

GAP INC. 2021 GRI INDEX – 2016 UNIVERSAL STANDARDS

We sought to prepare the report in reference with the Global Reporting Initiative (GRI) Standards. Note: ESG Report refers to Gap Inc.'s 2021 ESG Report; Sustainability Webpages refer to our Global Website, which hosts our Environment, Social, and Governance (ESG) Hub and Equality & Belonging Report; Annual Report refers to Gap Inc.'s Annual Report on Form 10-K for the fiscal year ended January 29, 2022; and Proxy Statement refers to the Notice of Annual Meeting of Gap Inc. Shareholders 2021 and 2022 Proxy Statements. Please find more information on our **Investor Relations Webpages**.

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| GENERAL DISCLOSURES | | | | |
| Organization Profile | | | | |
| 102-1 | Name of the Organization | Annual Report | Part I, Item 1. Business | 1 |
| 102-2 | Description of the organization's activities; primary brands, products, and services, including an explanation of any products or services that are banned in certain markets | Annual Report | Part I, Item 1. Business | 1 |
| 102-3 | Location of organization's headquarters | Annual Report | Part I, Item 2. Properties | 23 |
| 102-4 | Location of operations: Number of countries where the organization operates, and names of countries where it has significant operations and/or that are relevant to the topics covered in the report | Annual Report | Part I, Item 2. Properties | 23 |
| 102-5 | Nature of ownership and legal form | Annual Report | Part II, Item 5. Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities | 24 |
| 102-6 | Markets served, including geographic breakdown, sectors served, and types of customers/beneficiaries | Annual Report | Part I, Item 1. Business, and Item 2. Properties | 1, 23 |
| 102-7 | Scale of the reporting organization | Annual Report | Part I, Item 1. Business, and Part II, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations | 1, 26 |
| 102-8 | Information on employees and other workers | Annual Report Sustainability Webpages | Part I, Item 1. Business Measuring Our Progress: Employees What We're Made Of | 1 |
| 102-9 | Describe the organization's supply chain | ESG Report | Governance: Product Life Cycle | 51 |
| 102-10 | Significant changes regarding the organization's size, structure, ownership, or its supply chain | ESG Report | Governance: ESG Oversight | 47 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| 102-11 | Whether and how the organization applies the precautionary approach or principle | Sustainability Webpages | Gap Inc. applies the precautionary principle to its use of chemicals through testing of its products and its commitment to the elimination of PFC-based finishes. For more information, please see Chemicals Management and Responsible Business Practices . | |
| 102-12 | List externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses | Sustainability Webpages | ESG Resources Memberships and Partner Organizations. We support and base our policies on the principles outlined in the Universal Declaration of Human Rights (UDHR), the UN Global Compact (UNGC), the OECD Guidelines for Multinational Enterprises and the International Labour Organization's (ILO) Core Conventions. | |
| 102-13 | Memberships in industry or other associations, and national or international advocacy organizations | Sustainability Webpages | Memberships and Partner Organizations | |
| Strategy | | | | |
| 102-14 | Statement from the most senior decision-maker of the organization | ESG Report | The Big Picture: Our Commitment to Environmental, Social, and Governance (ESG) The Big Picture: Our Approach | 4 6 |
| 102-15 | Description of key impacts, risks, and opportunities | ESG Report Sustainability Webpages | Governance: ESG Appendix and Forward-Looking Statements Responsible Business Practices Materiality CDP Climate Disclosure 2021 (C2.2a, C2.3a C2.4a) | 52 |
| Ethics and Integrity | | | | |
| 102-16 | Describe the organization's values, principles, standards and norms of behavior | ESG Report Sustainability Webpages | Governance: Responsible Business Practices Responsible Business Practices | 49 |
| Governance | | | | |
| 102-18 | Report the governance structure of the organization, including committees of the highest governance body and committees responsible for decision-making on economic, environmental and social impacts | ESG Report Investor Relations Webpages | Governance: ESG Oversight Corporate Governance Fact Sheet Committee Composition | 47 |
| 102-21 | Report the processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics | ESG Report Sustainability Webpages | Governance: Stakeholder Engagement Responsible Business Practices | 50 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| 102-26 | Report the highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics | Sustainability Webpages Investor Relations Webpages | Management Approach Corporate Governance Guidelines | |
| 102-29 | Report the highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities | ESG Report Sustainability Webpages | Governance: Risk Management Governance: ESG Oversight Responsible Business Practices Management Approach | 48 47 |
