

## Gap Inc. Expands Gender-Based Violence Prevention Programs in Tamil Nadu

In 2022, Gap Inc. signed a three-year agreement with Tamil Nadu Textile and Common Workers Union (TTCU), Asia Floor Wage Alliance (AFWA), Global Labor Justice-International Labor Rights Forum (GLJ-IRLF) along with other global apparel brands, to jointly develop a new program to help prevent and remediate gender-based violence and harassment (GBVH) at Natchi Apparel, a factory and spinning mill operated by Eastman Exports in India. The effort builds on Gap Inc.'s financial support for GBVH prevention programs in its supply chain and its commitments to use the company's industry partnerships and commercial leverage to incentivize good faith performance.

The organizations participating in this agreement will provide regular GBVH training for the workforce and establish a new grievance process where issues are investigated by independent experts. Workers will serve as trained peer educators and shop floor monitors trained to detect and report incidents of GBVH. The program is expected to reach 5000 workers in spinning mills and sewing facilities in the first year.

The agreement is one element of Gap Inc.'s broader strategy to empower and respect the rights of workers in its supply chain and honors the loss of a garment worker, Jeyasre Kathrivel, who was a member of TTCU and an employee at Natchi Apparel. Gap Inc. has never sourced products from Natchi Apparel but has relationships with other factories operated by its parent company, Eastman Exports.

Gap Inc. has experience collaborating with suppliers through our Gender-Based Violence Prevention and Response program to build awareness, strengthen policy, and improve grievance mechanisms. We aim to ensure 100% of our factories have GBVH training, prevention, and response systems in place by 2025. Nearly 90% of our approved factories have conducted manager training on GBVH in partnership with ILO Better Work in the countries in which it operates.