

A full-page photograph of two models on a beach. The model in the foreground is a white woman with long brown hair, smiling and looking to her right. She is wearing a red one-piece swimsuit with a white floral pattern. The model in the background is a Black woman with short hair, looking towards the camera. She is wearing a red two-piece swimsuit with a white floral pattern. They are standing in shallow, clear turquoise water. In the background, there is a blue sky with some clouds and a green hillside.

J.CREW

2021 RE-IMAGINED REPORT



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About *This* Report

Since our founding in 1983, J.Crew has been committed to creating timeless clothes that last a lifetime. We believe that corporate social responsibility and good business go hand in hand, which is why we're excited to share our first Environmental, Social and Governance (ESG) report with you. This is an exciting milestone in our journey and highlights the work we have done cross-functionally, and throughout our history, to operate a business that has positive impacts on the world.



About J.Crew Group

In this 2021 ESG report you'll find many updates, including new efforts to reduce our greenhouse gas impacts, progress towards the sustainability goals we set in 2021, and more details about how we are supporting our associates and the communities where we operate to build a more equitable world.

We aimed to align this ESG report with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) Standards and have included the results of our first materiality assessment. By aligning our reporting with these standards, we continue to increase transparency through our measurable progress and documented outcomes. The data covers our fiscal year 2021 (January 31, 2021 to January 29, 2022) and is completed in accordance with these standards.

From the people who create our products to the impact we have on the planet, we're re-imagining retail for the better at J.Crew. We look forward to you joining us on this journey.

For more information or to provide comments, please contact us at: socialresponsibility@jcrew.com.

J.Crew Group, LLC ("J.Crew Group") is an internationally recognized, American, multi-brand, omnichannel retailer of women's, men's and children's apparel, shoes and accessories. Our brands include J.Crew, J.Crew Factory and Madewell. While the focus of this report is on the J.Crew and J.Crew Factory brands, where there are shared initiatives managed across the brands, we will be reporting data at the J.Crew Group level.



Forward-Looking Statements

Information detailed in this report may contain forward-looking statements that speak to reasonable expectations and assumptions with our current understanding of our work. These statements may include phrases such as, but are not limited to “aim,” “believe,” “commit,” “could,” “drive,” “estimate,” “ensure,” “expect,” “goal,” “intend,” “may,” “might,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target” and “will” or similar expressions to identify forward-looking statements. All statements other than statements of historical or current facts, including statements regarding our goals, strategy and roadmap, potential impact statements, our plans, initiatives, projections, goals, commitments, expectations or prospects, are forward-looking. Forward-looking statements reflect management’s current expectations and inherently involve risks and uncertainties. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological

developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations and geographic regions, or other changes in circumstances. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. While we believe our forward-looking statements are based on reasonable assumptions, any of these assumptions and therefore, also the forward-looking statements based on them, could prove to be inaccurate. Given the significant uncertainties inherent in the forward-looking statements included herein, the inclusion of such statements is not a representation or guarantee that it will be achieved. Our forward-looking statements speak of the date of this report and will not be updated unless we are required by law to do so.



A Letter *from* Our CEO

At J.Crew, timeless style and long-lasting quality have always been at the core of what we do. We're proud to have a rich history of creating pieces that are meant to find a forever home in your closet.

Reflecting on the last few years, it has never been more clear that we must do more for both the planet and its people. For J.Crew and J.Crew Factory, that means acting as the change-makers we want to see and know we can be. We imagine a world where doing good is part of doing business.

That's why I'm thrilled to share our first J.Crew Re-imagined Report, outlining our sustainability goals and efforts, and the progress we've made toward creating a more positive social and environmental impact. We're building on the brand's earlier priorities in order to rise and meet the challenges of today, including critical issues like the climate crisis, social inequality and supply chain disruptions.

Our work in this area is prioritized across two core pillars: Product & Planet and People & Partnerships. We've set clear goals for each, underpinned by science-based targets where possible, in an effort to reduce our environmental impact and build equity across our communities.

As a company, we're investing in better practices from farm to store, and there have been many

accomplishments to celebrate over the past few years. Among them is a shift to more sustainable materials and responsible sourcing and leading with a regenerative agriculture program that works with farmers to not only transform our product, but influences an overhaul of the intersection of farming and the retail industry. We're also proud of our commitment to equity and decent work through our partnership with Fair Trade USA™.

In addition, our brands have made significant advances toward eliminating virgin plastics from our packaging and continue to work with outside partners to find new, innovative solutions to this global challenge. Thanks to the ongoing collaboration of our dedicated team members, we're well on our way to meeting our goals, and I look forward to keeping everyone updated on our progress through these reports.

There is important work to be done, and we at J.Crew and J.Crew Factory must be a part of it—both within our company and out in our communities. From the people who create our products to the impact we have on the planet, we remain committed to doing better every step of the way.

All my best,

Libby Wadle, CEO

2021 Highlights

There were many things to celebrate in 2021 and, at the same time, we learned we can show up even more to make a positive impact within our two core pillars: Product & Planet and People & Partnerships. Here are some of our proudest moments of 2021:

52% of our fibers were sustainably sourced, **up from 42 percent** in 2020. This includes **61 percent of our cotton**, which was certified organic, recycled or sourced through Better Cotton.

100% of our sweater and non-apparel cashmere collections were certified to The Good Cashmere Standard®, an independent standard that provides full traceability of our cashmere fibers and improves the welfare of cashmere goats, the lives of farmers and farming communities and the environment in which they live.

Through our partnership with One Warm Coat, we donated **\$10 for every eco-puffer** sold, helping to warm over

150,000 people.

\$1 million contributed in Fair Trade premiums, helping to empower over **13,000 workers** across **nine factories** around the world.

We teamed up with Textile Exchange, Kering and CottonConnect to publish the *Regenerative Agriculture Landscape Analysis*, a landmark framework for the fashion industry to understand, communicate and invest in regenerative agriculture.

We joined the **Black in Fashion Council (BIFC)**, which ensures Black individuals in the fashion industry are represented and have access to advancement. We are committed to working with the BIFC as we move forward to create space and opportunity within our industry.

We trained design, sourcing, production, marketing and merchant associates in Design for Circularity. Our **Circular Design** Workshops included topics like Zero Waste Pattern Cutting, Design for Cyclability and Denim Circularity.

50% of positions on our Board are held by women.
50% of positions on our Board are held by members of underrepresented racial and ethnic groups.

7,000 hours of volunteer time donated by our associates to the communities where we live and work.

We teamed up with World Wildlife Fund (WWF) to undergo a **water analysis of our supply chain**. This is just the start of our water stewardship efforts.



Our Approach to ESG

At J.Crew and J.Crew Factory, our focus is driven by our leadership, reinforced by our employees and further advanced by our impassioned customers and communities. This commitment runs across everything we do, at all levels of our organization and beyond, impacting our suppliers, partners and customers.

Our ESG work is informed by our materiality assessment and guided by our J.Crew Re-imagined strategy. J.Crew Re-imagined's two pillars—Product & Planet and People & Partnerships—set a path forward for J.Crew's environmental and social efforts and outline how we can best manage these commitments across the company.



The J.Crew brand teams collaborate with J.Crew Group level leadership to best leverage our collective power and scale to create the greatest impact. Each of our brands plays a distinct and important role in fulfilling our ESG priorities. By engaging each of our brand's stakeholders authentically, we can create a dedicated and impassioned movement. At J.Crew, for example, our commitment to ESG has been informed and derived from the brand's long-standing heritage of making made-to-last apparel. It is with this lens that we approach the future of ESG for the brand and company more broadly.

We evaluate our efforts relative to external frameworks including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). Our GRI and SASB Index performance is included as an appendix at the end of this report.

ESG Materiality

Our ESG framework is grounded in an analysis of J.Crew's material topics. This year, we conducted our first formal materiality assessment, guided by the GRI 3: Material Topics Standard. This process confirmed 16 key environmental, social and governance areas for our assessment. By including these 16 topics in our assessment, we acknowledge that they are all priorities for J.Crew Group, are addressed by our company and are reflected in our ESG strategy.

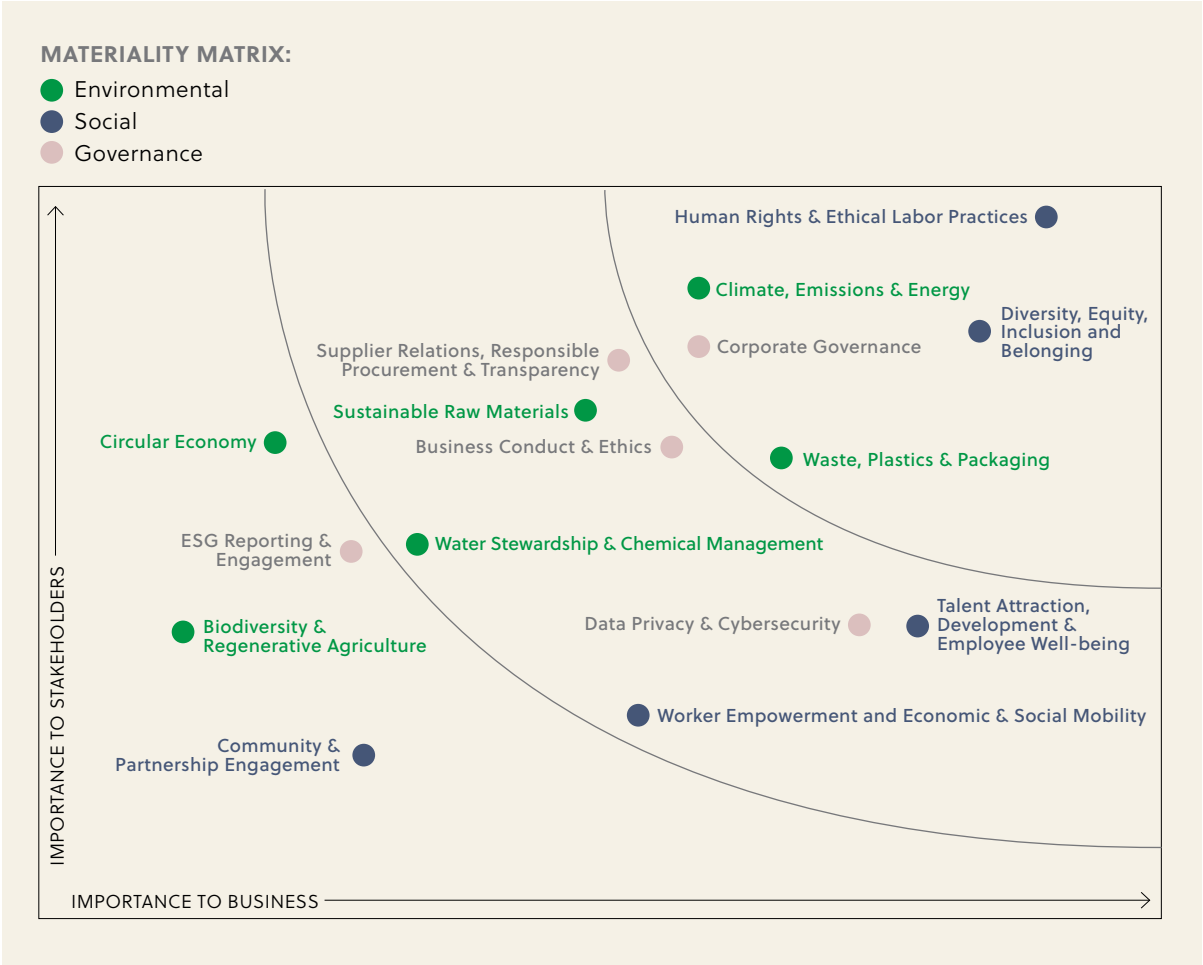
Our process was directed by a cross-functional steering committee, overseen by senior executives and supported by external ESG experts. We evaluated the organization's context, identified relevant ESG topics and impacts, and assessed the significance of those impacts through research and engagement with relevant stakeholders and subject matter experts. We tested the topics with information users to prioritize impacts for reporting. Stakeholders engaged included associates, suppliers, customers, partners, investors and nonprofits and industry organizations. Additional inputs included industry and company-specific ESG ratings, reports, media, and a customer survey with over 1,800 responses.

From this process, we identified 16 priority ESG topics based on their importance to both our business and our stakeholders. These prioritized topics were validated by senior executives. All 16 are covered in

this report and will continue to drive our ESG strategy and reporting going forward. We will periodically refresh our materiality assessment to ensure that priority topics reflect the evolving context and impacts of our business.

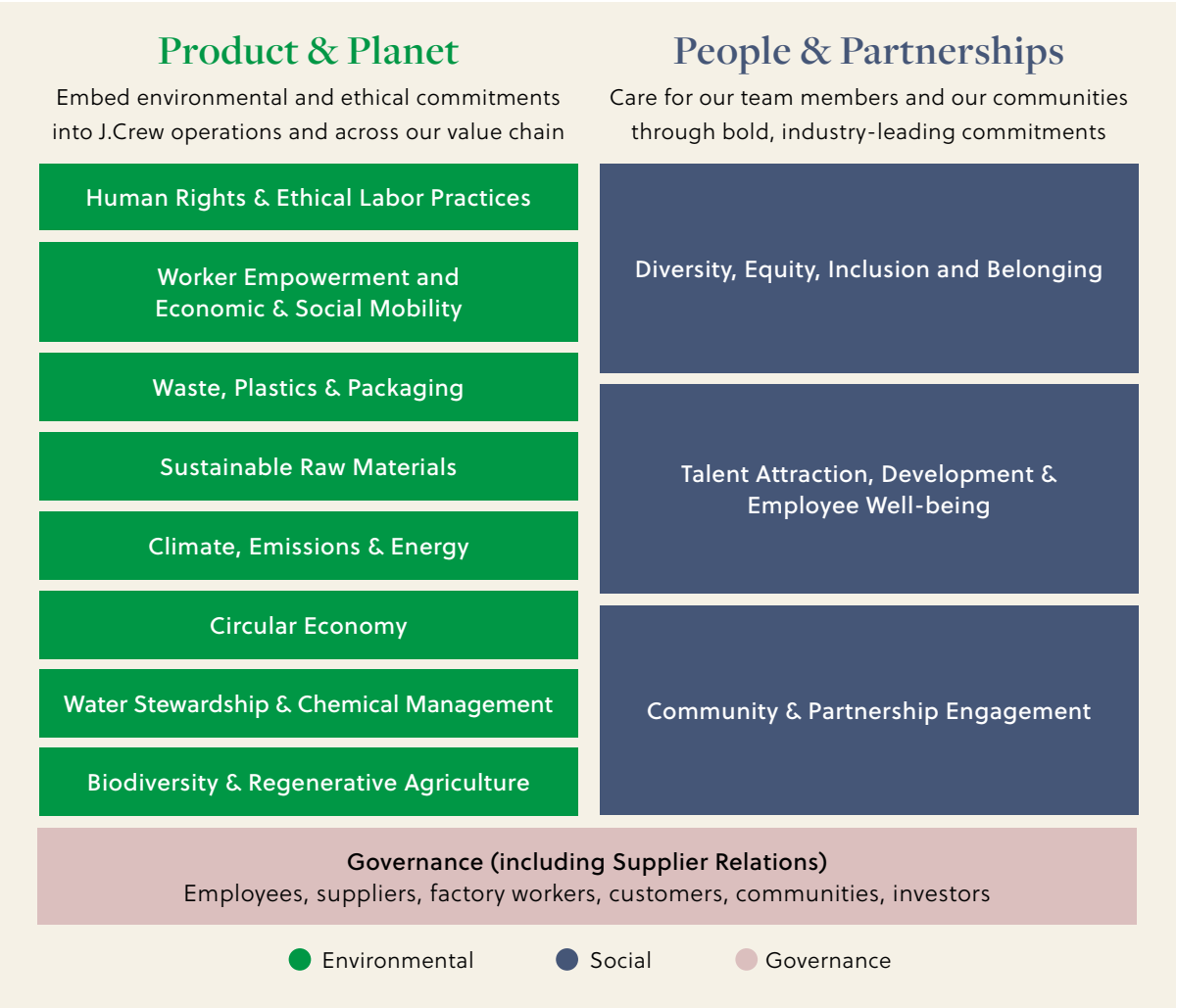
The resulting matrix identifies areas of importance for J.Crew Group and provides confidence that our strategy, as outlined in this report, is addressing the most critical matters for our business. Topics such as Human Rights, Diversity, Equity, Inclusion and Belonging, and Climate Change have been, and will continue to be, top priorities for our organization. We are also proud that we are addressing new and emerging topics, such as Regenerative Agriculture and the Circular Economy, and will continue to drive those topics, and all topics on the assessment, forward into the future.

For purposes of the materiality assessment of J.Crew Group discussed in this report, our definition of materiality is aligned with Global Reporting Initiative’s definition and is specific to our business priorities. For clarity, the identification of our material issues that guide our sustainability strategy and programs should not be construed as a characterization regarding the materiality or financial impact of such issues or related information to investors in J.Crew Group.



ESG Framework

J.Crew’s ESG Framework is centered on two pillars, Product & Planet and People & Partnerships. These pillars serve as a compass as we continually refine and advance our efforts to care for team members, those that make our products and our customer communities; and protect our planet, infusing environmental commitments into our operations and value chain. Underpinning our strategic focus on Product & Planet and People & Partnerships is a firm commitment to ESG governance.





The UN's Sustainable Development Goals (SDGs)

The SDGs were adopted by all United Nations Member States in 2015 and provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. We strive to align our J.Crew Re-imagined strategy with the SDGs so that we can contribute to this collective global vision. In order to have the greatest impact, we are focused on supporting and working towards the following six goals:



Gender Equality: Achieve gender equality and empower all women and girls.



Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all.



Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Climate Action: Take urgent action to combat climate change and its impacts.



Responsible Consumption and Production: Ensure sustainable consumption and production patterns.



