



GANT
PROMOTING
NEVER STOP
LEARNING
STRATEGY
2030

THE GANT 2030 SUSTAINABILITY VISION

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

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

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

TARGETS

2020

In 2020, continue to achieve that 100% of GANT employees receives sustainability training.

2025

We will continue to establish partnerships with Never Stop Learning organizations.

2030

Through 2030, continuously update the Sustainability Roadmap and the Seven Sustainability Strategies to meet a rapidly changing industry.

HOW TO GET THERE

- **Never stop asking questions and encourage learning externally**
- **Continue working with innovation as a key accelerator for impact and scalability**
- **Keep raising awareness and educate ourselves internally**

GANT WAY

GANT is a company driven by a simple idea: Never Stop Learning. It's a belief that has guided us since 1949 when Bernard Gantmacher founded a shirt-making company in the college town of New Haven, Connecticut.

GANT has been asking questions for 70 years. Our story began on the campuses of America's East Coast, so we understand that curiosity is the key that unlocks creativity.

When it comes to sustainability, our Never Stop Learning targets are:

- In 2020, continue to achieve that 100% of GANT employees receives sustainability training.
 - Continue to establish partnerships with Never Stop Learning organizations
 - Through 2030, continuously update the Sustainability Roadmap and the Seven Sustainability Strategies to meet a rapidly changing industry
 - Launch new sustainable innovations
- To ensure that we meet these targets we have identified the following key focus areas and actions:**

- Never stop asking questions and encourage learning externally
- Continue working with innovation as a key accelerator for impact and scalability
- Keep raising awareness and educate ourselves internally

GANT IS DRIVEN BY A SIMPLE IDEA

*"Never stop
learning"*

NEVER STOP LEARNING IN ACTION

We like asking questions.

We questioned why preppy was confined to college campuses, and helped make it a global phenomenon. We questioned why shirts were white or blue, and ignited an explosion of color and pattern.

Today curiosity continues to drive us forwards. It unlocks creative thinking and has led to many of GANT's shirtmaking innovations. But it's a mindset that extends beyond the design studio. What we have learned is that life is better when you keep on asking questions. It helps you engage with the world around you. It leads to new discoveries and new experiences. That's why we will Never Stop Learning.

We operate in a global world with a global perspective. What happens in the world affects us all, and we understand and act with the knowledge that we have an impact on the environments in which we operate. GANT is a company built on its beliefs. We strive to stay true to ourselves as individuals and to follow our corporate core values. We take responsibility for our actions and their consequences.

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

In 2018, GANT set up a new sustainability roadmap to align our ambitions with our challenges. With the help of representatives from all functions we have planned tangible strategies, until 2030, to satisfy our economical, social and environmental responsibilities both within our own operations and throughout our whole supply chain. This in turn is communicated into targets for all departments.

This roadmap naturally reflects GANT Sustainability Vision and defines precise objectives within our four key areas: People, Product, Planet and Water, and trickles down to these seven action areas:

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

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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

Goal 4. Quality Education

Goal 6. Clean Water and Sanitation

Goal 12. Responsible Consumption and Production

Goal 14. Life below water

Goal 17. Partnerships to achieve the Goal

MATERIALITY AND RISK ANALYSIS

In 2018, the Sustainability department updated the risk analysis due to changes in business intelligence and macro trends globally. No new risks were added but already identified risks were re-evaluated. The updated risk analysis was based on the risk analysis conducted in 2017 by the Global Management Team. All identified high risk areas have a relevant policy, mitigation plan and target to minimize the risk. When GANT is not in the measure to mitigate the risk, e.g. natural disasters, an extra attention is provided. In 2017 a new materiality analysis was conducted. Benchmarking, analyzing megatrends and interviews with stakeholders was all part of the materiality analysis. The analysis made it possible to identify which aspects that can be considered material for GANT and resulted in a list of 30 material aspects. The 2017 materiality analysis was based on an analysis that GANT conducted in 2015 in order to target GANT's sustainability efforts on the most significant material issues. The analysis resulted in 12 material aspects that set the Sustainability strategy and roadmap for GANT.

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

4
QUALITY
EDUCATION



6
CLEAN WATER
AND SANITATION



12
RESPONSIBLE
CONSUMPTION
AND PRODUCTION



14
LIFE
BELOW WATER



17
PARTNERSHIPS
FOR THE GOALS



To continuously work with evaluating and re-addressing different areas of our business is only one of the many examples of how we work with Never Stop Learning. Both our new circular concept that educates consumers on how to give their garments a longer life as well as our GANT Talks where we invite interesting speakers are important pillars of our continuous work. In 2017, curiosity prompted us to create Couple Thinkers, a show built around the power of asking questions. In 2019, with Flipping the Ladder, we continue to challenge conventional thinking.

We also work with continuous development within the supplier base and score our suppliers and their footprints continuously through audits and management tools as the SAC Higg Index tools. Another example of our never stop learning focus is our retail training as well as leadership programs that are available for all leaders at GANT.



CONCLUSION

GANT's focus on continuous improvement, education, innovation and Never Stop Learning is the foundation of our sustainability roadmap and how we educate ourselves and act on our ethical, environmental and social responsibilities.

We see great potential with this approach and will continue to create close relationships and invest in innovations accelerating our sustainable operations. What we have learned is that life is better when you keep on asking questions. It helps you engage with the world around you. It leads to new discoveries and new experiences. That's why we will Never Stop Learning.

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

BERNARD GANTMACHER