| 102-30 | Report the highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics | ESG Report Sustainability Webpages | Governance: Risk Management Responsible Business Practices | 48 |
| 102-32 | The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered | ESG Report | Governance: ESG Oversight | 47 |
| 102-33 | Process for communicating critical concerns to the highest governance body | ESG Report | Governance: ESG Oversight | 47 |
| 102-38 | Annual total compensation ratio | Proxy Statement | 2021 CEO Pay Ratio | 75 |
| Stakeholder Engagement | | | | |
| 102-40 | List of stakeholder groups engaged by the organization | ESG Report Sustainability Webpages | Governance: Stakeholder Engagement Memberships and Partner Organizations | 50 |
| 102-42 | Basis for identification and selection of stakeholders with whom to engage | ESG Report | Governance: Stakeholder Engagement | 50 |
| 102-43 | Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group | ESG Report Sustainability Webpages | Governance: Stakeholder Engagement Responsible Business Practices | 50 |
| 102-44 | Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting | ESG Report Sustainability Webpages | Governance: Stakeholder Engagement Governance: ESG Appendix and Forward-Looking Statements Materiality | 50 52 |
| 102-45 | List all entities included in the organization's consolidated financial statement; report whether any entity is not covered in the report | Annual Report | Part I, Item 1. Business Exhibit 21 'Subsidiaries of Registrant' | 1 |
| 102-46 | Process for defining report content and topic boundaries; explain how the organization has implemented the Reporting Principles for defining report content | ESG Report | The Big Picture: About This Report | 3 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
|-----------------------------------|--|--|--|----------|
| 102-47 | List the material topics identified in the process for defining report content | ESG Report Sustainability Webpages | Governance: ESG Appendix and Forward-Looking Statements Materiality | 52 |
| 102-48 | The effect of any restatements of information given in the previous reports, and the reasons for such restatements | N/A | There are no restatements from the previous report. | |
| 102-49 | Significant changes from previous reporting periods in the list of material topics and topic Boundaries | ESG Report | Governance: ESG Appendix and Forward-Looking Statements | 52 |
| 102-50 | Reporting period for information provided | ESG Report | The Big Picture: About This Report | 3 |
| 102-51 | Date of most recent previous report | ESG Report | The Big Picture: About This Report | 3 |
| 102-52 | Reporting cycle (annual, biennial, etc.) | ESG Report | The Big Picture: About This Report | 3 |
| 102-53 | Contact point for questions regarding the report or its contents | ESG Report | The Big Picture: About This Report | 3 |
| 102-55 | The GRI content index | Sustainability Webpages | GRI Content Index | |
| ECONOMIC | | | | |
| Economic Performance | | | | |
| 103-1 103-2 103-3 | Management and approach | Annual Report | Part II, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations Part II, Item 7A. Quantitative and Qualitative Disclosures About Market Risk | 26 40 |
| 201-1 | Direct economic value generated and distributed | Annual Report | Part II, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations | 40 |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Sustainability Webpages | CDP Climate Disclosure 2021 (C2.1b, C2.2, C2.2a, C2.3, C2.3a, C2.4, C2.4a, C3.1, C3.4) CDP Water Security Disclosure 2021 (W3.3b, W3.3c, W3.3d, W4.1, W4.1a, W4.2b, W4.2c, W4.3, W4.3a) | |
| Aspect: Market Presence | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Perks & Benefits Management Approach | |
| Aspect: Indirect Economic Impacts | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Materiality Enabling Opportunity: Employees and Community Impact Gap Inc. performs an assessment for the This Way ONward program biennially, so please refer to the 2020 Global Sustainability Report p. 25 for program participant percentage increase in skills/knowledge. | 32 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| 203-2 | Significant indirect economic impacts, including the extent of impacts | ESG Report | Empowering Women: Gap Inc. P.A.C.E. Enabling Opportunity: This Way ONward | 16 27 |
| Procurement Practices | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Materiality Purchasing Practices | |
| Anti-Corruption | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Responsible Business Practices Governance: Responsible Business Practices To evaluate the effectiveness of Gap Inc.'s anti-corruption program, questions related to anti-corruption/anti-bribery are featured in Gap Inc.'s Code of Business Conduct (COBC) Assessments. COBC Assessments are conducted each year, with different markets/ functions identified to assess. The objective of the COBC Assessments is to gain an understanding of the impact of the COBC program. | 49 |