Life on Land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss.



Product & Planet

From the people who create our products to the impact we have on the planet, we're re-imagining retail for the better at J.Crew. We're dedicated to addressing the environmental and social impacts of our products, and the fashion industry as a whole, while being more transparent with our customers, teams and partners.

In 2021, we shared four ambitious goals that are driving our Product & Planet strategy:

- By 2025, 100 percent of our key fibers will be sustainably sourced—including 100 percent of our cotton.
- By 2025, 100 percent of plastic and paper used for our packaging will be sustainably sourced.
- By 2025, over 90 percent of our cashmere and chino collections will be produced in Fair Trade Certified™ facilities.
- By 2030, we will be carbon neutral for our operations.

This report will share our progress towards these goals, as well as insights into where we are going next.

Our Fabrics

The journey from fiber to fabric can involve energy-, water-, and chemical-intensive processes, all of which contribute to the fashion industry's environmental impact. That's why it is our goal to source 100 percent of our key materials more sustainably by 2025. For J.Crew, our key materials include cotton, polyester, nylon, cellulosics, wool, cashmere and leather.

We are aligned to Textile Exchange's definition of preferred materials, which defines these as fibers or materials which result in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production.

To get to our goal, we're focusing on the following fiber-specific goals:


- **By 2025, 100 percent of our cotton will come from sustainable sources including but not limited to:** certified-organic, transitional-organic, regenerative, recycled and U.S. Cotton Trust Protocol Cotton (a program which aims to set a new standard in sustainable U.S. cotton production), as well as cotton sourced through the Better Cotton Initiative (a nonprofit dedicated to making global cotton production more sustainable).

- **By 2025, 100 percent of our polyester and nylon will come from sustainable sources including but not limited to:** recycled materials certified by the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS), which might include fishing nets, fabric scraps, old clothes or plastic bottles. We are also exploring innovative fibers and technologies to help us reach this goal.
- **By 2025, 100 percent of our wool will come from sustainable sources including but not limited to:** farms verified by the Responsible Wool Standard (RWS), NATIVA™ Protocol, certified organic wool or recycled wool.
- **By 2025, 100 percent of our cellulosic fibers will come from sustainable sources including but not limited to:** responsibly managed forests, recycled fibers from the Forest Stewardship Council (FSC), the Programme for the Endorsement of Forest Certification (PEFC) or suppliers approved by Canopy (an organization working to eliminate the use of ancient and endangered forests in viscose and other cellulosic fabrics). We also partner with Lenzing to incorporate their TENCEL™ Modal,

TENCEL™ Lyocell and LENZING™ ECOVERO™ fibers into our products. These cellulosic fibers are sourced from responsibly managed forests and are turned into fabric using a manufacturing process that limits the chemical, water and energy impacts of these materials.

- **By 2025, 100 percent of our leather will come from facilities certified by the Leather Working Group** (an organization that works to promote sustainable environmental practices in the leather industry), regenerative or recycled sources.
- **By 2025, 100 percent of our cashmere will be certified to The Good Cashmere Standard® or will come from recycled sources.**

Re-imagining our core materials means re-imagining how we work. To meet our 2025 goals, we are working across the company to find solutions and to develop sustainably sourced alternatives. Bringing together teams from Design and Production to Merchandising and Sales, this effort requires that sustainability is built into who we are as a brand and how we move forward.



We're also working on sharing more information with our customers and making it easier for them to shop "J.Crew Re-imagined."

Customers can use the dedicated filters on our e-commerce shop to find products that use a "Re-imagined fabric" or are made in a Fair Trade factory. Or, they can look for the sewn-in label on all "Re-imagined" products. For a list of what is considered a J.Crew Re-imagined fabric, visit page 80 of this report.

2021 Progress

We are proud of our progress to date. In 2021, 52 percent of our key fibers, by volume, were sourced from sustainable sources, up from 42 percent in 2020. We are confident that we are on our way to 100 percent.

61% of our cotton was certified organic, recycled or Better Cotton-sourced.

15% of our polyester came from recycled sources.

20% of our nylon came from recycled sources.

45% of our cellulosic fibers were sourced from renewable materials or those processed with low emissions and water usage provided by Lenzing Group or other FSC-certified viscose fibers.

13% of our wool was organic, recycled, or certified to Textile Exchange's Responsible Wool Standard (RWS).

21% of our leather was sourced from tanneries audited against the Leather Working Group (LWG) standard.

100% of our cashmere sweaters and non-apparel products used Good Cashmere Standard-certified cashmere.

Beyond sourcing more sustainable fibers, we are exploring new techniques and innovations in dyeing.

In 2021, we initiated a creative collaboration with Flora Obscura. The founder and textile artist, Alison Kelly, uses plants and natural dyes to create one-of-a-kind floral motifs. Our design team worked with Flora Obscura to reproduce her original designs, creating beautiful printed reproductions of Kelly's original designs and a few limited-edition, hand-dyed pieces.



COTTON

This natural fiber is our number-one raw material by volume and makes up almost 70 percent of our total fiber consumption. As a result, converting to more sustainable cotton is a key part of advancing our J.Crew Re-imagined strategy and is critical to achieving our goals. To achieve this effort, we are engaging in industry working groups, initiatives and partnerships and investing in the sustainable future of cotton. We are doing this in the following ways.

U.S. Cotton Trust Protocol: In 2021, we became one of the first members of the U.S. Cotton Trust Protocol (Trust Protocol), whose mission is to bring quantifiable and verifiable goals and measurement to the key sustainability metrics of U.S. cotton production. Their vision is to set a new standard in sustainable cotton production where full transparency is a reality and continuous improvement to reduce the environmental footprint of cotton production is the central goal. In 2021, we became one of the first brands to pilot the Protocol's Consumption Management Solution, with a select group of suppliers, and will begin scaling the program in the coming years. In 2022, we were the first retailer to offer Trust Protocol cotton in our fully Made-in-the-USA line of t-shirts.

Regenerative Cotton: As we continue to look for ways to drive sustainability across our cotton usage, we're investing in new forms of agricultural practices that have a positive impact on both the land and farming communities. In 2021, we began piloting and investing in regenerative agricultural programs with growers and strategic partners all over the world. Due to the efforts launched in 2021 to help farmers convert to regenagri® certified cotton, we are excited to start offering regenerative-certified products in 2022.

Organic Cotton: We source organic cotton certified to the Organic Content Standard (OCS) and Global Organic Textile Standards (GOTS). We are also exploring ways to incorporate transitional organic cotton into our products to support farmers as they change their farming practices to meet these standards.

Better Cotton: We are members of the Better Cotton Initiative, an organization that trains farmers to use water efficiently, care for soil health and natural habitats, reduce use of the most harmful chemicals and respect workers' rights and well-being. In 2021, we sourced over 7.5 million kilograms of cotton. An estimated 900 million gallons of water were saved and nearly 5,000 pounds of pesticides were avoided by sourcing Better Cotton, compared to conventional cotton.



We designed our very first swim collection in 1983 with one simple goal: to create timeless styles in the best fabrics that make people look and feel good.

Almost forty years later, we've evolved our classics with our most sustainable fabrics yet, UPF 50 sun protection and more sizes, colors and styles than ever. In 2021, 60 percent of our men's swim collection contained recycled nylon, and we had an eco-swim capsule in our women's line that contained recycled polyester and nylon. For our spring and summer 2022 collections, 90 percent of our men's swim contained over 50 percent recycled nylon, and all of our women's swim contained over 60 percent recycled materials. We're excited to drive this progress until we have 100 percent sustainable swimwear.

Recycled Cotton: Using recycled materials, including cotton, is key to supporting a circular economy and helping to address the issue of waste across the apparel industry. Recycled cotton has unique challenges, but our teams have been partnering with key mills to drive innovation in the use of recycled cotton in our products and have been increasing the amount used in our denim products.

SYNTHETIC FIBERS

Polyester and nylon account for about 8 percent of J.Crew's total fabric footprint. As we look to eliminate virgin plastic from our products, addressing synthetics is an important part of this goal.

Recycled Nylon: We are driving the use of recycled nylon across our products including our eco-swim and sustainable outerwear collections. Both lines contain nylon that is certified to the GRS, the RCS or uses Econyl—a 100 percent regenerated nylon yarn made from 50 percent postconsumer waste (like fishing nets and carpet fluff) and 50 percent pre-consumer waste (like industrial scraps).

Recycled Polyester: We have been using recycled polyester in our products since 2018, and continue to increase the amount used year over year. All recycled

polyester is certified to the GRS, the RCS, or uses REPVE®-branded polyester which comes from plastic bottles, yarns and fabric scraps.

We know it's also what is on the inside that counts, and that's why our puffers all use PrimaLoft® insulation, which is spun from recycled plastic bottles diverted from oceans and landfills. In 2021, our eco-puffer saved 4,396,549 bottles from landfills.

CELLULOSIC FIBERS

While cellulosic fibers make up 2 percent of our total fiber footprint, it is very important that we source them responsibly. That's why we have joined Canopy's CanopyStyle campaign to ensure that cellulosic wood-derived fibers, like viscose, do not come from ancient or endangered forests.

We also partnered with Lenzing to incorporate their TENCEL™ Modal, TENCEL™ Lyocell and LENZING™ ECOVERO™ fibers into our products. These cellulosic fibers are sourced from responsibly managed forests and turned into fabric through a manufacturing process that limits the chemical, water and energy impacts of these materials.



Our outerwear doesn't just contain recycled materials, it helps people around the world, too.

To celebrate our sustainable eco-puffer collection in 2021, we continued our partnership with One Warm Coat, a national nonprofit organization that works to provide a free, warm coat to any person in need. Coats are distributed in the communities where they were collected to children and adults in need, without charge, discrimination or obligation. We hold annual drives in our stores and at our corporate offices to collect coats to support this organization and its mission. In 2021 we donated \$1 for every eco-puffer coat we sold from October through December and an additional \$10 for each coat sold on Giving Tuesday. We were able to donate \$160,000 total to One Warm Coat and help warm 150,000+ people.

CASHMERE

Cashmere is an important fiber for J.Crew, and we are making significant efforts to ensure that it is sourced responsibly with respect to the animals, people and planet.

We support responsible cashmere production through our partnership with The Good Cashmere Standard®, an independent standard for responsible cashmere that aims to improve the welfare of cashmere goats, the lives of farmers and farming communities and the environment in which they live. J.Crew was the

first U.S. member of this organization and was the first U.S. retailer to set a commitment that all J.Crew cashmere sweaters and non-apparel products would use cashmere certified to their standard. We continue to drive this commitment—100 percent of J.Crew's cashmere sweaters and non-apparel products contained certified cashmere in 2021.

We also give back to the cashmere community. In 2019, we were the first U.S.-based company to join the Sustainable Fibre Alliance (SFA). In 2020, we partnered with the SFA to launch a Women's

Empowerment Program to support nearly 1,000 female herders and their households in Mongolia. The program, now in its third year, empowers women by focusing on education, financial incentives and increased economic returns for the women herders.

For a complete list of all the sustainably sourced materials we use, please see Appendix page 80.



Photo ©The Sustainable Fibre Alliance



Women’s Empowerment Program in Mongolia

In 2020, in partnership with the Sustainable Fibre Alliance (SFA), J.Crew launched a Women’s Empowerment Program to support female herders and their households in Mongolia.

Founded by two Mongolian women with more than six years of working with the extended cashmere supply chain—from herders to retailers—the SFA recognizes that women herders in Mongolia, despite having the potential to bring tremendous value to the cashmere supply chain, are hugely underrepresented within decision-making roles in their communities.

The Women’s Empowerment Program was established to help lift these women towards leadership roles.

This program set out to empower 1,000 women herders through social inclusion and by improving their economic prospects within the cashmere supply chain. The program involves a series of training workshops that target various issues within the industry—from better codes of practice when harvesting and sorting cashmere to the importance of cooperation between supply chain stakeholders.

Through gaining understanding of what the cashmere sector is looking for, the herders add value to their cashmere and strengthen relations with buyers, thereby securing their future income. The aim of the workshops was to ensure that women herders have the knowledge and skills that will help improve their social and economic participation within the cashmere sector and enable them to contribute to decision-making in their community.

Additionally, herders in the program received a premium per kilo of fiber that had been sorted, making news of the program spread fast, leading to more women wanting to participate.

- The programme has been implemented in 30 SFA-registered herding cooperatives across 25 administrative areas (soums) in 15 of Mongolia's provinces (aimags) to ensure that as many communities as possible have access to it.
- In 2021, over 2,200 women received direct and indirect training, and we are expanding to impact another 2,400 women in 2022.
- In 2021, over 50 tonnes of fiber was collected through the Fibre Sorting Program, which also met the requirements of the SFA Chain of Custody.

The training also taught the benefits of how working as a herding organization could be economically beneficial. The women were taught negotiating skills, which they used to avoid selling SFA fibers through "middle men," and thereby disrupting the SFA Chain of Custody. This process helped strengthen their relationships with processors and secure future income, helping the herding families to better financially plan and reduce their reliance on loans.

There were many additional benefits of the training, including eliminating plastic sacks from the packaging. The sacks are used to transport the raw cashmere to the processors, which then need to be removed in a labor-intensive process, and result in plastic waste. The women worked together to replace existing plastic sacks by sewing new ones or buying appropriate ones in bulk, thus reducing their plastic impact.

Narantuya Gendensuren, a participant in the program and member of the Yavyn Bulag cooperative in Khentii province, commented on the workshops: "I have gained a better understanding of cashmere preparation and I believe we will be better able to enter the world market if we produce cashmere according to these standards."

"J.Crew is committed to be a part of the Sustainable Fibre Alliance and continue to empower women herders in Mongolia by improving their economic and social standing," said Lisa Greenwald, Chief Merchandising Officer of J.Crew.

"We know that investing in women leads to benefits for their families and communities. This program will give over 1,000 women herders access to programs to help grow their individual businesses and take

important leadership positions in their communities. We are proud to be partnering with the SFA on this important work and are committed to continuing to protect the future of women herders and the cashmere industry," said Greenwald.

Batkhashig Baival, Country Director of SFA Mongolia stated, "We are improving the quality of cashmere harvesting and post-harvest management through the education and empowerment of rural women. Mongolian women herders play key roles in their communities and we are delighted that the women have been able to share and demonstrate what they have learned during this training with others. Their communities have benefitted from their training as it puts them in a better position to negotiate on price. In some cooperatives, they were able to obtain a better price for their processor-sorted cashmere fiber, in comparison to non-sorted fiber."

The training is enabling women to understand what consumers and processing plants are looking for when they ask for better quality. These discussions increase the women's sense of agency as cashmere producers in an international value chain and they are now asking what other ways they can improve the quality of their fiber.

Investing in Regenerative Agriculture

According to Textile Exchange, “regenerative agriculture holds immense promise for a range of co-benefits, including overall soil health, biodiversity, water availability and quality, animal welfare, and community resilience and livelihoods.” Regenerative agriculture is a priority for us at J.Crew, and sourcing fibers that may actively mitigate the effects of climate change is especially exciting.

We’re piloting regenerative agriculture programs for our natural fibers with growers all over the world. Since starting this work last year, we have developed sourcing partnerships focused on regenerative cotton and wool, and we’ve also released the Regenerative Landscape Analysis in partnership with Textile Exchange, Kering and CottonConnect. We also started paying growers across the globe an economic reward that we call “impact incentives” to transition towards regenerative farming.

REGENERATIVE LANDSCAPE REPORTING

In 2021, we teamed up with CottonConnect and The Kering Group to support a research paper led by Textile Exchange. The goal was to establish a body of knowledge for global regenerative agriculture in the fashion industry.

Published in January of 2022, the report provides a clear understanding of tools, programs and best practices related to regenerative agriculture. Here are a few of the key takeaways:

- A transition to regenerative agriculture is fundamental for the fashion and textile industry. The long-term health of the sector will depend on how it is able to work with farmers to develop more resilient systems. Regenerative practices offer immense social and environmental benefits too.
- Programs should be rooted in justice, equity and livelihoods. Indigenous advocates call for an acknowledgement of the Indigenous roots of regenerative agriculture and of past and current racial injustice to underpin future work.
- Regenerative agriculture is about much more than increasing soil carbon levels. While evolving soil science is calling into question exactly how long-term soil carbon sequestration works, holistic regenerative systems have documented interdependent co-benefits related to biodiversity, water availability and quality, climate resilience and livelihoods.

We also invite you to read the full report [here](#).

REGENERATIVE CERTIFICATIONS

In order to source regenerative cotton that has verified impacts on planet and farmers, we are focusing on the following two certifications:

- **Regenerative Organic Certified™ (ROC):** a new certification for food, textiles and personal care ingredients. The standard requires that farms and products meet the highest standards in the world for soil health and land management, animal welfare and farmworker fairness. The goal of the ROC is to promote agriculture practices that increase soil organic matter and sequester carbon below ground.
- **regenagri® Certified Cotton:** a new certification program focused on safeguarding the health of the land being harvested and promoting the well-being of those who live on it. The program is outcome-focused and built for continuous improvement to support farms transitioning from conventional farming to regenerative farming techniques. regenagri’s criteria for certification aligns with key regenerative practices including soil health, biodiversity, greenhouse gas emissions and water quality.



SUPPORTING THE REGENERATIVE TRANSITION

In 2021, we began piloting and investing in regenerative agriculture programs with growers and strategic partners all over the world.

REGENERATIVE FARMING IN THE U.S.

In addition to sourcing already certified regenerative natural fibers, we've also partnered with Crossland Consulting and Textile Exchange to support U.S. cotton growers in their transition from conventional farming practices into regenerative agriculture.

We are directly partnering with farms in Texas and Louisiana and are supporting their journey to improve their farming practices with the end goal of achieving the regenagri® certification. Some of the practices that they are transitioning into are no till or minimum till, cover cropping and diverse crop rotations, and integrating livestock where possible. These practices result in increased soil biodiversity, as well as overall species biodiversity on the farm.

