •Djurens rätt Fur free Alliance •Svensk handel 	<ul style="list-style-type: none"> •Becoming members of Better Cotton Initiative •Becoming members of Swerea •Start collaboration with Water Keeper Alliance •Conduct materiality analysis 	<ul style="list-style-type: none"> •Became members of Better Cotton Initiative •Became members of Swerea •Started collaboration with Water Keeper Alliance •Conducted materiality analysis 	Human rights Environment
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	<ul style="list-style-type: none"> •Supplier Code of Conduct •Code of ethics •Bribery policy •Guideline for Gifts •Corporate entertainment policy •Sustainability Roadmap 	<ul style="list-style-type: none"> •No breach to policies •Update policy •Map risks of corruption 	<ul style="list-style-type: none"> •No cases of corruption was reported •Updated supplier Code of Conduct and Code of ethics •Mapping of risks of 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	<ul style="list-style-type: none"> •GANT Code of Conduct •Bonus Policy •Pension Policy •Global Salary Policy •Sustainability Roadmap •GANTipedia 	<ul style="list-style-type: none"> •Conduct engagement survey to measure engagement and cultural index •Engagement score 90/100 to 2020 	<ul style="list-style-type: none"> •1290 employees •70% in retail and 30% in the offices •680 were recruited and 629 leaving the company •Engagement survey gave increased results for engagement, stronger result for the leadership and higher willingness to recommend GANT as an employer •Engagement score 84/100 	Social aspects and employees
Ethics	Code of conduct and responsible management, Human resources	HR	<ul style="list-style-type: none"> • Code of Conduct •Code of ethics •Work Environment Policy •Drugs and Alcohol Policy •Diversity and Equality Policy •Discrimination, victimization and harassment •Sustainability Roadmap 	<ul style="list-style-type: none"> •100% sign GANT Code of Conduct •No breach to policies •Update policy 	<ul style="list-style-type: none"> •100% of employees signed the GANT code of conduct. Germany was aquired 31/12/2017 and 0% of the employees in Germany signed the Code of Conduct which gave an outcome of 67% out of all employees signing. •No breach to policies reported •Updated Code of ethics 	Social aspects and employees
Equality and diversity	Human rights, equality and diversity	HR	<ul style="list-style-type: none"> •GANT code of Conduct •Diversity and Equality Policy •Discrimination, victimization and harassment Policy •Sustainability Roadmap 	<ul style="list-style-type: none"> •An equal and diverse workplace with equal opportunities •No breach to policies 	<ul style="list-style-type: none"> •70% female, 30% male employees •68% female, 32% male managers •Employees have not experienced sexual harassment or violence/threat of violence •Few people have experienced offensive treatment or unsuitable jargon during their time at GANT •Due diligence work has been done to find out root cause 	Social aspects and employees
Grievances	Human rights	HR	<ul style="list-style-type: none"> •Grievance Policy •Sustainability Roadmap 	<ul style="list-style-type: none"> •Conduct grievance gap analysis •Report on whistle blower accidents 	<ul style="list-style-type: none"> •Updated Grievance policy •Established whistle blower process including confidential@gant.com •Eight whistle blower accidents •Due diligence work on reported whistle blower accidents •No reported breaches of the Code of conducts 	Social aspects and employees Human rights
A healthier GANT	Human resources	HR	<ul style="list-style-type: none"> •Work environment policy •Rehabilitation policy •Providing preventive healthcare •Sustainability Roadmap •A healthier GANT Activity Pack 	<ul style="list-style-type: none"> •Providing team health initiatives •Continue to have healthy employees with low sickness absence 	<ul style="list-style-type: none"> •Absenteeism 5% •Sickness absence 2% •56% of employees have used preventive health care benefits •Initiatives as yoga, running teams, choir, football, skiing 	Social aspects and employees
Never stop learning	Human resources	HR	<ul style="list-style-type: none"> •Leadership programs •Retail programs •Enforce Never Stop Learning •Sustainability Roadmap •Retail Academy 	<ul style="list-style-type: none"> •Train all managers •Train all retail employees •Train all employees on sustainability matters and policies •Sponsor education 	<ul style="list-style-type: none"> •All managers conducted leadership program •Retail employees were trained through Retail Academy •Inspirational training on values at GANT awards •96% have done training on sustainability matters and policies through digital training •Language lessons at GANT HQ peer to peer •Christmas donation to The Library Project 	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, Lagervårde, Sourcing, Technology