

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Chico's FAS, Inc., including its brands Chico's, White House Black Market and Soma (the "Company") know that *people* are key to our success. The *people* who design, make and sell our products, the *people* who support every function of our organization, and the *people* who buy our unique fashion. We believe that every person has a right to safe, decent and humane working conditions, whether in facilities operated by us or those of vendors producing our product. We are also committed to reducing our environmental footprint, creating an inclusive culture, offering health and wellness programs for our people and supporting the communities where we operate.

On this website, we share an overview of our CSR program, including our global compliance program, our efforts to minimize our environmental footprint to build upon for the future, and the efforts we are making to improve the lives of those who work at and with the Company and the communities in which we do business.

GLOBAL COMPLIANCE

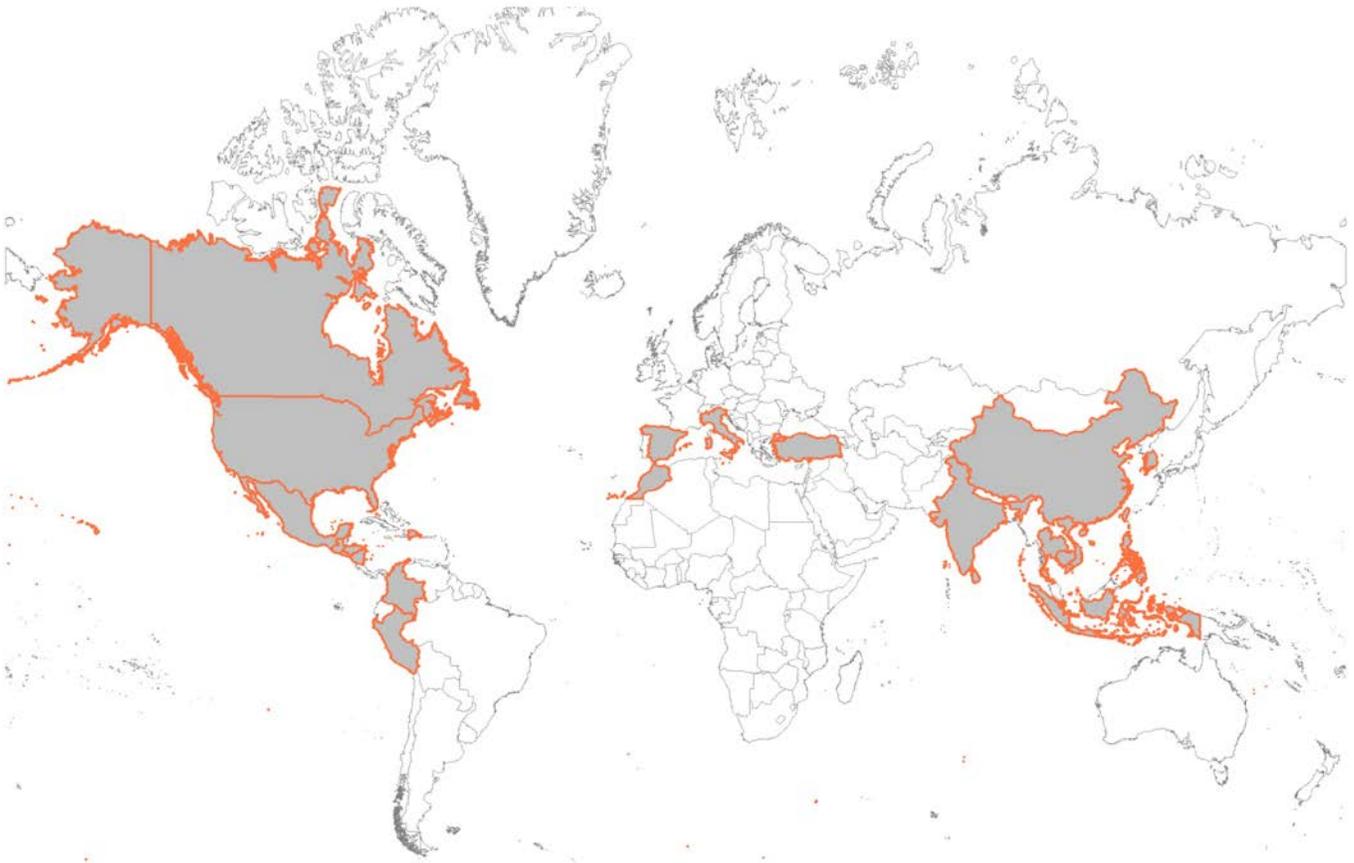
The Company's commitment to social responsibility is an integral part of our culture and we require our suppliers to understand and comply with our Terms of Commitment to Ethical Sourcing ("TOCs"). The TOCs are inspired by universally accepted human rights principles and the fundamental conventions of the International Labour Organization. They set forth our expectations for our suppliers regarding social, health and safety, environmental, and ethical performance. Suppliers that do business with the Company must contractually agree to the TOCs before producing for us. While we do not own the factories where our merchandise is made, we are committed to forging strong partnerships with our suppliers so that what we sell is produced in factories and under working conditions that are consistent with the TOCs and our values. With our complex supply chain, it is important for our continued success that we work with suppliers who operate responsibly and demonstrate a commitment to transparency and continuous improvement. We have implemented written guidelines, formal processes and management oversight so that our TOCs are not only words on paper, but a way of doing business at and with the Company.