To support growers transitioning into regenerative agriculture, we are providing "impact incentives," which are payments directly to the farmers who are a part of our program. We are committed to supporting these growers through a three-year period of continuous land improvement on their regenerative journey.

For the 2021 cotton harvest, we positively impacted over 600 acres of land and committed to 968 bales of cotton (approximately 210 tons) which will be used in our products that are launching in 2023. This work has impacted approximately 24 farming families across 21 farms. We are taking the learnings of this first pilot and for the 2022 harvest we are aiming to increase the number of farmers and regenerative acres we support. We look forward to sharing more results in next year's report. This work can be read about further on page 78 of the [Regenerative Landscape Analysis Report](#).

REGENERATIVE FARMING IN INDIA

In 2021, we began partnering with our strategic supplier, Arvind Ltd., and regenagri® to support farmers in India as they convert to regenerative practices. Through the partnership with Arvind, we invested in converting 2,400 acres across hundreds of smallholder farms in India to regenerative farming practices, all certified to the regenagri® standard. We are proud to begin offering regenagri®-certified products starting in the Fall of 2022. We are excited by this program and are exploring ways to expand it to more farmers and more fabrics in the future.



Circularity

We are beginning our journey to strategically embed circular practices into our business that keep products in use for longer, design out waste, are made with recyclable and regenerative inputs and can be easily repurposed.

DESIGNING FOR CIRCULARITY

While we might not have specifically referred to it as circularity, we have always considered the longevity and durability of our products, making timeless pieces that last a lifetime. In 2021, we launched a circular design training for associates in departments that contribute to making our products, from design to merchandising to sourcing. The curriculum included trainings on modularity, versatility, recyclability, durability and designing out waste. The trainings allowed time for brainstorming and concepting of how to drive circularity across our products and processes.

There is a tremendous amount of work we can do to shift to a more circular model. We believe training our teams is just the start of a strategic ongoing effort for the company.

PROMOTING FABRIC AND GARMENT RECYCLING

We collect fabric scraps from our home office that would otherwise be thrown away and recycle them with FABSCRAP, an organization that keeps these materials out of landfills. The organization is working to end commercial textile waste through fabric

recycling, downcycling or reuse in their in-person and ecommerce shops, and we're lucky to be one of their partners. In 2021, J.Crew saved 38 tons of CO₂ from entering the atmosphere—the equivalent of planting 570 trees—by recycling with FABSCRAP.

We also donate samples and damaged items to charity through Good360, which partners with socially responsible companies to source highly needed goods and distribute them to nonprofits that support people in need. Through our partnership, we have donated goods that have impacted over 12,000 people around the world.

In partnership with refashionNYC, associates at our corporate office in NYC donate thousands of units of their personal clothing, accessories and more to Housing Works—a healing community of people living with and affected by HIV/AIDS.

SOURCING CIRCULAR MATERIALS

Our sustainable materials goal includes sourcing recycled fibers, particularly polyester, nylon and cotton. We are already starting to re-imagine certain products, such as our Ghostnet parka made from ECONYL® nylon (regenerated nylon made from fishing nets, carpet fluff and industrial scraps) with PrimaLoft® insulation (spun from recycled plastic bottles). We will continue to introduce recycled materials—particularly those from post-consumer waste—where possible.




Animal Welfare

We aim to work with partners who are equally committed to ethical sourcing, including responsible and humane animal welfare practices in the supply chain. In 2019, we released our corporate Animal Welfare Policy (see [Appendix](#)). We require that all our suppliers adhere to baseline requirements for the materials used in our products, and those who provide materials of animal origin must meet these additional ethical standards.

Moving Forward Together

We recognize that no one company can tackle fashion's sustainability challenges alone, so we are committed to using common tools and working collectively amongst our peers and other industry partners to drive impact across the broader apparel industry. As members of the Better Cotton Initiative, The Good Cashmere Standard®, Sustainable Fibre Alliance, Textile Exchange and U.S. Cotton Trust Protocol®, we are continuing to work with these organizations and others to exchange knowledge and best practices. It is through these efforts that we are able to harness the momentum of the apparel industry to begin to influence what we see as seismic shifts in the sustainable material space and the circular economy.



Since launching our Fair Trade program in January 2019, we've:

- Contributed over \$1 million in Fair Trade premiums
- Certified nine factories across Asia and Central America
- Benefited approximately 13,000 workers

Our Responsible Supply Chain

We acknowledge our responsibility for building and maintaining a responsible supply chain, from supporting the workers who create our products to driving transparency throughout our supply chain. Here is how we are addressing these issues at J.Crew.

FAIR TRADE

We aim to empower workers and ensure fair conditions and equal economic opportunities for the people who manufacture our products. This is why we've partnered with Fair Trade USA™ and are committed to ensuring that over 90 percent of our Cashmere and Chino collections will be sourced from Fair Trade Certified™ factories by 2025. We will also continue to drive Fair Trade across all product categories, to deliver positive impacts to workers throughout our supply chain.

We have made great progress to date. In 2021, 13 percent of our Retail Chinos were produced in Fair Trade Certified™ factories, and that number will continue to grow in 2022. Additionally, we worked to certify one of our key cashmere factories, and it achieved Fair Trade certification in early 2022. We are excited to offer our first Fair Trade Certified™ cashmere by the end of 2022.

For each product produced in a Fair Trade Certified™ factory, J.Crew pays a premium that goes directly to a fund governed by the people who make our clothes. Each factory forms a democratically elected committee that votes on where this money goes; past examples have included funding a daycare center, building an on-site clinic and receiving direct cash bonuses. A committee of factory workers decides how to utilize the funds in ways that meet their unique local social, economic and environmental needs.

At Saitex, our long-time factory partner in Vietnam, over 2,000 workers' children were given educational scholarships to assist with school fees and purchasing school supplies. The impact of these Premiums extends beyond the walls of the factory and creates opportunity and support for thousands of people. Saitex also continued their Premium payments towards extended health insurance to help with treatment fees not covered by national health insurance, as well as COVID-19 related expenses including bi-weekly COVID testing. Throughout the COVID-19 pandemic, the cost of food and consumer products continued to rise, and Premium payments were important to alleviating some of this burden.



SUPPLIER ENGAGEMENT

At J.Crew we believe that fair and decent working conditions, freedom of opinion and expression and an adequate standard of living are basic human rights. This is why we are committed to sourcing our products in an ethical, responsible and legal manner. We expect our suppliers to share our core values and to partner with us in our commitment to continuous improvement and in promoting better working conditions.

We have a responsibility to operate and grow our business ethically, responsibly and legally. Our Supplier Code of Conduct is the cornerstone of our responsible sourcing programs. This code is based on the International Labor Organization (ILO) core standards and requires compliance with all laws in each of the countries in which our facilities operate. The code applies to every level of our supply chain, including all approved subcontractors, homeworkers and sub-suppliers. It outlines fifteen specific expectations related to labor and human rights, environment, and fair and honest operating standards.

J.Crew collaborates across the fashion industry with organizations actively improving global labor standards and workplace conditions. We are members of Fair Factories Clearinghouse and Business for Social Responsibility™, and we partner with Better Work to improve social dialogue and

worker engagement in supplier factories. Better Work engages directly with our factories in Vietnam, Bangladesh, Cambodia and Indonesia.

We support our suppliers with tools and best practices for safe working conditions, including training and consultations. Our suppliers agree to monitoring by third-party, independent audit firms to ensure ongoing compliance. Most inspections are semi-announced, and when necessary, fully unannounced.

All new suppliers are subject to inspection and approval before any purchase orders are placed. The existing factories within our supply chain are routinely inspected based on their previous compliance performance and their overall external risk factors. Inspections consist of document review, private and protected worker interviews and a walk-through of the facility to assess worker well-being, health and safety.

In 2021, we conducted 126 audits to assess the level of compliance with our Supplier Code of Conduct. We uphold a rigorous Code of Conduct and as a result, two factories were not approved for production based on an unacceptable level of compliance, and we ceased production in two existing factories that did not support key elements of our Code. Fifteen percent of our factories achieved top audit ratings, and the majority of our factory audits resulted in what

we consider a “Fair” rating due to the need for system or procedure changes to be remediated within six to twelve months. And 10 percent received a rating which required remediation within three months to remain a J.Crew supplier. In all cases, we worked with our suppliers to develop and implement a Corrective Action Plan specific to the issues cited during the audit. We also accepted 104 audits which were conducted by industry certification programs or other retail brands. For these audits we reviewed the level of compliance and worked collaboratively with the program or brand to support sustainable resolution to the non-compliances.

J.Crew collaborates with suppliers to help identify compliance issues and their root causes and uses a capacity-building and continuous improvement model to reach a higher level of social compliance in our supply chain. However, if a critical issue related to working standards or required procedures is cited, or if the supplier is unwilling to correct non-compliances or reach a higher level of social compliance, J.Crew may terminate the business relationship.

Modern Slavery

J.Crew is committed to preventing modern slavery of any kind in the manufacturing of our products. Based on reports documenting the systemic use of forced

labor (including child labor) in the harvesting of cotton in certain parts of the world, our policy prohibits the sourcing of cotton from these regions for the manufacturing of our products. We continually collaborate with industry associations, NGOs and other brands to raise awareness of this very serious issue and advocate for its elimination. Upon independent verification that cotton in any of these regions is no longer harvested using forced labor, we will re-evaluate this policy.

Worker Safety

Protecting workers’ safety, health, and well-being throughout the production process is also a requirement of our suppliers. Our compliance audits include many elements related to the safety of workers in factories and dormitories. We routinely inspect for building and machinery safety, fire safety, proper handling and storage of chemicals and hazardous materials, and safe evacuation procedures.

We also work to maintain safe production processes in our factories including providing personal protective equipment for our workers. When we became aware of the health issues related to sandblasting, we prohibited this process being used in the production of denim and other J.Crew products.

Worker Voice

We believe all workers need the freedom to raise grievances and be free from any retaliation. All of our suppliers must recognize and respect the rights of workers to freedom of association and collective bargaining.

All suppliers are required to maintain a structured grievance procedure to report complaints or grievances and adopt a zero-retaliation policy. Workers must be trained on the process and understand the importance of reporting grievances or suspected misconduct.

SUPPLIER SUSTAINABILITY

At J.Crew our commitment to sustainability extends beyond our owned and operated capacity. We are working within our supply chain to thoughtfully design a path forward to reach our ESG goals. This could not be done without the strategic relationships we have developed with our suppliers who are equally committed to re-imagining retail for the better.

Transparency

In addition to knowing that our fibers are coming from more sustainable sources, it’s also important to understand where they come from. At J.Crew, increasing the transparency and traceability of fibers and yarns



and fully mapping our supply chain are high priorities. We know that operating a responsible business requires a deep understanding of where our products come from, who is making them and the environmental and social impacts they have along the way. That is why we are working towards increased transparency and traceability of our cotton supply chain by 2023, with other important fibers to follow.

In 2021, we created a policy to begin to trace our fibers back to their origin. Our mill and vendor partners are required to assist us in collecting and managing additional documentation that traces the origins of fibers and yarns used in J.Crew products. They also help us to monitor that there was no forced labor used at any step in our sourcing process.

In 2021, we also launched the Transparency One platform, a tool that allows us to connect with and map our supply chain. Vendor and mill partners who are on the platform are asked to disclose critical information—and where necessary, provide documentation—on their supply chain partners, including mills, spinners, traders and eventually farm-level information. This information helps us to gain deeper knowledge of our supply chain and ensures that we are working with partners who are willing and able to partner with us as we drive towards full traceability and transparency.

To support our traceability efforts, we follow the chain of custody standards outlined by our various sustainable fiber platforms, and trace fibers using online platforms that utilize blockchain and other technologies.

Measuring Supply Chain Sustainability

Since 2019, we have utilized the Sustainable Apparel Coalition's (SAC) Higg Facility Environmental Module (FEM)—a sustainability assessment tool that standardizes how facilities measure and evaluate their environmental performance—to understand the environmental impacts of our supply chain. We collect Higg FEM data at the J.Crew Group level, which covers factories that work with both J.Crew and Madewell brands. In 2021, 90 percent of our factory partners completed the Higg FEM Self-Assessment, and 63 percent also conducted a verification. We also engaged 59 mills to complete the Self-Assessment, and 47 of those were verified. We will continue to leverage this tool to evaluate the sustainability performance of our supply chain and contribute to our future goals around Scope 3 emissions and water impacts.



Chemical Management

We take a multifaceted approach to managing chemicals in our supply chain and on our products, guided by the AFIRM Restricted Substances List. We require our suppliers to comply with our J.Crew Supplier Code of Conduct, which communicates our chemical safety requirements, and we use third-party testing of products and components of products to monitor compliance with global chemicals regulations and J.Crew chemical restrictions.

To supplement these efforts, we ask our strategic Tier 1 cut-and-sew suppliers and fabric suppliers to respond to SAC's Higg FEM so we can assess chemical management in our supply chain. We are using this data to inform the evolution of J.Crew's chemical management strategy.

Water Stewardship

We are proud to announce our new water stewardship partnership with World Wildlife Fund (WWF). As one of the world's leading conservation organizations, WWF works in nearly 100 countries to tackle pressing issues surrounding nature, people, climate and water. Recognizing that apparel production is highly water intensive, we are committed to mitigating risks from water scarcity, water quality and ecosystem degradation in the communities in which we operate. We are excited to have WWF as a partner to identify and

pursue meaningful actions when it comes to water use in our supply chain.

In 2021, we completed an initial basin water risk assessment, covering physical, regulatory and reputational risks of the mills and factories in our supply chain. This work analyzed our supply chain against geographical risks including flooding and water quality. We also performed an operational risk assessment, focusing on 186 key mills and factories, which covered the impact of the business and production practices of J.Crew, such as water usage in denim laundries and discharge maintenance.

We know that it's crucial for our supply chain to be resilient, as weather-related extreme events intensify. Now that this phase one of work is complete, we will be spending the next year working with WWF to create contextual water targets to mitigate our water risks where they are most critical in the areas we work. This second phase will be informed by the results of basin water risk and operational water risk assessments. These results highlight the importance and need for collective action with other stakeholders in a water basin ensuring multiple actors are represented and shared challenges are addressed. We're excited to continue our work with WWF to address water use and continue to build our future water strategy.



Our Operations

We want to give customers a way to shop that reflects their (and our) values. That means more energy-efficient stores and distribution centers and looking for ways to reduce our waste by focusing on more sustainable packaging.

CLIMATE AND ENERGY

Climate change is one of the most pressing issues of our time. Rising temperatures, record-breaking severe weather patterns, and an increasing portion of the world's populations being exposed to climate change impacts, such as drought, floods, heat waves and rising sea levels, is cause for action. We have set ambitious goals to reduce our impact. By 2030, our operations will be 100 percent carbon neutral, which includes Scope 1 and 2 emissions in our stores, distribution centers and offices.

To measure our progress, we conduct an annual carbon footprint that measures our Scope 1 and 2 greenhouse gas (GHG) emissions. We are actively using this data to determine our best path forward to reach our climate neutrality goal. After reviewing our facilities portfolio, we've developed a strategy that incorporates energy efficiency projects, renewable energy credits, green utility programs and carbon offset projects.

Understanding our own operations is just one part of the equation. That is why this year we conducted

a Scope 3 footprint screening to better understand our impact throughout our supply chain. We assessed our business against fifteen categories, and it was determined that as an apparel manufacturer and retailer, the greatest source of emissions is from our purchased goods and services (the materials we use and the suppliers we work with) and our upstream travel and distribution logistics. This foundational work enables us to develop a roadmap to reduce emissions across our supply chain.

J.Crew Group is working on a path towards achieving a 33 percent Value Chain GHG Reduction, in line with the Paris Climate Agreement. This ambition to tackle our GHG emissions is twofold and includes:

1. Our near-term goal of being carbon neutral for our operations, Scope 1 and 2, by 2030
2. Creation of a roadmap towards reducing our Scope 3 emissions by 30 percent

Our Carbon Footprint

We historically track our energy usage from our retail locations, corporate office and distribution centers through a third-party platform. Our goals and ambitions are set on the foundation of a 2019 baseline. We measure both locations-based and market-based emissions for our Scope 2, to ensure that we are able to get a fuller understanding of our physical emissions and purchasing decisions.

Waste Management at Our Distribution Centers

In 2021, our distribution centers diverted a total of 1,900 tons of waste from landfills or 86.3 percent of total waste generated in 2021. Some of the ways we got there include:

- Reusing approximately one-third of inbound boxes for outbound shipments.
- Partnering with a recycling company to recycle leftover autobagger film that was previously sent to landfill, diverting approximately 160,660 pounds of waste annually.
- Recycling cardboard cores from autobagger film rolls, diverting approximately 10,103 pounds of waste from landfill annually.

We're continuing our partnership with the UPS carbon neutral shipping program, offsetting Scope 3 emissions derived from e-commerce shipping. This means that for every ton of CO₂ emitted by a package shipment, an equivalent amount of CO₂ is saved by a verified emission reduction project somewhere else in the world. Through this program with UPS, we offset 14,231 metric tons of carbon from our e-commerce package shipments in 2021. This is equivalent to offsetting the energy of 2,587 U.S. households for one year, or 3,162 vehicles driven for a year.

WASTE

Plastic is one of retail's—and the world's—biggest challenges. We're committed to reducing single-use plastics, phasing out virgin plastics and partnering with the industry to find collective solutions.

In 2021, we partnered with a sustainable materials management company to perform a waste benchmarking audit at 30 retail locations and our two distribution centers. The intent of this analysis was to determine waste reduction opportunities in our operations.