risk, Social and environmental demands on suppliers, Transport distribution, Transport price Sustainability; Animal welfare, Chemicals, Climate, Water, Energy, 4R, Social	<ul style="list-style-type: none"> •Supplier Code of Conduct •Social audits •Membership in Amfori BSCI •Working with GANT •Supplier agreement •Sustainability Roadmap 	<ul style="list-style-type: none"> •Update policy •100% apparel and home suppliers to sign updated Code of Conduct •Update Working with GANT •100% suppliers in risk countries assessed by third party auditor 	<ul style="list-style-type: none"> •Updated supplier Code of Conduct •100% of apparel and home suppliers signed supplier Code of Conduct •90% of the factories in Asia and Africa have been assessed by third party auditor. All production in Europe have been assessed before first order placement •Updated Working with GANT •Production with 57 suppliers and 153 factories. 39% in China, 32% in Europe, 19% in India and 10% North Africa 	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	<ul style="list-style-type: none"> •The Modern Slavery Act law •Supplier Code of Conduct •Grievance policy •Sustainability Roadmap 	<ul style="list-style-type: none"> •Conduct gap analysis •Publish Modern Slavery Act Statement •Train 100% of employees at GANT HQ and UK HQ 	<ul style="list-style-type: none"> •Due diligence on scope of Modern Slavery Act •GANT Modern Slavery Act statement was published 30th of June 2017 •96% of the employees at GANT HQ and UK HQ has done digital modern slavery act training 	Human rights
Brand	Business model, Legal compliance, Financial performance, Taxes, Future business demand, Presence in markets, Sales channels	Brand;Reputation, Competition, Global relevance, Responsible business, Social media Sales;E-com, Outlet, Retail, WS-3rd part market sale Legal compliance Finance	<ul style="list-style-type: none"> •GANT Global Targets •Social Media Policy •Communications policy •Sustainability Roadmap 	<ul style="list-style-type: none"> •Increase online brand awareness 	<ul style="list-style-type: none"> •Couple thinkers reached more than 50 million consumers and 16 million people watched the series 	Business model

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	<ul style="list-style-type: none"> IT Policy IT Security Policy Video Surveillance Policy Phone Policy Sustainability Roadmap Data Processing Agreement 	<ul style="list-style-type: none"> Performance gap analysis to be GDPR compliant Identify sustainability initiatives for Green IT 	<ul style="list-style-type: none"> Conducted gap analysis and initiated GDPR compliance 2 initiatives have been initiated: Green IT via Infrastructure As A Service (IAAS) Cloud transformation New printing solution increase intellectual property and reduce paper consumption 	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, Beacons, NOS, Customized Customer	<ul style="list-style-type: none"> Quality manual Code of practice Working with GANT Supplier agreement Sustainability Roadmap 	<ul style="list-style-type: none"> No recalls because of reported hazardous issues 100% sign Code of practice 	<ul style="list-style-type: none"> Produced 12,5 million products No reported hazardous issues leading to any recalls 85% signed Code of practice 	Social aspects and employees Human rights Environment
Materials	Customer relations and satisfaction, Timeless Design, Product quality, Product health and safety	Sustainability Design and development	<ul style="list-style-type: none"> Environmental policy Reduce-reuse-recycle policy Cotton staircase Sustainability Roadmap 	<ul style="list-style-type: none"> Work mainly with renewable natural fibers Develop new innovative projects with increased sustainability focus Develop cotton strategy 	<ul style="list-style-type: none"> 88% made from natural materials. Raw materials in products were 75% cotton, 12% synthetic fibers, 9% wool, leather, down and feathers and 4% plant based fibers*** Collaboration with SeaQual, launch 2018 Implemented cotton strategy 	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	<ul style="list-style-type: none"> Packaging policy Environmental policy Working with GANT Sustainability Roadmap Reduce-reuse-recycle policy 	<ul style="list-style-type: none"> 100% Forest Stewardship Council certified packaging materials to customers Increase fill rate Give products a second life (reuse) 	<ul style="list-style-type: none"> 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 gave emissions of 2% of total climate impact* Conducted analysis on how to increase fill rate 	Environment