| 205-1 | Operations assessed for risks related to corruption | | We conduct Anti-Corruption Due Diligence (ACDD) in high-risk markets. Within these markets, our policy requires that any third party that interacts with government officials on behalf of Gap Inc., and/or third-party distributors, have an ACDD report. | |
| 205-2 | Communication and training about anti-corruption policies and procedures | Sustainability Webpages ESG Report | Responsible Business Practices Governance: Responsible Business Practices Gap Inc. has two internal-facing anti-corruption policies: 1) a global policy, and 2) a China Retail policy (high-risk market). Gap Inc. also has an anti-corruption training program, delivered to global directors and above, managers and above in high-risk functions, and all levels of HQ in high-risk markets (China, Mexico, and Italy). There is a separate course for the China employees, with content specific to the risks in China. This course is delivered at hire or promotion into role, and is required annually in high-risk markets and every two years globally. At times, Gap Inc. also delivers ad hoc anti-corruption training when there is opportunity (e.g. when we are traveling in market). Anti-corruption training is available to 100 percent of employees at Gap Inc. | 49 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| ENVIRONMENTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Materials | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Raw Materials and Product Enriching Communities: Sustainable Materials Sourcing | 42 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 301-1 | Materials used by weight or volume | | <table border="1"> <thead> <tr> <th></th> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Natural fibers</td> <td>Percentage of cotton: more sustainable cotton*</td> <td>60</td> <td>54</td> <td>79</td> </tr> <tr> <td>Percentage of wool: recycled wool</td> <td>16</td> <td>11</td> <td>14</td> </tr> <tr> <td rowspan="2">Synthetics</td> <td>Percentage of nylon: recycled nylon</td> <td>7</td> <td>10</td> <td>10</td> </tr> <tr> <td>Percentage of polyester: recycled polyester</td> <td>1</td> <td>6</td> <td>10</td> </tr> <tr> <td>Manufactured cellulosics</td> <td>Percentage of cellulosics: more sustainable viscose, modal, lyocell, TENCEL™, lenzing</td> <td>8</td> <td>9</td> <td>13</td> </tr> </tbody> </table> | | | 2019 | 2020 | 2021 | Natural fibers | Percentage of cotton: more sustainable cotton* | 60 | 54 | 79 | Percentage of wool: recycled wool | 16 | 11 | 14 | Synthetics | Percentage of nylon: recycled nylon | 7 | 10 | 10 | Percentage of polyester: recycled polyester | 1 | 6 | 10 | Manufactured cellulosics | Percentage of cellulosics: more sustainable viscose, modal, lyocell, TENCEL™, lenzing | 8 | 9 | 13 | |
| | | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Natural fibers | Percentage of cotton: more sustainable cotton* | 60 | 54 | 79 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Percentage of wool: recycled wool | 16 | 11 | 14 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Synthetics | Percentage of nylon: recycled nylon | 7 | 10 | 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Percentage of polyester: recycled polyester | 1 | 6 | 10 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Manufactured cellulosics | Percentage of cellulosics: more sustainable viscose, modal, lyocell, TENCEL™, lenzing | 8 | 9 | 13 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 301-2 | Recycled input materials used | | Gap Inc. Sustainable Fiber Sourcing: Synthetics <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2020</th> <th>2021</th> </tr> </thead> <tbody> <tr> <td>Recycled nylon</td> <td>7%</td> <td>10%</td> <td>10%</td> </tr> <tr> <td>Recycled polyester</td> <td>1%</td> <td>6%</td> <td>10%</td> </tr> </tbody> </table> | | 2019 | 2020 | 2021 | Recycled nylon | 7% | 10% | 10% | Recycled polyester | 1% | 6% | 10% | | | | | | | | | | | | | | | | | |
| | 2019 | 2020 | 2021 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Recycled nylon | 7% | 10% | 10% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Recycled polyester | 1% | 6% | 10% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 301-3 | Reclaimed products and their packaging materials | ESG Report Sustainability Webpages | Enriching Communities: Circularity and Waste Circularity and Waste | 44 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Energy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Climate CDP Climate Disclosure 2021 (C1.3a, C2.2, C2.2a, C2.3a, C2.4a, C3.2b, C3.3, C3.4, C4.3c) Enriching Communities: Climate Stewardship | 39 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-1 | Energy consumption within the organization | Sustainability Webpages | Measuring Our Progress: Environment | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-2 | Energy consumption outside of the organization | Sustainability Webpages | Measuring Our Progress: Environment | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

*Defined as: Better Cotton (formerly BCI), verified US-grown cotton (USCTP), organic, in-conversion (to verified organic), recycled and regenerative.