Highlights from the audit include:

- 1,532 pounds of waste were sorted
- 955.8 pounds were cardboard waste
- 566.2 pounds were trash waste, of which 262.3 pounds were LDPE#4 plastic

A great finding was that 63 percent of our waste is already being diverted through recycling streams, but that means we have a big opportunity to address the remaining 37 percent. One of the biggest drivers of that is plastic film, which we are working hard to address. We will be using all of this data to inform our strategy and activities going forward, to continue towards eliminating waste that ends up in landfills.

PACKAGING

We use packaging throughout our business—from protecting goods as they ship from our factories to helping e-commerce shipments get delivered to our customers' doors. We're actively reducing our packaging footprint wherever possible, using only what we need while making sure items get to customers the way they are expected to.

However, for the packaging we do need to use, we're working towards the following:

- By 2025, 100 percent of the paper used in our packaging will be sustainably sourced. We will give preference to recycled paper and paper that is FSC-certified.
- By 2025, 100 percent of the plastic used in our packaging will be sustainably sourced and will not contain any virgin plastic. We will give preference to recycled plastic and continue to explore other environmentally responsible alternatives.



We've made great progress towards these ambitious packaging goals.

- 41 percent of our paper and plastic packaging types are 100 percent sustainably sourced, which is up from 13 percent in 2020, an increase of 28 percent.
- We saw a 15 percent reduction in packaging types that did not meet our sustainability requirements.
- We transitioned our polybags to 100 percent recycled content, avoiding over 1.6 million pounds of virgin plastic each year.

Packaging is often the first thing our customers interact with, so it's important that they can see our commitments through the packaging they receive. Over the past couple of years, we have been able to make considerable strides converting our key paper and plastic packaging to more responsibly sourced materials, but we know we can do more. We are excited by the future of our packaging efforts as we look to explore new partnerships and pilot new materials.



People & Partnerships

Our Mission

We see you; and we welcome everyone. When it comes to diversity, we take the broadest possible view, including seen and unseen qualities. Building and sustaining a culture where our associates, customers and community feel safe to be their most authentic selves remains our most essential priority. We're thinking broadly, shaping the future and working to make a sizable impact across the retail landscape and beyond.

We focus on three pillars within People & Partnerships, with our commitment to Diversity, Equity, Inclusion and Belonging (DEIB) woven throughout all of our efforts.

- Associates: "Everybody In"
- Customers: "Open to All"
- Community: "Enable Good"



Diversity, Equity, Inclusion and Belonging

The last two years saw a renewed focus and commitment to racial justice and diversity, equity, inclusion and belonging. To realize these commitments, we set actionable, company-wide business priorities and measures to further equity in our systems. The foundation of our program encompasses:



DEVELOPING LEADERS

We commit to integrating diversity, equity, inclusion and belonging into our approach to people management and leadership, ensuring that we are holding those with position and power accountable to creating a community and a culture that builds belonging, drives engagement and grows talent.



INFUSING TALENT

We commit to continuing to improve attraction, retention and promotion of associates of all backgrounds through our investments in our recruitment and onboarding processes.



FOSTERING INCLUSION

We commit to furthering our talent and business strategy by creating a workplace that integrates and leverages the uniqueness of each associate by investing in culture and community-building activities.



BUILDING EQUITY

We commit to continuing to create opportunities for full participation by all associates, including those from underrepresented and minority backgrounds, by a comprehensive review and refinement of our talent process. We will use the power of our business to drive change by working with organizations, brands and makers from underrepresented backgrounds.

REPRESENTATION

We are proud of the makeup of our Board of Directors, which has an equal gender balance along with strong representation of traditionally underrepresented ethnicities and races. In this chart, you will see a breakdown of our gender and ethnic/ race composition in the U.S. at the Board, leadership, and total company levels. While our overall company representation is generally indicative of the makeup of the U.S. population, we are committed to continuing to improve our makeup of women and traditionally underrepresented ethnicities and races at leadership levels.

Representation

GENDER BREAKDOWN

- Female
- Male

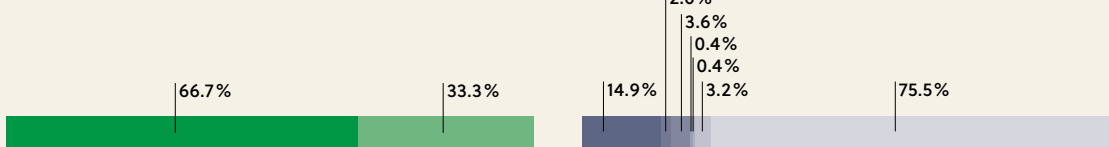
ETHNIC/RACE BREAKDOWN

- American Indian or Alaskan Native
- Asian
- Black or African-American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Not Identified
- Two or More Races
- White

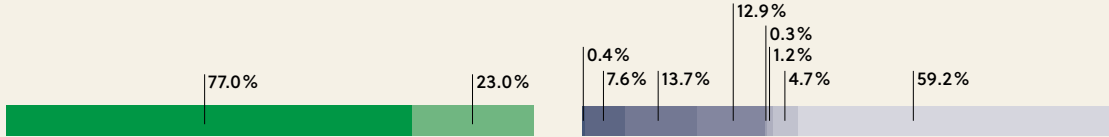
Board



Leadership (Director Level and above)



All U.S. Employees (Total Company)



Data has been compiled as of the end of Fiscal Year 2021 and is representative of all of J.Crew Group.



Associates

We believe that infusing J.Crew with more diversity across ethnicity, culture, gender, sexual orientation, age, and physical and mental abilities makes us more creative and successful. We commit to furthering our talent and business strategy by creating a workplace that integrates and leverages the uniqueness of each associate by investing in culture and community-building activities.

TALENT ATTRACTION

We continue to expand our talent pipeline and ensure our hiring managers are ready to bring in new employees without bias. Our recruiters all hold a diversity, equity, and inclusion (DEI) Recruiter Certification, which enables them to improve our diversity, equity, inclusion and belonging talent practices. We have also implemented interview guides to help counteract unconscious bias, enhanced training for hiring managers and more robust tracking of representation in the recruiting pipeline.

We are continuing to improve candidate pools for all positions—including entry-level and internship positions—by partnering with:

- BIPOC recruitment organizations like Jopwell, a career advancement platform for Black, Latinx and Native American students and professionals.

- Historically Black Colleges and Universities, Asian American Pacific Islander and Hispanic-Serving Institutions, Tribal Colleges and Universities, and organizations like Harlem's Fashion Row and America Needs You, which promote racial and socio-economic diversity.
- RAISE and participating in their RAISE x Anti-Racism Fund's inaugural internship program through Silver Arts Projects, a nonprofit supporting the work of overlooked artists. The internship program provides yearlong stipends and training in sustainable business practices. We're proud to have committed to hiring two interns for our summer hybrid internship program.

INCLUSION INITIATIVES

Corporate Equality Index: We continue to achieve a 100 percent score on the Human Rights Campaign's Corporate Equality Index, a benchmarking tool on corporate policies, practices and benefits important and pertinent to lesbian, gay, bisexual, transgender and queer employees.

We also take equity very seriously. We undertook a pay equity audit in 2021 to assess the salaries across J.Crew and J.Crew Factory to determine if everyone was being paid fairly, considering their work experience, credentials and performance. The study also made recommendations to rectify any inequities.

LEARNING AND DEVELOPMENT

We strongly support our associates' personal and professional growth by offering on-site, virtual and digital learning experiences, as well as other development resources and programs. Open jobs are always posted internally, and we aim to promote from within.

Over the last year, we have continued to enhance our formal and informal offerings to support our call to listen and learn from each other and from experts across different communities and experiences. We will build on these practices as we move forward. Initial actions include:

- We scaled our mandatory diversity dialogue training throughout the organization and are working to ensure all associates participate in this core learning experience.
- We launched our Learning Together resource site for all associates to educate themselves on topics related to diversity, equity, inclusion and belonging. This site includes crowd-sourced ideas from within our community.
- Through our standard communications channels, we have regularly surfaced content, stories and resources that promote greater understanding and community around DEIB-related topics.

LEADERSHIP SUPPORT

We are also investing in creating a stronger culture by creating mandatory trainings, such as Unconscious Bias and Inclusive Leadership, for our leaders that are Vice Presidents and above. While we previously had unconscious bias trainings, we added more in-depth and ongoing workshops.

WELLNESS

We're making space for the total well-being of our associates. We're dedicating resources to provide our community with effective tools to support a healthy balance between work and life, and to holistically improve stress management.

We regularly harness the power of open conversation with community discussion forums, where associates can share personal experiences, observations, and thoughts around DEIB-related topics. Over the last year, we have created spaces through our community forums on topics including Black Lives Matter and anti-Asian violence.

EMPLOYEE BENEFITS

Our employees are one of our most important assets. By providing health and well-being support and resources for them to grow and learn, we strive to continue to be a company that people love to work for. Our benefits help us attract and retain impressive talent.

We believe in competitive and equitable pay for our associates. On a regular basis, J.Crew Group conducts compensation studies to make sure all associates are paid fairly based on their experience, skills, position, performance and other objective factors.

Eligible associates and their family members receive competitive benefits beyond typical health insurance. We cover annual preventative screenings, smoking cessation and weight-loss support, and fitness discounts. We also offer a robust 401(k) plan with a company match, Flexible Spending Accounts, Healthcare Savings Accounts, financial literacy classes and commuter benefits.

Paid time off is crucial to managing the personal lives of our employees. We offer paid time off, generous paid parental leave for all parents (mothers and fathers, biological and adoptive) and flexible leave policies for other life moments.

RECOGNIZING DIVERSE IDENTITIES

J.Crew continues to recognize and celebrate key dates throughout the year with robust internal programming to honor the diversity of our community and create space for our teams to come together in a variety of different ways. This includes recognizing and celebrating months like Black History Month, Women's History Month, AAPI Heritage Month and Pride Month.

Our Focus on Racial Justice

One of our focal DEIB efforts is our commitment to work toward racial justice.

Together we stand against racism and for equality. We believe that Black lives have always mattered. We also stand clearly opposed to Asian hate and violence. We are dedicated to this work and will continue to hold ourselves accountable as we move forward.

In 2021, we:

- Added pronoun requests to employment applications and the onboarding process, and gave all associates the ability to add pronouns to email signatures in an effort to communicate that we welcome every gender identity.
- Refreshed our holiday calendar to promote representation and celebrate the range of holidays important to our employees, such as:
 - Made Juneteenth an official company holiday, recognizing the day that the last enslaved persons in the United States were emancipated. This holiday is an important reminder that freedom and justice are often delayed, and there is still much work to do toward equity and equality.
 - Created the opportunity for all associates to recognize the day that is most meaningful to them with a Floating Holiday, in addition to our standard paid time off bank.

ASSOCIATE IMPACT GROUPS

Associate Impact Groups (AIGs) are associate-led groups that gather based on common interests or identities. They provide a safe, welcoming and supportive environment to empower associates and allies across a broad spectrum of groups to address

their unique needs and perspectives. As part of our efforts to build a collaborative and connected community, we offer the opportunity to form and participate in AIGs which are open to all members of our team. Some of our current AIGs include BLAC, PRIDE, and Women+.

NON-DISCRIMINATION

Our company is committed to a workplace where everyone is respected and treated professionally. Harassment of any form is not tolerated, including but not limited to harassment on the basis of race, color, ancestry, national origin, religion, sex, marital status, age, sexual orientation, gender identity or expression, a legally protected physical or mental disability or any other basis protected under applicable law.

To prevent or mitigate potential negative impacts, we maintain an Open Talk Hotline that is available to all associates globally and provides an anonymous way to report suspected illegal or unethical conduct observed, discovered or experienced in the workplace. Our dedicated Associate Relations team was created in 2021, and it specializes in investigating discrimination claims and ensuring a positive workplace environment for all associates. Associates also complete mandatory annual training to ensure compliance with various national, state and local requirements.

Customers

We also believe in intentional inclusivity, purposefully opening our aperture to include and represent all—from size and shape, to race, ethnicity, religion, gender, age, ability and sexual orientation.

Our three focus areas of work include:

PRODUCT

We're passionate about what we make and how we make it, uncompromising in our high standards of quality, fit, inspiration and style. Inclusivity is never passive or an afterthought, it's an essential part of our brand that aligns to our values of redefining beauty and leaning into personal identity as a means of creative expression.

MARKETING

We're reshaping the narrative; creating a real, open and expansive interpretation of the modern moment; embracing inclusivity and creativity; celebrating the collective and individual identity; and setting us forward on a path of discovery.

CUSTOMER EXPERIENCE

We're designing and implementing actions that mitigate racial bias from the customer experience and fostering inclusive shopping experiences for all, celebrating all identities they hold.

One of the ways we honor this commitment is through our partnership and support of the Mitigate Racial Bias in Retail Charter ([the Charter](#)), a multi-stakeholder collaboration initiated by Open to All, aiming to implement tactics and actions to reduce racial biases from the shopper experience and create an environment that is truly open to all. Starting with the Charter, this growing collaboration also includes the development of training materials and an annual in-person convening.

As a founding signatory of the Charter, we and other participating retailers acknowledge that racially biased and unfair treatment exists broadly in our society and has an impact on the experience of shoppers. As an early signatory, we have pledged to design and implement actions that mitigate racial bias from the shopper experience, help foster inclusive shopping experiences for all, and work together to share best practices across the retail industry to drive change.

We show the Open to All decal in all stores, indicating that we maintain a welcoming and safe environment for people regardless of race, ethnicity, national origin, age, sex, sexual orientation, gender identity and expression, military status, immigration status, religion or disability.

The customers that shop our products, the employees that make it possible, and the partnerships that increase our impact, are all crucial to the success of our business. We're growing our associate volunteer program, connecting customers with nonprofits we admire, and creating opportunities to give back in the communities where we live and work. We are achieving these efforts through philanthropy and giving, volunteerism and corporate matching.

Throughout the year, we team up with organizations across the country that are aligned with our values and connect our customers to their missions. We support their work through monetary donations as a portion of a product purchase or by collecting physical items like coats and clothing.



Community and Giving

Doing good is a part of business. From Product & Planet to People & Partnerships, we are committed to making a difference in our communities. Whether we're volunteering our time, collaborating with community partners or making an impact through charitable contributions, we remain committed to driving transformative change to create a more equitable and just society. We do this through the following focus areas: supplier diversity, charitable partnerships and workplace giving.

SUPPLIER DIVERSITY

Fostering inclusive supplier relationships provides equitable opportunities for diverse and minority owned businesses; and has the power to create positive socio-economic impact. We remain committed to ensuring a diverse supplier base in the procurement of goods and services.

EXTERNAL PARTNERSHIPS

We stand in solidarity with external partners transforming the community. We're continuing to identify opportunities to deepen our partnerships to advance BIPOC members of the retail industry. Here are two partnerships that exemplify those efforts:

Black in Fashion Council: We have joined the Black in Fashion Council (BIFC), which is committed to representing and securing the advancement of Black

individuals in the fashion and beauty industry. We are committed to working with the BIFC as we move forward to create space and opportunity within our industry.

Fifteen Percent Pledge: We have committed to the Fifteen Percent Pledge at J.Crew. The Fifteen Percent Pledge is an organization pushing our country towards a more equitable economic future for Black people. The pledge ensures a minimum of 15 percent of our third-party vendors are Black-owned businesses.

CHARITABLE PARTNERSHIPS

We are proud to report that in 2021 we gave direct charitable donations to the following organizations:

Girls Inc.

Both in partnership with schools and at their own centers, Girls Inc. focuses on the development of the whole girl. The combination of long-lasting mentoring relationships, a pro-girl environment and evidence-based programming equips girls to navigate gender, economic and social barriers, and grow up healthy, educated and independent. They learn to value themselves, take risks, and discover and develop their inherent strengths. J.Crew is proud to have supported Girls Inc. since 2019. On International Women's Day 2021, we shared information and stories about Girls Inc. and gave a \$50,000 donation to the organization.



PFLAG

PFLAG is the first and largest organization for LGBTQ+ people, their parents and families, and allies in support of PFLAG's work to create a world where all people are respected, valued and affirmed. PFLAG was a new partner for us in 2021. Together we launched a Garment for Good collection for Pride Month, donating 50 percent of the retail price of each item, totaling \$100,000.

DonorsChoose

Founded in 2000 by a high school teacher in the Bronx, DonorsChoose empowers public school teachers from across the country to request much-needed materials for their students. We are proud to work with the organization in multiple ways, since 2017.

Together with New York City-based artist Katherine Bernhardt, we created a limited-edition Garment for Good collection in 2021 for women and children, donating 50 percent of the retail price back to DonorsChoose to specifically support schools across the country in need of art tools and supplies. We were able to raise approximately \$130,000.

Additionally, on Earth Day 2021 we provided DonorsChoose with a \$50,000 donation in support of schools in need of environmental science classroom supplies.

Baby2Baby

Baby2Baby provides basic necessities to children living in poverty. On Mother's Day 2021 we were thrilled with an opportunity to provide a \$25,000 donation to the organization.

ADDITIONAL CHARITABLE PARTNERS

We continued to build on our support and work to cultivate meaningful relationships among multiple organizations focused on the values that are core to J.Crew. In 2021 we provided direct charitable support to the following:

- Appalachian Trail Conservancy
- Blue Ridge Pride
- Creatives Want Change
- Fashion Makes Change
- Grace Institute
- Monsoon Asians & Pacific Islanders in Solidarity
- National 9/11 Memorial & Museum
- New York Cares
- The Skin Cancer Foundation
- When We All Vote

Garments for Good

Whenever possible, J.Crew likes to use its creative resources to lend support by designing T-shirts, hats, bags and other items to sell in our stores and online with a portion of the proceeds being donated back to our charitable partner.

Since we launched the program, we have donated millions of dollars to our charity partners through the sale of our Garments for Good items.

WORKPLACE GIVING

Our associates are one of our most powerful agents for change. Through volunteer projects and matched associate giving, we create opportunities to give back in the communities where we live and work.