Transport	Logistics	Supply chain	<ul style="list-style-type: none"> Transport policy Travel policy Standard Operating Procedure Working with GANT Sustainability Roadmap 	<ul style="list-style-type: none"> Below 5% shipped by air Increase fill rate 	<ul style="list-style-type: none"> Shipping of products** lead to emissions of 3% of total climate impact*. 76% was shipped by sea, 21% by road, 3% by air and <1% by rail. Conducted analysis on how to increase fill rate Business travels resulted in emissions of 1% of total climate impact* 	Environment
Environment	Legal compliance, Social and environmental demands on suppliers, Biodiversity, Air pollution,	Sustainability, Supply chain	<ul style="list-style-type: none"> Environmental policy Working with GANT Supplier agreement Supplier Code of Conduct Membership Amfori BSCI Sustainability Roadmap 	<ul style="list-style-type: none"> Update environmental policy 100% suppliers in risk countries assessed by third party auditor No major environmental accidents Set up full recycling at HQ office 	<ul style="list-style-type: none"> Implemented updated policy 90% of the factories in Asia and Africa have been assessed by third party auditor No major environmental accidents reported 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, was 19 kilotonnes* Achieved full office recycling at HQ office 	Environment
Climate	Energy and climate	Sustainability, Supply chain	<ul style="list-style-type: none"> Environmental policy Working with GANT Supplier agreement Sustainability Roadmap Transport policy Packaging policy 	<ul style="list-style-type: none"> Update environmental policy Measure emissions from carbon dioxide on a yearly basis with the goal to decrease climate impact 	<ul style="list-style-type: none"> Implemented updated policy Total amount of green house gases emitted were 126 000 tonnes*. 91% was due to production, 3% logistics, 3% HQ office, warehouse and shops, 2% packaging materials, 1% business travels 	Environment
Energy	Energy and climate	Sustainability, Supply chain	<ul style="list-style-type: none"> Environmental policy Working with GANT Supplier agreement Sustainability Roadmap 	<ul style="list-style-type: none"> Update environmental policy Measure energy on a yearly basis with the goal to increase energy efficiency 	<ul style="list-style-type: none"> Implemented updated policy Total energy usage for production and HQ office, warehouse and shops were 120 GWh*. 94% were due to production and 6% HQ office, warehouse and shops. 	Environment
Chemicals	Product health and safety, Chemical management	Sustainability, Supply chain	<ul style="list-style-type: none"> Restricted Substance List Policy Membership Swerea IVF Working with GANT Sustainability Roadmap 	<ul style="list-style-type: none"> Update Restricted Substance List Policy Become members of Swerea IVF Be REACH and Oekotex compliant No biocides, silver, PVC allowed 	<ul style="list-style-type: none"> Implemented Restricted Substance List Policy, all signed ecological requirements Became members of Swerea IVF Restricted Substance List is REACH and Oekotex compliant No reported breaches against RSL 11 kilotonnes of chemicals were used in the production*. 	Environment
Water	Water consumption, water pollution	Sustainability, Supply chain	<ul style="list-style-type: none"> Water policy Environmental policy Sustainability Roadmap Swedish Textile Water Initiative 	<ul style="list-style-type: none"> Support organizations that work for a more sustainable water use Work with suppliers that promote water use efficiency 	<ul style="list-style-type: none"> In 2017 GANT used 15 million cubic meters of water in the production*. Started collaboration with Water Keeper Alliance Membership in Better Cotton Initiative GANT classic shirt made with leading best in class supplier in India 	Environment
Animal welfare	Animal welfare	Sustainability, Supply chain	<ul style="list-style-type: none"> Animal welfare policy Djurenns rätts Free Fur Retailer Program Working with GANT Sustainability Roadmap 	<ul style="list-style-type: none"> Update policy to ensure stricter regulations Use 100% certified down and feathers 100% fur free products Source 100% mulesing free wool 	<ul style="list-style-type: none"> Implemented updated policy 100% down and feathers was certified 100% fur free products Sourced 100% mulesing free wool 	Environment
Other		Other (Catastrophic risk, Political, Natural hazard, Activist risk, Social involvement, weather)	<ul style="list-style-type: none"> Risk analysis Sustainability Roadmap 	<ul style="list-style-type: none"> Conduct risk analysis 	<ul style="list-style-type: none"> Conducted risk analysis 	Risks

*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 Örtviken Paper, LCA leather - overview and case study, ITG - Sustainability benchmark - carbon footprint leather, UNIDO - mass balance in leather processing, European Comission 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). US shipping outbound not included.

***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.