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) | | | | | | | | | | | | |
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| 302-3 | Energy intensity | Sustainability Webpages | Measuring Our Progress: Environment | | | | | | | | | | | | | |
| 302-4 | Reduction of energy consumption | Sustainability Webpages | Measuring Our Progress: Environment | | | | | | | | | | | | | |
| Aspect: Water | | | | | | | | | | | | | | | | |
| 303-2 | Water sources significantly affected by withdrawal of water | Sustainability Webpages | Water Stewardship CDP Water Security Disclosure 2021 (W3.3b, W3.3d) | | | | | | | | | | | | | |
| 303-5 | Water consumption | | Water Consumption from Supply Chain Facilities (does not include company-operated locations such as stores, offices, or distribution centers) | | | | | | | | | | | | | |
| | | | <table border="1"> <thead> <tr> <th>WWF (overall risk) **</th> <th>Sum of Gap - Total Water (FEM2020) (in cubic meters)</th> </tr> </thead> <tbody> <tr> <td>x<2.5</td> <td>620,371 (2%)</td> </tr> <tr> <td>2.5<=x<3.5</td> <td>19,428,941 (75%)</td> </tr> <tr> <td>3.5<=x<4.5</td> <td>4,829,301 (19%)</td> </tr> <tr> <td>New facility included on Higg (yet to conduct risk assessment)</td> <td>1,020,027 (4%) - no data for most of the new facilities</td> </tr> <tr> <td>Grand total</td> <td>25,898,640</td> </tr> </tbody> </table> | WWF (overall risk) ** | Sum of Gap - Total Water (FEM2020) (in cubic meters) | x<2.5 | 620,371 (2%) | 2.5<=x<3.5 | 19,428,941 (75%) | 3.5<=x<4.5 | 4,829,301 (19%) | New facility included on Higg (yet to conduct risk assessment) | 1,020,027 (4%) - no data for most of the new facilities | Grand total | 25,898,640 | |
| WWF (overall risk) ** | Sum of Gap - Total Water (FEM2020) (in cubic meters) | | | | | | | | | | | | | | | |
| x<2.5 | 620,371 (2%) | | | | | | | | | | | | | | | |
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| 3.5<=x<4.5 | 4,829,301 (19%) | | | | | | | | | | | | | | | |
| New facility included on Higg (yet to conduct risk assessment) | 1,020,027 (4%) - no data for most of the new facilities | | | | | | | | | | | | | | | |
| Grand total | 25,898,640 | | | | | | | | | | | | | | | |
| | | | **We consider High Risk to be above 3.5, which includes sourcing countries: China, Egypt, India, Jordan, and Pakistan. | | | | | | | | | | | | | |
| Emissions | | | | | | | | | | | | | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Climate CDP Climate Disclosure 2021 (C1.3a, C2.2, C2.2a, C2.3a, C2.4a, C3.2b, C3.3, C3.4, C4.3c) | | | | | | | | | | | | | |
| 305-1 | Direct (Scope 1) GHG emissions | ESG Report Sustainability Webpages | Enriching Communities: Climate Stewardship Scope 1 and 2 emissions data for fiscal 2021 will be available on our website in 2022. Our GHG data for previous years is currently available at the ESG Resources . | 39 | | | | | | | | | | | | |
| 305-2 | Energy indirect (Scope 2) greenhouse gas emissions | Sustainability Webpages | Scope 1 and 2 emissions data for fiscal 2021 will be available on our website in 2022. Our GHG data for previous years is currently available at the ESG Resources . | | | | | | | | | | | | | |
| 305-3 | Other indirect (Scope 3) greenhouse gas emissions | Sustainability Webpages | Scope 3 emissions data for fiscal 2020 will be available on our website in 2022 at the ESG Resources . | | | | | | | | | | | | | |
| 305-4 | GHG emissions intensity | Sustainability Webpages | Measuring Our Progress: Environment | | | | | | | | | | | | | |
| 305-5 | Reduction of GHG emissions | Sustainability Webpages | CDP Climate Disclosure 2021 (C2.4a, C4.1a, C4.2a, C4.3a, C4.3b) | | | | | | | | | | | | | |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| Waste | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Circularity and Waste | |
| 306-2 | Management of significant waste-related impacts | ESG Report | Enriching Communities: Circularity and Waste | 44 |
| 306-3 | Waste generated | ESG Report | Enriching Communities: Circularity and Waste Gap Inc. is currently developing a data collection strategy for our waste management with the help of our waste management partner and Distribution Center Operations team, which will detail our waste generated data. | 44 |
| 306-4 | Waste diverted from disposal | ESG Report | Enriching Communities: Circularity and Waste Gap Inc. is currently developing a data collection strategy for our waste management with the help of our waste management partner and Distribution Center Operations team, which will detail our waste diverted from disposal data. | 44 |
| 306-5 | Waste directed to disposal | ESG Report | Gap Inc. is currently developing a data collection strategy for our waste management with the help of our waste management partner and Distribution Center Operations team, which will detail our waste directed to disposal data. | |
| Supplier Environmental Assessment | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Management Approach Assessment and Remediation | |
| 308-1 | New suppliers that were screened using environmental criteria | ESG Report | Empowering Women: Human Rights and Social Dialogue | 19 |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | Sustainability Webpages | SASB Reference Table (CG-AA-430a.2) Assessment and Remediation Water Stewardship Chemicals Management | |