You Give, We Give

The “You Give, We Give” Matching Fund has been set up to reinforce our associates’ individual support of causes that are near and dear to their hearts. We offer cash matches for their personal volunteer time or money given to registered 501(c)(3) nonprofits of their choosing. Together, we have donated to hundreds of nonprofits around the world.

Disaster Relief

Natural disasters happen, and unfortunately, we have no way to predict when. The Associate Disaster Relief Bank is designed to provide associates with additional

paid time off to deal with natural catastrophic events that directly impact the individual associate. In 2022, we will be launching the J.Crew Cares Associate Relief Fund to provide our associates with cash support when they need it most.

Associate Volunteer Program

We understand the positive impact our associates can have on the community, as well as the impact meaningful volunteer opportunities can have on our associates. Our J.Crew Cares volunteer program invites our associates around the globe to participate in community-based projects where they live and work. Since the launch of the J.Crew Cares volunteer program, our associates have donated well over 100,000 hours of volunteer service to our communities around the globe.



Governance

Quality and integrity are of key importance at J.Crew, from the merchandise we offer our customers to the corporate governance practices that guide our company's business.



Our Governance Structure

We manage our efforts under Product & Planet and People & Partnerships and hold ourselves accountable through our corporate governance structure. Responsibility and accountability of our efforts is managed across multiple teams.

PRODUCT & PLANET

Our Sustainability team and Human Rights team work in partnership to set our Product & Planet priorities and hold ourselves accountable to our goals. There are clear lines of accountability for each workstream:

- **Sustainability:** J.Crew has a dedicated Sustainability team who collaborates across the company and reports to the Global Head of Sustainability, who reports to our CEO. The team reports quarterly to a Steering Committee comprised of the CEO, COO, CSO, CMO and other cross-functional leaders. The committee reviews progress towards our goals and approves new initiatives and strategies as they arise.
- **Human Rights:** There is a dedicated team focused on social responsibility of our supplier community, with team members in the U.S. and Asia, who report directly and indirectly to J.Crew Group's General Counsel. This group is responsible for managing our approach to ethical sourcing and compliance and reports regularly to leadership including our CSO.

PEOPLE & PARTNERSHIPS

Our People & Partnerships work is led by our Chief People Officer, who has teams dedicated to HR, DEIB and Corporate Giving, and reports to our CEO.

DEIB Council

We believe that integrating DEIB into our approach to people management and leadership, and holding those with position and power accountable, will create a community and a culture that builds belonging, drives engagement and grows talent.

Clear governance is important to ensure the effectiveness of the DEIB strategies and programs. To hold ourselves accountable to our commitments, we created a cross-sectional DEIB Council in 2021 with a charter to provide oversight to our work and align our business goals to our DEIB strategy. The Council integrates the Diversity, Equity, Inclusion and Belonging blueprint into a broader business strategy, centers the work, assesses effectiveness and champions progress.

The DEIB Council is led by our Chief People Officer, who is Council Chair, and our CEO Libby Wadle, who is the executive sponsor. Council Members include leaders from across our Marketing, Stores, Merchandising, Supply Chain, Operations, Technology and Talent departments.

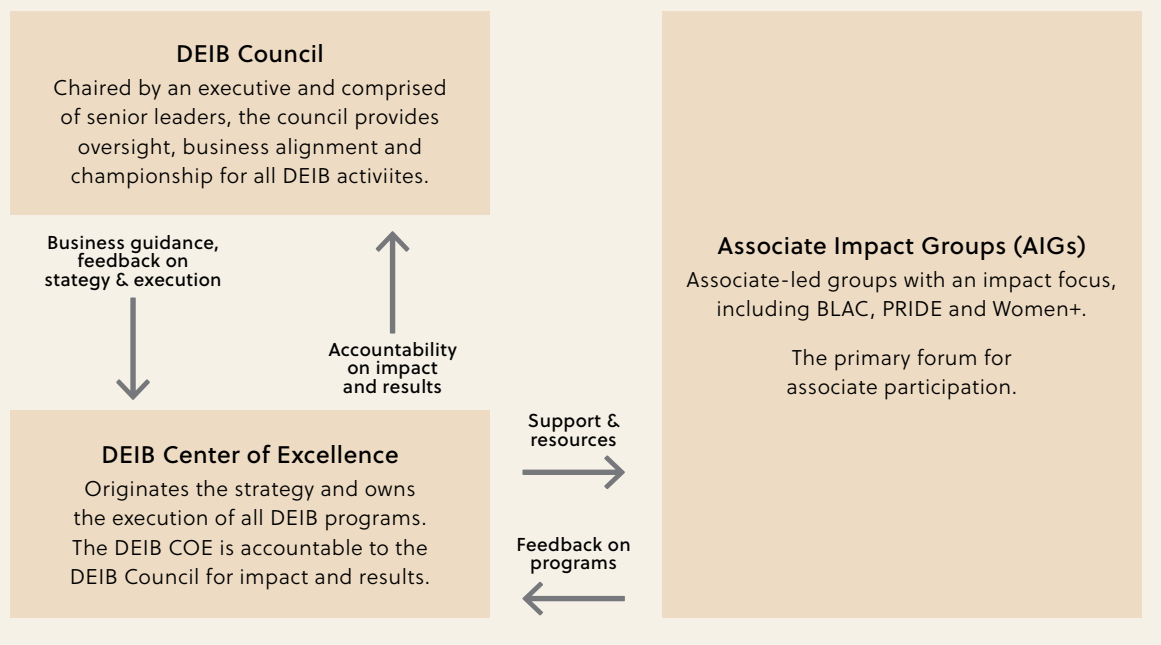
Engaging Associates

Caring for the planet and making smart choices about our impact aren't just corporate level strategies. Our employees also care about our environmental impact as a company.

At our home office, the Sustainability Squad, an AIG, continued to engage associates passionate about sustainability in and out of the office. The Squad meets monthly to discuss new sustainability initiatives and plan events to engage all associates. The Squad has plans to bring in sustainability speakers, as well as highlight our talented home office associates who can lead training in green initiatives like clothing mending and plant parenting.

DEIB Council Governance & Engagement

Clear Governance is important to ensure the effectiveness of the DEIB strategies and programs



Board Involvement

We hold quarterly Board meetings, alongside routine business meetings and monthly Board calls. The Board is provided with regular and frequent updates,

as well as presented new initiatives, for feedback and approval across all aspects of ESG. Fifty percent of our Board are women and 50 percent self-identify as members of underrepresented racial and ethnic groups.



ESG REPORTING AND STAKEHOLDER ENGAGEMENT

To truly integrate ESG into our business, we recognize the need to engage a wide range of stakeholders in our work. We activate company leaders through avenues like our Steering Committee, and we communicate with all associates through a quarterly Corporate Social Responsibility Newsletter, sharing progress on our initiatives as well as upcoming ESG events. We regularly seek input from a wide range of employees when developing and implementing our ESG strategy, recognizing that all parts of the business have a role to play in advancing our critical goals.

We engage our suppliers through annual vendor summits, where we share updates on our ESG goals and strategy and solicit feedback on our work. When bringing on a new vendor, we share information on our ESG work and discuss ways to support one another in achieving our shared goals.

We actively seek customer feedback on our ESG efforts as well. Each year, we survey our J.Crew customers to determine which ESG issues were most important to them, and we use those results to help inform our strategy. We engage with customers individually through our team email account (socialresponsibility@jcrew.com) and pay close attention to our customers' questions and make sure we are addressing their concerns. We are also

active members of multi-stakeholder organizations such as Textile Exchange, the Fashion Pact and the Sustainable Apparel Coalition, and contribute to and learn from the dialogues and expertise of these groups.

This report marks a significant effort by J.Crew to join the industry in reporting transparently on our environmental and social impacts, and on our progress towards ESG goals. We intend to publish ESG reports annually, covering both J.Crew, J.Crew Factory and Madewell. This year we have initiated reporting referencing the SASB reporting framework and GRI standards, and covering all prioritized material ESG topics following our first formal materiality assessment (see Materiality section for more details).

ETHICAL BUSINESS PRACTICES

Our Code of Ethics and Business Conduct ("Code of Ethics") provides the fundamental underpinning for our ethical and compliant conduct for associates. The Code of Ethics defines the way we do business worldwide and serves as a guide to help associates make responsible and prudent business decisions. Each of us at J.Crew is responsible for ensuring that the highest standards of conduct are upheld and encouraged. While the Code of Ethics applies to our associates and our Board of Directors, we also expect



our suppliers to behave in a manner consistent with our Code of Ethics. You can view our Code of Ethics on our investor website [here](#).

CYBERSECURITY AND PRIVACY

J.Crew Group takes its responsibilities related to customer data seriously, and we have put into place a wide range of technical and organizational measures to help protect customer data and to maintain appropriate confidentiality and use of data within our care. J.Crew Group's Privacy Policy governs the use of that data and is updated as needed to ensure new privacy laws and regulations are properly addressed. The company conducts regular training across the organization on security and privacy policies and standards. Our cybersecurity program is assessed, at least annually, by independent third parties against various industry standards, including annual Payment Card Industry Data Security Standard certification. Internally, we test aspects of the cybersecurity program routinely, including conducting incident response tabletop exercises. We also conduct ongoing security monitoring and testing of applications and systems and vulnerability scanning.

ANTI-CORRUPTION

We prohibit all forms of bribery, kickbacks and improper payments in all of our business operations around the world. Offering, giving or promising bribes, improper payments or anything of value to government officials, civil servants or anyone else to influence them is prohibited and illegal under the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act and other applicable local and international anti-corruption laws. Many of these laws are broad and carry significant legal penalties for individuals and companies found to be in violation.

REPORTING

We have an open door policy for reporting any violations of the ethical business practices we stand strongly behind. A 24-hour reporting phone line and website are available to any employee wishing to raise a concern anonymously or for those who cannot reach or get help from their manager or HR. We have a non-retaliation policy and we do not tolerate any retaliation against any associate reporting their concerns in good faith or for those participating in investigations.

Appendix

J.Crew Group – SASB Disclosure Index

APPAREL, ACCESSORIES & FOOTWEAR STANDARD

SASB Code	Accounting Metric	Disclosure
Management of Chemicals in Products		
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	<p>Unless otherwise specified, references herein to "J.Crew," "we" or "our" shall be references to J.Crew Group, LLC.</p> <p>Guided by the AFIRM Restricted Substances List (RSL) we communicate our chemical safety requirements to our suppliers to ensure we reduce the harmful substances in our products. We use third-party testing of products and the components of products to monitor compliance with global regulations and the restrictions we set.</p>
Labor Conditions in the Supply Chain		
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	<p>In 2021, we audited our Tier 1 suppliers to the J.Crew Supplier Code of Conduct. We make every attempt to reduce audit duplicity by accepting industry program audits, other brand audits and by conducting collaborative audits.</p> <p>In 2021, 100% of the audits were conducted by independent third party audit firms on behalf of J.Crew, by other brands which have a Code of Conduct consistent with J.Crew standards or by industry certification programs including Better Work and Fair Trade.</p>
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	<p>Due to the detailed nature of our audits and J.Crew's expectations, almost all audits cite at least a few non-compliances. As such, all suppliers are required to submit a detailed corrective action for each non-compliance cited, and we expect the facility to increase their level of compliance with our code on each subsequent audit.</p> <p>Non-compliance may result in termination of the factory. Otherwise, the vendor is sent a warning letter and, in some instances, may pay a penalty for non-compliance. Depending on the severity of the non-compliances, a follow-up audit will take place within three to six months to ensure the non-compliance has been addressed.</p>

SASB Code	Accounting Metric	Disclosure
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<p>Five countries contain 70% of our factories: this includes China, Vietnam, India, Cambodia, and Indonesia. We consider forced labor, child labor, unauthorized subcontracting, bribery and harassment or abuse as severe non-compliances. In the event there ever were to be a case of child labor, forced labor or bribery by the factory, any verified findings would lead to immediate termination of our relationship with the factory. Vendors with unauthorized subcontracting receive a warning letter and are terminated on the second occurrence. In situations of harassment or abuse, we will continue working with the factory as long as the offending person is terminated, the victim's complaints are resolved and training is provided to all management. Absent these remediations, we would terminate the relationship with the factory.</p> <p>J.Crew uses several strategies to ensure that factories increase their level of compliance with our code. We maintain very close tracking on the submissions of corrective actions after an audit has been completed. Each non-compliance must contain a detailed action plan with a completion date. There is follow-up with the factory until the corrective action plan is completed to our satisfaction. For more difficult issues, we sometimes recommend that a factory work with an industry consultant to better understand root causes and develop capacity building strategies. We also provide a financial incentive for factories to reach a high level of compliance with the J.Crew code. After the initial pre-qualification audit, any subsequent audit which results in a rating of good or very good will be paid for by J.Crew.</p>

Raw Materials Sourcing

CG-AA-440a.2	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	GRI 301-1 , materials used by weight or volume.
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SASB Code	Activity Metric	Disclosure		
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1		Madewell	J.Crew
		Tier 1 FEM	98	125
		Tier 1 FEM Verification	63	81
		Tier 2 (Mill) FEM	26	35
		Tier 2 (Mill) FEM Verification	20	28

J.Crew Group – GRI Content Index

STATEMENT OF USE: J.Crew Group has reported the information cited in this GRI content index for the period of January 31, 2021 to January 29, 2022, with reference to the GRI Standards.

GRI 1 USED: Foundation 2021

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 2: General Disclosures 2021			
2-1	Organizational details	Chinos Global Holdings LLC ("Chinos"), a Delaware Limited Liability Company, is the ultimate parent company of J.Crew Group, LLC ("J.Crew" or "Company"), which in turn holds the consolidated operations for the business, including Madewell, Inc. ("Madewell"). Unless otherwise specified, references herein to "we" or "our" shall be references to J. Crew Group, LLC. Headquarters for Chinos, J.Crew and Madewell is located at 225 Liberty Street, New York, NY 10281. J.Crew has its key foreign subsidiaries and/or representative offices in Hong Kong, China, India, Indonesia and Vietnam.	About this Report Content Index
2-2	Entities included in the organization's sustainability reporting	Chinos Global Holdings LLC and its subsidiaries report at a consolidated level. Prior to May 2020, J.Crew (formerly known as J.Crew Group, Inc.) was a voluntary filer with the SEC. J.Crew has multiple subsidiaries. This includes multiple entities for its three brands (J.Crew, Madewell and J.Crew Factory). The Company has two main operating segments, J.Crew (inclusive of the J.Crew and J.Crew Factory brands) and Madewell, which are aggregated into one reportable segment. The Company's identifiable assets are located primarily in the United States. Export sales are not material.	Content Index
2-3	Reporting period, frequency and contact point	This report covers the reporting period of our 2021 fiscal calendar year which is from January 31, 2021 to January 29, 2022. However, specific sets of data, including GHG emissions, may be represented on a calendar year basis. Our sustainability reports are published on an annual basis.	About this Report Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-4	Restatements of information	This report does not contain any restatements of information from previous reporting periods.	Content Index
2-5	External assurance	External Assurance was not sought for this reporting period.	Content Index
2-6	Activities, value chain and other business relationships	<p>The Company and its wholly owned subsidiaries (the "Company") operate the J.Crew®, J.Crew Factory and Madewell® brands which are internationally recognized apparel and accessories retailers that differentiate themselves through high standards of quality, style, design and fabrics.</p> <p>Our Company designs, contracts for the manufacture of, markets and sells women's, men's and children's apparel and accessories under the J.Crew and Madewell brand names. Our Company's products are marketed primarily in the United States through its retail and factory stores, its websites and select wholesale customers. We are a vertically integrated, omni-channel specialty retailer that operates stores and websites both domestically and internationally.</p> <p>Our Company sources its merchandise in two ways: (i) by purchasing merchandise directly from manufacturers and (ii) through the use of buying agents. We have no long-term merchandise supply contracts, and we typically transact business on an order-by-order basis. In fiscal 2021, we worked with 6 buying agents, who supported our relationships with vendors that supplied approximately 30% of our merchandise, with one of these buying agents supporting our relationships with vendors that supplied approximately 39% of our merchandise. In exchange for a commission, our buying agents identify suitable vendors and coordinate our purchasing requirements with the vendors by placing orders for merchandise on our behalf, managing the timely delivery of goods to us, obtaining samples of merchandise produced in the factories, inspecting finished merchandise and carrying out other administrative communications on our behalf. We have invested substantially in our direct sourcing capabilities and relationships with our vendors in an effort to decrease our reliance on buying agents. We sourced 70% of our merchandise directly from manufacturers within the United States and overseas, the majority of with whom we have long-term and, in our opinion, stable relationships.</p> <p>Our sourcing base currently consists of 145 vendors who operate 225 factories in 25 countries (as of December 31, 2021).</p>	Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location								
2-6 (continued)		<p>Our top 10 vendors supply 23% of our merchandise. Each of our top 10 vendors uses multiple factories to produce its merchandise, which we believe gives us a high degree of flexibility in placing production of our merchandise.</p> <p>Distribution Our Company owns a 282,000 square foot facility in Asheville, North Carolina that houses our distribution operations for our stores and wholesale business. This facility employed approximately 370 full and part-time associates as of January 29, 2022. Merchandise is transported from this distribution center to our stores and wholesale customers by independent trucking companies, with a transit time of approximately two to five days, or directly to our stores from our suppliers.</p> <p>We also own a 425,000 square foot facility in Lynchburg, Virginia that houses a customer call center and order fulfillment operations for our e-commerce business. The Lynchburg facility employed approximately 1,360 full and part-time associates as of January 29, 2022. This facility employs approximately 290 additional associates during our peak season. Merchandise sold through our e-commerce business is sent directly to domestic customers from this distribution center or our stores via the United States Postal Service, or UPS. We utilize a single third party to accept and fulfill online orders from customers in approximately 100 countries outside of the United States.</p> <p>The Company generates revenue from three sources: (i) customers who shop in its brick-and-mortar stores, (ii) customers who shop on its websites and (iii) wholesale customers who buy and resell its merchandise.</p>									
2-7	Employees (Total Company)	<table><tr><td>Female</td><td>7,345</td></tr><tr><td>Male</td><td>2,191</td></tr><tr><td>Undisclosed</td><td>47</td></tr><tr><td>Total</td><td>9,583</td></tr></table>	Female	7,345	Male	2,191	Undisclosed	47	Total	9,583	People & Partnerships Content Index
Female	7,345										
Male	2,191										
Undisclosed	47										
Total	9,583										
2-8	Workers who are not employees	All workers performing work for the organization are employees and the organization does not have any workers who are not employees.	Content Index								

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-9	Governance structure and composition	<p>The Board of Directors of Chinos (the Board) is comprised of 6 members. Chinos was established in September 2020 and 4 of the 6 current directors were appointed in September 2020. A fifth was appointed in December 2020 and a sixth in January 2021.</p> <p>The Board delegates certain authority to members of Senior Management/Executive Team. Chinos also has an Audit Committee and a Compensation Committee. Directors have extensive experience in Marketing, Finance, Consumer Products, Hospitality, and Human Resources, among other fields.</p> <p>Members of the Board hold Directorships on other privately held and publicly traded companies. Additionally, they hold Executive positions across different industries including IT, Finance and Consumer Products.</p> <p>The Global Head of Sustainability for J.Crew Group is a direct report of the CEO.</p>	<p>Governance – Our Governance Structure, Board Involvement</p> <p>Content Index</p>
2-10	Nomination and selection of the highest governance body	<p>Board members are nominated by the equity owners of Chinos as set out by the terms of the company's LLC agreement.</p> <p>As a privately held company and because our equity securities are not traded on any national securities exchange, the Board has not formally reviewed whether the four directors who are not employees of the Company or employees of an interest holder qualify as independent under the independence standards of the New York Stock Exchange or other stock exchanges in the U.S. One director is an employee of the majority interest holder and therefore would not be considered independent under these standards. In addition, the CEO who sits on the Board is an employee of the Company and would not be considered independent.</p>	Content Index
2-12	Role of the highest governance body in overseeing the management of impacts	Members of the Senior Management Team of the Company provide routine updates on new sustainability-related initiatives to the Board at routine business meetings, monthly board calls and/or quarterly board meetings.	<p>Governance – Board Involvement</p> <p>Content Index</p>

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-15	Conflicts of interest	<p>The Board adopted a Related Person Transaction Policy (“Policy”) which addresses the reporting and the review and approval or ratification of transactions with related persons which include (i) members of and nominees to the Board, (ii) Chinos’ officers, (iii) holders of interests equivalent to five percent or more of the Company’s voting securities and their respective affiliates, and (iv) immediate family members of the foregoing.</p> <p>Under the Related Person Transactions Policy, the Audit Committee shall review all Related Person Transactions reported to the Audit Committee and may, in its discretion, based upon a determination of whether such transactions are in the best interests of the Company or such other determinations as the Committee deems appropriate:</p> <ul style="list-style-type: none"> • approve or ratify such transactions, as applicable • request that the transaction be modified as a condition to the Board’s approval or ratification, or • reject the transaction. <p>In addition to the Policy, the provisions of the Company’s Code of Ethics & Business Conduct may apply to potential conflict of interest situations and such provisions are also considered in connection with the review and approval or ratification of Related Person Transactions.</p>	Content Index
2-16	Communication of critical concerns	<p>J.Crew and Madewell employees have access to a whistle-blower hotline (24/7) to address any concerns. All claims are investigated by members of the Legal Team and Human Resources. To the extent the Board needs to be made aware of a critical issue, Senior Management and the Company’s General Counsel communicate with the Board directly. Additionally, the Audit Committee meets quarterly, and the Board has monthly update calls and quarterly meetings on this topic.</p>	<p>Governance – Anti-corruption</p> <p>Content Index</p>

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-19	Remuneration policies	<p>We believe that a substantial portion of executive compensation should be performance-based. We also believe it is essential for executives to have a meaningful equity stake linked to the long-term performance of the Company; therefore, we have created compensation packages that aim to foster this culture. As such, other than base salary, compensation of our executives is largely comprised of variable or “at-risk” incentive pay linked to the Company’s financial performance and individual contributions. Other factors we consider in evaluating executive compensation include internal pay equity, external market and competitive information, assessment of individual performance, level of responsibility, and the overall expense of the program. In addition, we also strive to offer benefits competitive with those of our peer group and appropriate prerequisites.</p> <p>Base Salary Base salary represents the fixed component of our executive officers’ compensation. The Committee sets base salary levels based upon experience and skills, position, level of responsibility, the ability to replace the individual and market practices. The Committee reviews base salaries of the executive officers annually and approves all salary increases for the executive officers. Increases are based on several factors, including the Committee’s assessment of individual performance and contribution, promotions, level of responsibility, scope of position, competitive market data, and general economic, retail and business industry conditions, as well as, with respect to our executive officers other than the CEO, input from the CEO and the Chief People Officer.</p> <p>Annual Cash Incentives Executives typically have the opportunity to earn cash incentives for meeting annual performance goals. Historically, before the end of the first quarter of the relevant fiscal year, the Committee establishes financial and performance targets and opportunities for that year.</p> <p>Equity Incentives Certain eligible executives and Board directors participate in the Company’s equity incentive plan in order to have meaningful participation in the Company’s long-term performance and success.</p>	Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-20	Process to determine remuneration	<p>Our Board-level Compensation Committee (Three Members) oversees our executive compensation program. The Committee meets regularly, both with and without management. The Committee's responsibilities include, but are not limited to: assisting the Board in overseeing the Company's employee compensation policies and practices, including recommending to the Board the compensation of the Company's CEO and other members of the Company's senior management, and reviewing, approving and recommending to the Board for adoption incentive compensation and equity compensation policies and programs.</p> <p>We also hire outside compensation consultants to make recommendations and provide guidance to the Committee as and when needed.</p>	Content Index
2-22	Statement on sustainable development strategy	—	<p>A Letter from our CEO</p> <p>Our Approach to ESG</p>
2-23	Policy commitments	—	Governance – Ethical business practices
2-27	Compliance with laws and regulations	Zero instances of non-compliance that would qualify as significant occurred during the reporting period. We are subject to various legal proceedings and claims arising in the ordinary course of business. We do not expect that the results of any of these legal proceedings, either individually or in the aggregate, would have a material effect on our financial position, results of operations, or cash flows.	Content Index
2-28	Membership associations	The Fashion Pact, Canopy, Sustainable Apparel Coalition, Textile Exchange, U.S. Cotton Trust Protocol, Fair Factories Clearinghouse, BSR, American Apparel & Footwear Association, Fair Trade USA, Better Work, Sustainable Fibre Alliance, Aid by Trade/Good Cashmere Standard, RILA, NRF and AFIRM Group.	Content Index
2-29	Approach to stakeholder engagement	—	Stakeholder Engagement

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location	
2-30	Collective bargaining agreements	None of the Company’s employees are covered by collective bargaining agreements.	Appendix – Supplier Code of Conduct Content Index	
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	—	Our Approach to ESG – ESG Materiality	
3-2	List of material topics	—	Our Approach to ESG – ESG Materiality	
Environmental				
GRI 301: Materials 2016				
3-3	Topic management disclosures	—	Product & Planet – Our Fabrics, Circularity	
301-1	Materials used by weight or volume	Data provided below is for J.Crew Group.		Content Index
		MATERIAL	TONNES (OF RAW MATERIALS)	
		Cotton	16,678	
		BCI Cotton	9,507	
		Conventional Cotton	6,368	
		Organic Cotton	711	
		Recycled Cotton	91	
		Polyester	1,844	
		Conventional Polyester	1,520	
Recycled Polyester	324			

Disclosure Code	Description	Disclosure and/or Additional Remarks		Reporting Location
301-1 (continued)		MATERIAL	TONNES (OF RAW MATERIALS)	
		Cellulosics	796	
		Lenzing EcoVero™	83	
		Lenzing Refibra™	1	
		Lenzing Tencel™	245	
		Lyocell	66	
		Viscose	398	
		Sustainable Cupro	2	
		Leather	1,947	
		Leather & Suede	1,002	
		Recycled Leather	5	
		LWG Leather	940	
		Nylon	902	
		Conventional Nylon	742	
		Recycled Nylon	160	
		Wool & Cashmere	1,021	
		Better Wool	—	
		Cashmere	21	
		Conventional wool	422	
		Good Cashmere	180	
		Recycled Cashmere	0.6	
		Recycled Wool	6	
		Responsible Wool	156	
		Wool - Alpaca	44	
		Wool - Merino	191	
		Wool - Mohair	0	

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
301-2	Recycled input materials used	—	Product & Planet – Our Fabrics, Circularity Content Index
301-3	Reclaimed products and their packaging materials	Our shopping bags are made from 100% recycled paper and contain at least 40% post-consumer recycled content.	Content Index
GRI 302: Energy 2016			
3-3	Topic management disclosures	We historically track our Company's energy usage from our retail locations, corporate office and distribution centers through a third-party platform. We have also joined the Fashion PACT which requires a renewable energy commitment of 100% by 2030.	Content Index
GRI 303: Water and Effluents 2018			
3-3	Topic management disclosures	—	Product & Planet – Our Responsible Supply Chain – Supplier Sustainability – Water Stewardship
GRI 305: Emissions 2016			
3-3	Topic management disclosures	—	Product & Planet – Our Operations – Climate and Energy Appendix – Greenhouse Gas Emissions

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
305-1	Direct/Scope 1 GHG emissions	Our 2021, Scope 1 emissions for J.Crew Group were 1,967 MTCO ₂ e.	Product & Planet – Our Operations – Our Carbon Footprint Appendix – Greenhouse Gas Emissions Content Index
305-2	Energy indirect/Scope 2 GHG emissions	Our 2021, Scope 2 emissions for J.Crew Group were 16,608 MTCO ₂ e (location-based) and 18,659 MTCO ₂ e (market-based)	Product & Planet – Our Operations – Our Carbon Footprint Appendix – Greenhouse Gas Emissions Content Index
305-3	Other indirect/Scope 3 GHG emissions	Our Scope 3 screening footprint indicated that J.Crew Group's total Scope 3 emissions were 633,077 MTCO ₂ e. Our total upstream emissions accounted for 337,343 MTCO ₂ e, while 295,734 MTCO ₂ e were attributed to our downstream emissions. This measurement is not inclusive of fuel and energy related activities, upstream leased assets, processing of sold products, downstream leased assets, franchise, and investments, as they were deemed non-material to our Scope 3 activities.	Product & Planet – Our Operations – Our Carbon Footprint Appendix – Greenhouse Gas Emissions Content Index
305-4	GHG emissions intensity	Our 2021, GHG emission intensity MTCO ₂ e/Square Foot was .0052.	Product & Planet – Our Operations – Our Carbon Footprint Appendix – Greenhouse Gas Emissions Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
305-5	Reduction of GHG emissions	—	Product & Planet – Our Operations – Our Carbon Footprint Appendix – Greenhouse Gas Emissions
GRI 306: Waste 2020			
3-3	Topic management disclosures	<p>Towards the end of 2021 we enlisted Recycle Track Systems (RTS), a company helping businesses manage their waste more responsibly. RTS sorted 1,532 lbs. of waste outputs at a selection of key stores as well as both of our distribution centers and provided recommendations to help us reduce our overall waste, increase waste diversion, and ensure we are complying with waste removal regulations. The audits found that 63% of our waste is already being diverted through responsible recycling streams and laid out recommendations for us to achieve an 88% waste diversion rate.</p> <p>We selected 30 of our key retail store locations across the U.S., as well as both of our distribution centers, to participate in an audit that would help determine opportunities for waste reduction and increased waste diversion. The audits took place from September-December 2021.</p> <p>The average diversion rate of our audited waste was 63% before implementing any additional waste savings programs.</p>	Product & Planet – Our Operations – Waste Content Index
GRI 306-2	Management of significant waste-related impacts	When we were assessing our waste during the reporting period, we discovered that the LDPE (low density polyethylene) film produced by our automated packing lines was being sent to the landfill. We knew we wanted to change that. After researching options, we found a local recycler to partner with in 2021. We are now diverting an average of 4.2 tons per month or about 50 tons per year of LDPE film and keeping it out of landfills.	Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location	
GRI 306-3	Waste generated	This is a one-day snapshot of waste data collected from 30 stores and our 2 distribution centers in 2021.	Content Index	
		MATERIAL		WEIGHT (IN LBS.)
		TRASH		285.44
		Liquids		50.41
		MIXED PAPER		123.36
		MIXED PAPER—soiled		1.56
		Glass		2.34
		Glass—soiled		285.44
		Metal		50.41
		Metal—soiled		123.36
		Plastics		1.56
		Plastic—soiled		2.34
		Organics		0.46
		Cardboard		50.41
		Cardboard—soiled		123.36
		E/U Waste		1.56
		Other 1		2.34
		Other 2		0.46
		Other 3		9.081
Pre-sort total weight	1,788.45			

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 306-4	Waste diverted from disposal	<ul style="list-style-type: none"> • Diverting an average of 4.2 tons per month or about 50 tons per year of LDPE film and keeping it out of landfills. • Recycling leftover autobagger film that was previously sent to landfill, diverting approximately 160,660 lbs. of waste annually. • Recycling cardboard cores from autobagger film rolls, diverting approximately 10,103 lbs. of waste from landfill annually. <p>In 2021, our distribution centers diverted a total of 1,900 tons of waste from landfills or 86.3% of total waste generated in 2021.</p>	Product & Planet – Our Operations – Waste Content Index
GRI 308: Supplier Environmental Assessment 2016			
3-3	Topic management disclosures	<p>J.Crew suppliers must adhere to applicable local, national and international laws and regulations regarding the protection and preservation of the environment.</p> <p>Since 2019, to better understand the environmental impacts of our supply chain, we have utilized the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM)—a sustainability assessment tool that standardizes how facilities measure and evaluate their environmental performance. We assess the Higg FEM data at the J.Crew Group level, which covers factories that work with both J.Crew and Madewell brands.</p> <p>In 2021, we expanded the rollout of the Higg FEM to ~200+ suppliers. We launched our Transparency One platform, a tool that allows us to connect with and map our supply chain to ~40 tier 1 and ~200 tier 2 suppliers and requested 186 strategic suppliers complete WWF's Water Risk Operational Questionnaire.</p>	Product & Planet Appendix – Our Commitment to Protect Forests Content Index
308-1	New suppliers that were screened using environmental criteria	In 2019, 99% of our strategic factories, mills, and trim suppliers completed the Higg FEM module. In 2021, our facilities resumed participation in the module following a pause during the COVID-19 pandemic, with 90% of our Tier 1 factories completing the module.	Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
Social			
GRI 401: Employment 2016			
3-3	Topic management disclosures	<p>At J.Crew we greatly value our dedicated team and do our best to provide a working environment that is safe, caring, and free from adversity. We are an Equal Opportunity, Anti-Discrimination, and harassment-free employer. We host an Open Talk Hotline, have a Corrective Action Process, uphold a no retaliation policy, and many other fair employment measures and initiatives to ensure that our team remains safe and harassment free.</p> <p>To track the effectiveness of our employment practices, regular Diversity Reports, Pay Equity Assessments, and Attrition Reports—to name just a few—are shared with management. We also seek input from our team via an annual survey, stay interviews, and exit interviews.</p>	<p>People & Partnerships</p> <p>Content Index</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We offer a comprehensive and competitive set of benefits to our employees including:</p> <ul style="list-style-type: none"> • Medical, prescription, vision and dental insurance • Flexible spending account (FSAs) and health savings account (HSAs) • Life insurance • Short- and long-term disability • Pet insurance • Auto and home insurance • Maternity and bonding leave • 401(k) and matching • Legal plans and ID theft support • Tuition reimbursement • A gym membership discount <p>These benefits are available to differing extents based on location. For example, in our Asia offices, life insurance, health care, disability, retirement, parental leave are the primary benefits provided.</p>	<p>People & Partnerships – Associates – Employee Benefits</p> <p>Content Index</p>

Disclosure Code	Description	Disclosure and/or Additional Remarks				Reporting Location
401-3	Parental leave		Female	Male	Total	People & Partnerships – Employee Benefits Content Index
		# of employees entitled to parental leave	3,313	1,404	4,717	
		# of employees that took parental leave	130	24	154	
		# of employees that returned to work within reporting period	128	24	152	
		# of employees still employed 12 months after their return to work	128	24	152	
		Return to work and retention rates of employees that took parental leave	98.4%	100%	99.2% average	
GRI 402: Labor Management Relations 2016						
3-3	Topic management disclosures	<p>J.Crew collaborates across the fashion industry with organizations actively improving global labor standards and workplace conditions. We are members of Fair Factories Clearinghouse and Business for Social Responsibility, and we partner with Better Work to improve social dialogue and worker engagement in supplier factories. Better Work engages directly with our factories in Vietnam, Bangladesh, Cambodia, Indonesia, and Haiti.</p> <p>Internally, we track the effectiveness of our labor management relations efforts using various feedback mechanisms including Open Talk Cases, annual engagement surveys and seeking business partner feedback.</p>				People & Partnerships – Associates – Non-discrimination Appendix – Our Approach to Social Compliance – Industry Collaboration and Partnerships Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 404: Training and Education 2016			
3-3	Topic management disclosures	<p>We strongly invest in our associates' personal and professional growth by offering on-site, virtual and digital learning experiences, as well as other development resources and programs. Open jobs are always posted internally and we encourage promotion from within.</p> <p>Our Learning Ethos includes:</p> <ul style="list-style-type: none"> • We believe learning happens all the time • We take a 360 approach to setting a learning program (bottom up and top down) to ensure we are focused on learning outcomes right across the business • Helping to define our core leadership and cultural skills that foster an inclusive and high-performing environment, while also empowering associates to harness their strengths and share their knowledge to improve the way we work <p>Over the last year, we have continued to enhance our formal and informal offerings to support our call to listen and learn from each other and from experts across different communities and experiences. We will build on these practices as we move forward.</p> <p>The curriculum is focused on: LEADERSHIP</p> <p>We're focused on building leaders of the future with a learning program that aligns our leadership principles and sets associates up for success (here and beyond). This involves:</p> <ul style="list-style-type: none"> • Leadership skills (supported by a Korn Ferry Leadership Architect framework) • Ken Blanchard's Situational Leadership (SLII) for all people managers • 360 feedback and coaching • Accelerate Leadership Program to support succession planning • Mindful Leadership Skills for team leaders and personal effectiveness 	<p>People & Partnerships – Associates – Learning and Development</p> <p>Content Index</p>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We offer several programs for upskilling our team. This includes a DEI Program that is available to all employees, as well as an Asynchronous Learning via LinkedIn Learning (2021 only–discontinued for 2022), Training on Employee Safety – Stores, Distribution Centers, Compliance Training, and more. We also host a New Manager Development training for all new J.Crew and Madewell managers.</p>	<p>People & Partnerships – Associates – Learning and Development</p> <p>Content Index</p>