| | | ESG Report | Empowering Women: Assessment and Remediation | 20 |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| Employment | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Talent Development | |
| | | ESG Report | Enabling Opportunity: Talent Development | 29 |
| 401-1 | New employee hires and employee turnover | Proxy Statement | Proxy Statement 2022 | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Sustainability Webpages | Talent Development Measuring Our Progress: Employees | |
| 401-3 | Parental leave | Sustainability Webpages | Talent Development | |
| Occupational Health and Safety | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Talent Development | |
| Training and Education | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Talent Development This Way ONward | |
| | | ESG Report | Enabling Opportunity: Talent Development | 29 |
| | | | Enabling Opportunity: This Way ONward | 27 |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Sustainability Webpages | Talent Development Measuring Our Progress: Employees | |
| | | 2021 Equality & Belonging Report | Please see Gap Inc.'s 2021 Equality & Belonging Report , which will be made available later in 2022. | |
| Aspect: Diversity & Equal Opportunity | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Equality & Belonging | |
| | | 2021 Equality & Belonging Report | Please see Gap Inc.'s 2021 Equality & Belonging Report , which will be made available later in 2022. | |
| | | ESG Report | Enabling Opportunity: Equality & Belonging | 31 |
| 405-1 | Diversity of governance bodies and employees | Proxy Statement | 2022 Key Director Attributes | 10 |
| | | Sustainability Webpages | Measuring Our Progress: Employees What We're Made Of | |
| | | 2021 Equality & Belonging Report | Please see Gap Inc.'s 2021 Equality & Belonging Report , which will be made available later in 2022. | |

| GRI Indicator | Description | Disclosure Source | Section(s) | Page(s) |
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| 405-2 | Ratio of basic salary and remuneration of women to men | Sustainability Webpages ESG Report | Gender Equality & Empowerment Enabling Opportunity: Talent Development | 29 |
| Non-discrimination | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Discrimination and Harassment | |
| 406-1 | Total number of incidents of discrimination and corrective actions taken | Sustainability Webpages ESG Report | Discrimination and Harassment Assessment and Remediation Supplier Capability Building Programs Empowering Women: Human Rights and Social Dialogue | 19 |
| Aspect: Freedom of Association and Collective Bargaining | | | | |
| 407-1 | Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk | Sustainability Webpages | Freedom of Association Policies and Approaches for Human Rights | |
| Child Labor | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Assessment and Remediation Child Labor and Young Workers Policies and Approaches for Human Rights Empowering Women: Human Rights and Social Dialogue | 19 |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Sustainability Webpages | Child Labor and Young Workers Assessment and Remediation | |
| Forced or Compulsory Labor | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Assessment and Remediation Human Trafficking and Forced Labor Policies and Approaches for Human Rights California Transparency In Supply Chains Act & UK Modern Slavery Act Statement Empowering Women: Human Rights and Social Dialogue | 19 |
| 409-1 | Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor | Sustainability Webpages | Human Trafficking and Forced Labor Assessment and Remediation COVC Issues at Assessed Factories | |

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| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Employees and Community Impact P.A.C.E. and Empower@Work Enabling Opportunity: Employees and Community Impact | 32 |
| 413-1 | Percentage of operations with implemented local community engagement, impact assessments and/or development programs | Sustainability Webpages | Measuring Our Progress: Community | |
| Supplier Social Assessments | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages ESG Report | Assessment and Remediation Policies and Approaches for Human Rights Empowering Women: Human Rights and Social Dialogue | 19 |
| 414-1 | Percentage of new suppliers that were screened using human rights criteria | Sustainability Webpages | Assessment and Remediation Gap Inc. screens 100 percent of new suppliers using human rights criteria. Learn more about our process on the above sustainability webpages. | |
| 414-2 | Negative social impacts in the supply chain and actions taken | Sustainability Webpages ESG Report | Assessment and Remediation COVC Issues at Assessed Factories Empowering Women: Human Rights and Social Dialogue | 19 |
| Public Policy | | | | |
| 103-1 103-2 103-3 | Management and approach | Sustainability Webpages | Political Engagement Policy | |
| 415-1 | Political contributions | Sustainability Webpages | Political Engagement Policy | |