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
404-3	Percentage of employees receiving regular performance and career development reviews	100% - All full-time associates receive an annual performance rating, with quarterly conversations scheduled with their managers.	Content Index
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Topic management disclosures	<p>We believe that infusing J.Crew with more diversity across ethnicity, culture, gender, sexual orientation, age, and physical and mental abilities makes us more creative and successful. We commit to furthering our talent and business strategy by creating a workplace that integrates and leverages the uniqueness of each associate by investing in culture and community-building activities.</p> <p>We have also set actionable, company-wide business priorities to continue to further equity in our systems. The foundation of our program encompasses the following: developing leaders, infusing talent, fostering inclusion, and building equity. We continue to expand our talent pipeline and ensure our hiring managers are ready to bring in new employees without bias. Our recruiters all hold a DEI Recruiter Certification, which enables them to improve our diversity, equity, and inclusion talent practices. We have also implemented interview guides to help deter unconscious bias, enhanced training for hiring managers, and more robust tracking of representation in the recruiting pipeline.</p>	<p>People & Partnerships – Diversity, Equity, Inclusion and Belonging – Representation</p> <p>Content Index</p>
405-1	Diversity of governance bodies and employees	—	People & Partnerships – Diversity, Equity, Inclusion and Belonging – Representation

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 406: Non-discrimination 2016			
3-3	Topic management disclosures	<p>As outlined in our Code of Ethics, our company is committed to a workplace where everyone is respected and treated professionally. Harassment of any form will not be tolerated, including but not limited to, harassment on the basis of race, color, ancestry, national origin, religion, sex, marital status, age, sexual orientation, gender identity or expression, a legally protected physical or mental disability or any other basis protected under applicable law.</p> <p>To ensure we uphold this, we offer numerous resources to our team including and Open Talk Hotline, coaching and corrective action training, an independent Associate Relations team to investigate any claims of discrimination, mandatory harassment training and an annual Code of Ethics sign-off, as well as diversity training.</p>	<p>People & Partnerships – Associates – Non-discrimination</p> <p>Content Index</p>
406-1	Incidents of discrimination and corrective actions taken	No 2021 enterprise-wide view is available – however if any incidents occurred, they have been fully investigated.	Content Index
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Topic management disclosures	<p>We believe all workers need the freedom to raise grievances and be free from any retaliation. As such, all of our suppliers are required to recognize and respect the rights of workers to take part in freedom of association and collective bargaining. They are also required to maintain a structured grievance procedure for the reporting of complaints or grievances and to adopt a zero-retaliation policy. Workers must be trained on the process and understand the importance of reporting grievances or suspected misconduct.</p>	<p>Appendix – Supplier Code of Conduct</p> <p>Content Index</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our audit process includes assessment of freedom of association, guided by our strict policies which can be found in the Appendix – Supplier Code of Conduct.	<p>Appendix – Supplier Code of Conduct</p> <p>Content Index</p>

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 408: Child Labor 2016			
3-3	Topic management disclosures	It is company policy that J.Crew suppliers must not employ workers younger than 15 years of age. However, if the age for completing compulsory education or the minimum working age in the country of manufacture is greater than 15, suppliers must comply with all other applicable child labor laws and must ensure workers under the age of 18 do not perform work that may jeopardize their health or safety.	Appendix – Supplier Code of Conduct Content Index
408-1	Operations and suppliers at significant risk for incidents of child labor	Regular audits are conducted to ensure that operations and suppliers comply with our labor policies, which can be found in the Appendix of this report.	Appendix – Supplier Code of Conduct Content Index
GRI 409: Forced or Compulsory Labor 2016			
3-3	Topic management disclosures	J.Crew Group is committed to ensuring that modern slavery of any kind is not used in the manufacturing of our products. Based on reports documenting the systemic use of forced labor (including child labor) in the harvesting of cotton in certain parts of the world, our policy prohibits the sourcing of cotton from these regions for the manufacturing of our products. In the meantime, we will continue to collaborate with industry associations, NGOs and other brands to raise awareness of this very serious issue and advocate for its elimination. Upon independent verification that cotton in any of these regions is no longer harvested using forced labor, we will re-evaluate this policy. J.Crew suppliers must not use any type of forced, bonded, compulsory or prison labor. Suppliers shall ensure that all employment is voluntary, free from violence, threats, financial penalties or coercion. We require that there shall be no restrictions on movement or withholding of personal documents or deposits. Suppliers must take adequate steps to ensure that workers are not trafficked or otherwise exploited.	Appendix – Supplier Code of Conduct Appendix – Our Approach to Social Compliance Content Index
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	An assessment of these risks was not conducted during the reporting period.	Appendix – Supplier Code of Conduct Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 413: Local Communities 2016			
3-3	Topic management disclosures	—	People & Partnerships – Community & Giving, Workplace Giving
413-1	Operations with local community engagement, impact assessments, and development programs	—	People & Partnerships – Charitable Partnerships
GRI 414: Supplier Social Assessment 2016			
3-3	Topic management disclosures	<p>We are committed to sourcing our products in an ethical, responsible and legal manner and expect our suppliers to share our core values and to partner with us in our commitment to continuous improvement and in promoting better working conditions.</p> <p>We do this by holding our suppliers and ourselves accountable, by identifying issues and their root causes and by building capacity for positive change. The cornerstones of our program are our J.Crew Supplier Code of Conduct, our monitoring program and capacity building efforts, as well our multi-stakeholder collaborations.</p>	<p>Appendix – Supplier Code of Conduct</p> <p>Appendix – Our Approach to Social Compliance</p> <p>Content Index</p>
414-1	New suppliers that were screened using social criteria	100% of new suppliers were screened using social criteria during the reporting period.	Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
414-2	Negative social impacts in the supply chain and actions taken	<p>126 suppliers were assessed for social impacts in 2021, and among them two factories were not approved for production based on an unacceptable level of compliance, and we ceased production in two existing factories that did not support key elements of our Code.</p> <p>The most common social impacts identified in the supply chain are excessive working hours, building and machinery safety, fire safety, proper handling and storage of chemicals and hazardous materials, and safe evacuation procedures.</p> <p>10% of our suppliers have been identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of our assessment. 2% of suppliers were identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of our assessment.</p>	Content Index

Greenhouse Gas Emissions

The following figures cover the GHG emissions of electricity and natural gas usage across J.Crew Group’s entire footprint:

SCOPE 1 AND 2

Scope 1 (MTCO₂e)

2021	<div></div>	1,967
2020	<div></div>	2,798
2019*	<div></div>	1,789

Scope 2 (MTCO₂e, location-based)

2021	<div></div>	16,608
2020	<div></div>	18,609
2019*	<div></div>	26,208

YOY % Change -11%
 Baseline % Change -37%

Scope 1 & 2 Total Emissions (MTCO₂e)

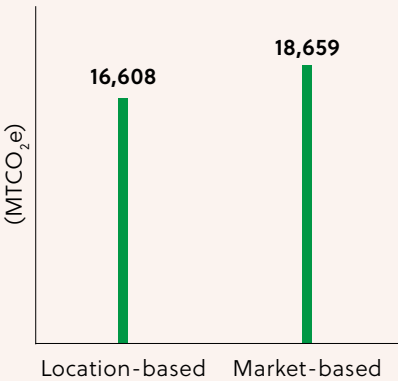
2021	<div></div>	18,575
2020	<div></div>	21,407
2019*	<div></div>	27,997

Emission Intensity (MT/Sq.Ft.)

2021	0.0052
2020	0.0056
2019*	0.0064

* Baseline year

2021 ENTERPRISE LOCATION-BASED AND MARKET-BASED EMISSIONS, SCOPE 2



ENTERPRISE MARKET-BASED HISTORICAL EMISSION IN MTCO₂e BY EMISSIONS, SCOPE 2

CY2021	<div></div>	18,659
CY2020	<div></div>	20,743
CY2019	<div></div>	27,412
YOY % Change	-10%	
Baseline % Change	-32%	

Supplier Code of Conduct

The cornerstone of the J.Crew Group, LLC (J.Crew Group) Social Responsibility Guidelines is the J.Crew Supplier Code of Conduct (Code). The Code outlines our expectations related to labor and human rights, environment, facility safety, and fair and honest operating standards. Our Code is based on the International Labor Organization (ILO) core labor standards and requires compliance with all laws in each of the countries in which your facilities operate. Our Code applies to every level of our supply chain, including all approved subcontractors, homeworkers and sub-suppliers.

The Guidelines also define the processes and procedures that support our continuous improvement approach to compliance, and our commitment to improve working conditions in the facilities that produce or contribute to the production of J.Crew and Madewell merchandise.

All vendors will be required to sign a Social Responsibility Guidelines Acknowledgement annually indicating a commitment to the standards set forth in the Guidelines and ensuring that all supply chain partners adhere to the standards.

HEALTH AND SAFETY

Maintain a clean, safe, and healthy workplace and residential settings (where provided) which comply with all applicable workplace health and safety laws.

HOURS OF WORK

Comply with all applicable laws and regulations. Except as necessitated by extraordinary business circumstances, workers shall not be required to work more than 60 hours per week (including overtime). All overtime work must be voluntary and compensated at a premium rate. Workers must be provided with at least one day off in every seven-day period.

FORCED LABOR

Forced, bonded, compulsory, or prison labor is absolutely forbidden. There shall be no restrictions on movement, no withholding of personal documents or deposits, and only voluntary overtime. Must engage in ethical recruitment practices. Must take adequate steps to ensure that workers are not trafficked.

CHILD LABOR

J.Crew Group suppliers must follow applicable law and employ workers that are (i) at least 15 years of age; or (ii) the age for completing compulsory education; or (iii) the minimum working age, whichever is higher. Workers under 18 shall be

protected from working overtime, performing hazardous work, and working night shifts.

TRANSPARENCY

Provide full access to J.Crew Group or its third-party representatives, as requested, for audits or investigations; provide complete and accurate records and information. When requested, provide full transparency to your supply chain partners who provide source materials to produce J.Crew Group products.

ANTI-CORRUPTION

Prohibit all forms of corruption, including extortion, bribery, or other abuses of power to gain an advantage.

NONDISCRIMINATION

Must not discriminate in recruitment, hiring, compensation, training, benefits, advancement, termination, or retirement based on race, sexual orientation, ethnic origin, religion, gender identity or expression, marital status, disability, political opinion or other personal characteristics or belief.

LAWS AND REGULATIONS

Operate in full compliance with all applicable local, national, and international laws, standards, and regulations relevant to employment, workers, and the conduct of business.

NO HARASSMENT AND ABUSE

Treat all workers with respect and dignity. No worker shall be subject to corporal punishment or physical, sexual, psychological, or verbal harassment or abuse. Monetary fines must not be used as a disciplinary practice.

ENVIRONMENT

Adhere to applicable local, national, and international laws and regulations that protect and preserve the environment. Drive impact reductions in the use of water, chemicals, and carbon emissions.

CUSTOMS AND SECURITY

Comply with all applicable local, national, and international customs laws, including those which prohibit trans-shipments. Implement security measures and participate in audits consistent with the recommendations set forth by the Customs-Trade Partnership Against Terrorism (C-TPAT).

FREEDOM OF ASSOCIATION

Recognize and respect the rights of workers to freely associate and bargain collectively. Where such rights are not provided by law, workers will be provided with the means for independent and open communication.

WORKER VOICE

Implement and clearly communicate a process that allows employees to raise workplace grievances confidentially and anonymously, without fear of reprisal or retaliation. Post the J.Crew Supplier Code of Conduct in each factory, mill and production facility.

WAGE AND BENEFITS

Comply with all applicable wage and social security laws and regulations. Workers shall be paid at least the minimum wage or a wage consistent with prevailing local industry standards, whichever is higher. Overtime work shall be compensated at the premium rate which is legally required. Compensation must be provided at least monthly and without illegal or inappropriate deductions or penalties.

SUBCONTRACTING

With prior written authorization from J.Crew Group parts of the manufacturing process may subcontract to other facilities. However, as a condition of approval, subcontractors must agree to comply with the standards outlined in this Supplier Code of Conduct.

Animal Welfare Policy

At J.Crew, we believe in delivering the best possible products to our customers while honoring our broader commitment to social responsibility. We continually work to ensure that we are sourcing the materials for these products responsibly, constantly keeping in mind the quality of our products and the values of both our customer and our company. We aim to work with partners who are equally committed to ethical sourcing, including responsible and humane animal welfare practices in the supply chain.

We aim to work with suppliers who adopt industry-best practices that are based on the internationally recognized Five Freedoms. The Five Freedoms are also the guiding principle behind our Animal Welfare Policy. We require that all our suppliers adhere to the following baseline requirements for the materials allowed for use in our products, and for those who provide materials of animal origin, they must meet the standards for ethically sourced materials.

FUR-FREE

J.Crew prohibits the use of fur in our products. We define fur in accordance with the Fur Free Retailer definition as being: "Any animal skin or part thereof with hair or fur fibers attached thereto, either in its raw or processed state or the pelt of any animal killed for the animal's fur. 'Animal' includes, but is not

limited to, mink, fox, rabbit, karakul, lamb, raccoon, and dog. 'Fur' shall not include:

1. Such skins as are, or are to be, converted into leather or which in processing have, or shall have, the hair, fleece or fur fibers completely removed
2. Materials clipped, shorn or combed from animals, such as fleece, sheepskin or shearling
3. Leather or hair attached to skin that is typically used as leather, e.g. cowhide with hair attached
4. Synthetic materials intended to look like fur."

Any hair, fleece or shearling used must be a byproduct of the meat industry, as outlined in our leather requirements below. We also ensure that faux fur is coming from nonanimal sources through our fiber content testing program.

DOWN

As of publication, J.Crew does not currently source any down for our products. If we chose to do so in the future, all down will have to be Responsible Down Standard (RDS) certified or meet an equivalent standard for animal welfare.

LEATHER

All leather must be a byproduct of the meat industry.

EXOTIC-SKINS-FREE

J.Crew does not use real exotic animal skins, including but not limited to: snake, alligator, crocodile, lizard, fish or marine mammals.

ANGORA-FREE

J.Crew will not produce goods that contain angora or rabbit hair unless and until we can identify a source that meets our animal welfare standards.

WOOL

J.Crew supports the use of wool that is sourced from humanely raised and treated sheep. We are committed to sourcing wool certified to Textile Exchange's Responsible Wool Standard, or equivalent standards, in our products where possible. We also will not produce goods that contain mohair until we can identify a source that meets our animal welfare standards.

CASHMERE

J.Crew is committed to using cashmere that is sourced in a way protects the welfare of the cashmere goats, protects natural resources and improves the working conditions of farmers, farmworkers and herders. As of Spring 2021, we have committed to using responsibly certified cashmere in all of our sweaters and non-apparel products.

ENDANGERED SPECIES

J.Crew prohibits the use of any protected, threatened or endangered species including, but not limited to, species appearing in:

- The Convention on International Trade in Endangered Species (CITES)
- The International Union for Conservation of Nature (IUCN) Red List as critically endangered, endangered, or vulnerable
- The Endangered Species Act (ESA)

Our Approach to Social Compliance

At J.Crew we believe that fair and decent working conditions, the freedom of opinion and expression and an adequate standard of living are basic human rights. This is why we are committed to sourcing our products in an ethical, responsible and legal manner—and expect our suppliers to share our core values and to partner with us in our commitment to continuous improvement and in promoting better working conditions.

We do this by holding our suppliers and ourselves accountable, by identifying issues and their root causes and by building capacity for positive change. The cornerstones of our program are our J.Crew Vendor Code of Conduct, our monitoring program and capacity building efforts, as well our multi-stakeholder collaborations.

J.CREW VENDOR CODE OF CONDUCT

The J.Crew Vendor Code of Conduct is based on the International Labour Organization (ILO) conventions and other internationally recognized labor rights. We expect these standards to be followed by all factories, subcontractors, suppliers and agents who are affiliated with the production of J.Crew goods (“suppliers”). While J.Crew recognizes that there are different legal and cultural environments in which our

Suppliers operate throughout the world, the J.Crew Vendor Code of Conduct (“Vendor Code”) forms the guiding principles for our Responsible Sourcing program. By choosing to do business with J.Crew, suppliers commit to following our policies including the Vendor Code. As such, adherence to the Vendor Code constitutes a contractual obligation between J.Crew and its suppliers.

MONITORING FACTORY CONDITIONS

While it’s relatively simple to communicate our expectations to our suppliers, it is more complicated to verify compliance throughout all areas of our supply chain. In order to ensure objectivity, we carefully select independent external firms to conduct both semi-announced and fully unannounced inspections of our manufacturing facilities. We also make sure that each facility will not be inspected by the same third party on a continuous basis in order to ensure integrity. All new suppliers are subject to inspection before any purchase orders are placed. Existing factories are inspected based on their compliance performance and overall external risk factors. A typical inspection consists of document review, private worker interviews and a walk-through of the facility to assess worker well-being and

workplace health and safety. Where we may deem necessary, we also may employ additional measures such as more in-depth auditing, focused inspections, surveillance or off-site interviews, for example, depending upon the key concerns identified.

IMPROVING WORKING CONDITIONS AT FACTORIES

We believe that sustainable and positive change can only happen in partnership with our suppliers. To this end, we provide our suppliers with the tools they need to improve working conditions, including training and in-factory consultations. We also believe that the ability for workers to raise grievances and to collectively address issues and concerns to management are pivotal in improving working conditions. This is why we promote the establishment of worker committees at our factories through our participation in such programs as the Better Work and Fair Trade programs.

Our goal is to work to address issues of noncompliance in a cooperative manner in partnership with our suppliers. However, in cases where a critical issue of noncompliance is identified or when a supplier may be unwilling to meet our requirements, despite our efforts and engagement, we will terminate our business relationship where we deem necessary.

ZERO-TOLERANCE APPROACH TOWARD FORCED LABOR

At J.Crew, we recognize our responsibility to source our products in a legal, ethical and responsible manner consistent with the highest standards. Our Code of Conduct, which must be followed by all factories, subcontractors, suppliers and agents who are affiliated with the sourcing and/or production of J.Crew goods, is based on International Labour Organization conventions, in addition to other internationally recognized labor rights standards.

Embedded in our Code of Conduct is our commitment to our zero-tolerance policy to ensure that no forced labor or trafficked persons are being used in any parts of our business or in our global supply chain. Business partners must not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

Specifically, based on region-wide Withhold Release Order on products made by forced or slave labor in Xinjiang region, issued by U.S. Customs and Border Protection, we prohibit the manufacture of any

product or the use of any cotton from the Xinjiang Uyghur Autonomous Region (XUAR) in China, as well as other areas where forced labor is knowingly practiced, including Uzbekistan.

Additionally, we are committed to working with our suppliers, industry groups, governments and other stakeholders to develop strategies to address forced labor throughout the supply chain. We participate in the Retail Industry Leaders Association (RILA), the American Apparel & Footwear Association (AAFA) and with the Mekong Club to help advance human rights worldwide, which includes stopping the practice of forced labor. We also support the Joint Statement published by our industry partners in July 2020.

UZBEK COTTON

J.Crew is aware of and takes very seriously the reports of government-sponsored forced child labor in the harvest of cotton in Uzbekistan. The use of forced child labor is inconsistent with the requirements set forth in the J.Crew's Code of Vendor Conduct. We are firmly opposed to the use of forced child labor in the harvest of Uzbek cotton and are collaborating with a multi-stakeholder coalition to raise awareness of this very serious concern and press for its elimination. We commit to not knowingly sourcing Uzbek cotton for

the manufacturing of any of our products until the government of Uzbekistan ends the practice of forced child labor in its cotton sector.

INDUSTRY COLLABORATION AND PARTNERSHIPS

Industry collaborations matter when it comes to improving overall working standards and standards of living. While we make sure to work with each of our factories, there are certain issues which only can be most effectively be addressed in a collective manner. That is why we partner with several international organizations committed to improving global labor standards and conditions.

J.Crew is a member of Fair Factories Clearinghouse (FFC), a nonprofit organization that allows participating brands to share reports and thereby increase transparency. For more information, please visit fairfactories.org.

J.Crew is also a member of Business for Social Responsibility (BSR), an organization for companies committed to socially responsible business practices, and we are proud to partner with them on initiatives that are committed to improving working conditions around the world. More information on BSR can be found at bsr.org.

J.Crew is a partner with Better Work, a partnership between the International Labor Organization (ILO) and the International Finance Corporation to improve social dialogue and worker engagement in supplier factories. Better Work advisers engage with suppliers to improve working conditions by building out worker committees, establishing solid grievance mechanisms and providing training to factory supervisors. We currently work with Better Work in our factories in Vietnam, Indonesia and Cambodia.

J.Crew is a member of the Mekong Club, an organization whose mission is to eradicate all forms of modern-day slavery. For more information, please visit themekongclub.org.

SANDBLASTING

Sandblasting is a finishing process that is primarily used to achieve a worn look for denim. The method involves sand particles being applied to garments under high pressure. The use of sandblasting without proper protective equipment endangers the health of factory workers. To ensure the well-being of the workers who manufacture J.Crew products, we have banned the use of sandblasting for all J.Crew's products.

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT (SB 657) AND UK MODERN SLAVERY ACT DISCLOSURE STATEMENT 2017

The ILO Forced Labour Convention No. 29 defines "forced labor" as "work or service exacted from a person under threat of any penalty, which includes penal sanctions and the loss of rights and privileges, where the person has not offered himself/ herself voluntarily."

According to ILO data, human trafficking is the second most prevalent form of illegal trade in the world, just after the illicit drug trade and equal to the sale of illegal firearms. Sometimes referred to as modern-day slavery, it is also the fastest growing illegal business in the world.

J.Crew strictly prohibits the use of any form of forced labor or the trafficking of persons across all of our company operations and in our global supply chain. In accordance with our Code of Conduct standards, business partners must not use forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views.

For more details please see [our policies](#).

J.CREW CODE OF ETHICS

Our J.Crew Code of Ethics and Business Conduct—the "Code of Ethics"—provides the fundamental underpinning for our ethical and compliant conduct for J.Crew associates. The Code of Ethics defines the way we do business worldwide and serves as a guide to help associates make responsible and prudent business decisions. Each of us at J.Crew is responsible for ensuring that the highest standards of conduct are upheld and encouraged. The Code of Ethics applies to all J.Crew associates and our Board of Directors. While the Code of Ethics applies to our associates and our Board of Directors, we also expect our suppliers to behave in a manner consistent with and in furtherance of our Code of Ethics.

Our Fabrics

RE-IMAGINED WOOL

This wool is not only machine washable (say goodbye to dry-cleaning chemicals), but it's also processed without the use of chlorine. We've been working with this mill for over 15 years and are excited to keep reducing the environmental impacts.

RE-IMAGINED SILK

To create this fabric, we work with Profits Fund Global, a bluesign®-approved mill that dyes its fabrics without hazardous chemicals. Plus, it's produced in a LEED®-certified facility whose manufacturing process uses less water and energy.

ECONYL®

A 100% regenerated nylon yarn made from nylon waste, 50% postconsumer waste (like fishing nets and carpet fluff) and 50% preconsumer waste (like industrial scraps).

LENZING™ ECOVERO™

Viscose (a fiber used to create drapey, super-flattering fabrics) that's sourced from responsibly managed forests and produced with up to 50% less water and lower emissions than conventional viscose.

TENCEL™ LYOCCELL

A soft, smooth fiber made from sustainably managed forests. The production process recycles water and reuses 99% of the solvent involved.

TENCEL™ MODAL

An eco-friendly fiber produced from wood pulp sourced from sustainably managed and certified forests—meaning not ancient or endangered.

TENCEL™ X REFIBRA™

A technology that creates brand-new TENCEL™ lyocell fibers from recycled cotton scraps and sustainably harvested wood pulp.

ORGANIC COTTON

Cotton that is grown without chemical fertilizers and pesticides from nongenetically modified seeds.

PRIMALOFT® INSULATION

A down-like synthetic made from 100% recycled plastic bottles that mimics the look, feel and warmth of real down.

RECYCLED NYLON

Nylon made from recycled materials, which might include fishing nets, fabric scraps or old clothes.

RECYCLED POLYESTER

Polyester made from recycled materials, which might include plastic bottles, fabric scraps or old clothes.

REPREVE®

A recycled polyester that is made from recycled plastic bottles, yarns and fabric scraps.

RESPONSIBLE WOOL STANDARD

A voluntary global standard that addresses the welfare of sheep and the land they graze on.

SORONA®

A plant-based polymer that uses less energy and emits fewer greenhouse gases during processing.

BETTER COTTON

We are a proud member of Better Cotton, who's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Better Cotton is sourced via a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to end products, however, Better Cotton Farmers benefit from the demand for Better Cotton in equivalent volumes to those we 'source.'

U.S. COTTON TRUST PROTOCOL

An organization whose mission is to bring quantifiable and verifiable goals and measurement to the key sustainability metrics of U.S. cotton production. Their vision is to set a new standard in sustainable cotton production where full transparency is a reality and continuous improvement to reduce the environmental footprint of cotton production is the central goal.

regenagri®:

A certification program focused on safeguarding the health of the land being harvested and promoting the well-being of those who live on it. The program is outcome-focused and built for continuous improvement to support farms transitioning from conventional farming to regenerative farming techniques. regenagri's® criteria for certification aligns with key regenerative practices including soil health, biodiversity, GHG emissions and water quality.

THE GOOD CASHMERE STANDARD®

An independent standard for responsible cashmere that aims to improve the welfare of cashmere goats, the lives of farmers and farming communities and the environment in which they live.

Our Commitment to Protect Forests

At J.Crew, we believe in delivering the best possible products to our customers while honoring our broader commitment to corporate social responsibility. We continually work to ensure that we are sourcing the materials for our products responsibly, constantly keeping in mind the quality of our products and the values of both our customer and our company. J.Crew is committed to the sustainable use of the world's forests and lands, in order to protect ecosystems, prevent biodiversity loss and combat climate change. For this reason, we are committed to sourcing all pulp-based products, such as man-made cellulosic fabrics, from sustainable sources.

CONSERVATION OF ANCIENT AND ENDANGERED FORESTS AND ECOSYSTEMS

J.Crew will support approaches and systems to build a future that does not use ancient and endangered forests in manmade cellulosic fabrics (including rayon, viscose, lyocell, modal and other trademarked brands). We will influence our fabric supply chains in order to protect the world's remaining ancient and endangered forests¹ and endangered species'² habitats.

To do this, we will:

1. Assess our existing use of man-made cellulosic fabrics and eliminate sourcing from endangered species' habitats and ancient and endangered forests such as the Canadian and Russian boreal forests; coastal temperate rainforests; tropical forests and peatlands of Indonesia, the Amazon and West Africa by 2022.
2. Work to eliminate sourcing from companies that are logging forests illegally³ from tree plantations established after 1994 through the conversion or simplification of natural forests, from areas being logged in contravention of indigenous and local peoples' rights or from other controversial suppliers.
3. Work with Canopy and our suppliers to support collaborative and visionary solutions that protect remaining ancient and endangered forests in the coastal temperate rainforests on Vancouver Island⁴ and the Great Bear Rainforest⁵, Canada's boreal forests⁶ and Indonesia's rainforests.⁷

4. Engage our suppliers to change practices and/or re-evaluate our relationship with them if we find that any of our forest fibers are being sourced from ancient and endangered forests, endangered species' habitats or illegal logging.

This commitment is aligned with, and builds on, the work of not-for-profit organization [Canopy](#), who collaborates with brands and retailers to ensure that their supply chains are free of ancient and endangered forests as part of the [CanopyStyle Initiative](#).

SHIFT TO MORE ENVIRONMENTALLY AND SOCIALLY BENEFICIAL FABRICS

J.Crew will collaborate with Canopy, innovative companies and suppliers to encourage the development of fiber sources that reduce environmental and social impacts, with a focus on agricultural residues⁸ and recycled fibers. In 2021, J.Crew will put in place a preference for purchasing man-made cellulose with a minimum of 50% of these innovative fiber sources and develop a 2025 procurement target for these closed-loop solutions based on viscose fiber producer innovation.

RECOGNIZING, RESPECTING AND UPHOLDING HUMAN RIGHTS AND THE RIGHTS OF COMMUNITIES

J.Crew will request that our suppliers respect the [Universal Declaration of Human Rights](#) and acknowledge indigenous and rural communities legal, customary or user rights to their territories, land and resources.⁹ To do so, we request that our suppliers acknowledge the right of indigenous people and rural communities to give or withhold their Free, Prior and Informed Consent (FPIC) before new logging rights are allocated or plantations are developed. We request that our suppliers resolve complaints and conflicts, and remediate human rights violations through a transparent, accountable and agreeable dispute resolution process.

Where the above conditions are met (including 1-4), J.Crew will request that all fiber sourced from forests are from responsibly managed forests, certified to the [Forest Stewardship Council \(FSC\)](#) certification system stakeholders and brands that are part of the CanopyStyle initiative to support the protection of ancient and endangered forests and forward solutions to reduce demand on our forests. We will also seek opportunities to educate and inform the public on these issues and solutions through our marketing and communications.

Endnotes

¹ Ancient and endangered forests are defined as intact forest landscape mosaics, naturally rare forest types, forest types that have been made rare due to human activity, and/or other forests that are ecologically critical for the protection of biological diversity. Ecological components of endangered forests are: intact forest landscapes; remnant forests and restoration cores; landscape connectivity; rare forest types; forests of high species richness; forests containing high concentrations of rare and endangered species; forests of high endemism; core habitat for focal species; forests exhibiting rare ecological and evolutionary phenomena. As a starting point to geographically locate ancient and endangered forests, maps of high conservation value forests (HCVF), as defined by the Forest Stewardship Council (FSC), and of intact forest landscapes (IFL), can be used and paired with maps of other key ecological values like the habitat range of key endangered species and forests containing high concentrations of terrestrial carbon and High Carbon Stocks (HCS). (The Wye River Coalition's Endangered Forests: High Conservation Value Forests Protection—Guidance for Corporate Commitments. This has been reviewed by conservation groups, corporations and scientists such as Dr. Jim Stritholt, President and Executive Director of the Conservation Biology Institute, and has been adopted by corporations for their forest sourcing policies). Key endangered forests globally are the Canadian and Russian boreal forests; coastal temperate rainforests of British Columbia, Alaska and Chile; tropical forests and the peatlands of Indonesia, the Amazon and West Africa.

² A good source to identify endangered, threatened and imperiled species is NatureServe's conservation status rankings for imperiled species that are at high risk of extinction due to very restricted range, very few populations (often 20 or fewer), steep declines in populations or other factors.

³ Legal forest management is management that complies with all applicable international, national and local laws, including environmental, forestry and civil rights laws and treaties.

⁴ Coastal temperate rainforests are rare and have only ever covered 0.2% of the planet. On Vancouver Island, only 10% of the productive old-growth rare coastal temperate rainforests remain. These stands of 1,000-year-old trees continue to be harvested despite their immense value to local communities for tourism. Their accessibility and beauty are a remarkable global asset and Canopy is working to see these last stands protected.

⁵ Conservation solutions are now finalized in the Great Bear Rainforest. On February 1st, 2016, the government of British Columbia, First Nations, environmental organizations and the forest industry announced 38% protection in the Great Bear Rainforest and an ecosystem-based management approach that will see 85% of this region off-limits to logging. Provided these agreements hold, sustainable sourcing has been accomplished in this ancient and endangered forest. We encourage ongoing verification of this through renewal of Forest Stewardship Council certification.

⁶ Protection of boreal forests where the largest remaining tracts of forests are located worldwide is critical and dissolving pulp is becoming an increasing threat. Canada's boreal forest contains the largest source of unfrozen fresh water worldwide and is part of the world's largest terrestrial carbon sink—equivalent to 26 years worth of global fossil fuel use. Canopy is committed to working collaboratively on the establishment of new protected areas, the protection of endangered species and the implementation of sustainable harvesting in Canada's boreal forest.

⁷ Indonesia experiences the second highest rate of deforestation among tropical countries, with the island of Sumatra standing out due to the intensive forest clearing that has resulted in the conversion of 70% of the island's forested area (FAO Forest Assessment 2010; Margono, B.A. et al. 2012). Canopy and our NGO partners are focused on forwarding lasting protection of the Leuser Ecosystem. Asia Pulp & Paper (APP) and Asia Pacific Resources International Ltd. (APRIL) have been identified as the primary cause and have been criticized by local and international groups for being implicated in deforesting important carbon rich peatlands, destroying the habitat for critically endangered species and traditional lands of indigenous communities, corruption, and human rights abuses (Eyes on the Forest. 2011. <http://www.eyesontheforest.or.id>). APP and APRIL have both put in place forest policies, tracking implementation closely will be key to understanding if either company offers lasting solutions for Indonesia's rainforests. Cellulosic fiber producer Sateri, is part of the Royal Golden Eagle Group along with APRIL.

⁸ Agricultural residues are residues left over from food production or other processes and using them maximizes the lifecycle of the fiber. Fibers used for paper products include cereal straws like wheat straw, rice straw, seed flax straw, corn stalks, sorghum stalks, sugar cane bagasse and rye seed grass straw. Where the LCA (life cycle analysis) shows environmental benefits and conversion of forest land to on-purpose crops is not an issue, kenaf can also be included here. Depending on how they are harvested, fibers for fabrics may include flax, soy, bagasse and hemp. (Agricultural residues are not from on-purpose crops that replace forest stands or food crops.)

⁹ <http://www.un.org/en/universal-declaration-human-rights/>

¹⁰ Plantations areas that have been “established by planting or sowing using either alien or native species, often with few species, regular spacing and even ages, and which lack most of the principal characteristics and key elements of natural forests.” Plantations prior to 1994 are often FSC-certified. Source FSC: <http://www.fsc.org/download.plantations.441.htm>

An aerial photograph of a beach. The top half of the image shows deep turquoise water with gentle ripples. The bottom half shows a sandy beach with intricate, winding patterns of sandbars and shallow water channels, creating a complex, organic texture. The colors range from deep blue to light tan.

J.CREW

For more information, visit jcrew.com
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