Global Compliance Governance

Our commitment to global compliance begins at the top: oversight of the program rests with our Chief Executive Officer ("CEO"). Updates are provided to the CEO, Chief Financial Officer, and the Audit Committee of our Board of Directors on a wide variety of compliance matters, including supplier compliance. Day-to-day responsibility for global compliance is owned by our manager of Global Compliance, who reports to the Legal Department and is responsible for organizational alignment and managing our partnerships with internal and external stakeholders. The Global Compliance Department (the "Department") fosters a culture of transparency and seeks to continuously improve compliance with applicable legal and regulatory requirements and the Company's expectations.

Assessing and Addressing Factory Conditions

The Company manufactures in approximately 28 countries. The top 6 countries in which we manufacture are China, Vietnam, Indonesia, India, Sri Lanka and Mexico, with at least 2% of our global manufacturing produced in each country.



Sourcing from approximately 28 Countries and 371 Factories as of 2017.

Monitoring and Auditing

We have developed a comprehensive process to train, monitor, audit and work with suppliers, always striving for transparency and continuous improvement. The Company has a robust process to foster compliance with our TOCs by our suppliers:

- An initial on-site audit is performed by an experienced third-party auditor prior to activating any factory producing product bearing the Company's label. We also require our wholesale and licensed product suppliers to provide the Company with satisfactory audits for their suppliers. If an audit determines there are material deficiencies in a factory, then we either work with the supplier to formulate a corrective action plan ("CAP"), including follow up audits to address the deficiencies over a reasonable period of time or disallow production in that factory
- All factories producing the Company's product are audited at least annually by an experienced third-party auditor and follow-up audits are performed based on noncompliance findings.

From time to time, we will terminate our relationship with factories that are unable or unwilling to improve their performance in order to meet our CSR expectations.

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Production Risk Assessments

We conduct annual risk assessments of our supply chain and of the countries in which our product is produced. This process enables our sourcing team to make informed decisions about where our goods are manufactured and address any protective measures that are appropriate to be in place to address our CSR expectations.

Supplier and Brand Collaboration

The Company realizes the significant advantages in collaborating with industry groups, trade organizations and other retailers to advance our high compliance standards. The Department is actively engaged in the communication with, and education of, our suppliers through the use of tools such as our Vendor Extranet, field visits, monthly conference calls with key suppliers, participation in multi-brand compliance summits and worker engagement programs. In addition to other social, safety and environmental training sessions, fire safety continues to be a priority across our supply chain. We partner with various industry associations to promote local fire safety training opportunities and encourage our suppliers to participate in these sessions.

Measuring Factory Improvements

Our comprehensive monitoring program continues to provide us with insight into the complex challenges of workplace conditions, environmental opportunities, safety, security and ethical business practices. The Company utilizes global benchmarks and our historical auditing data to measure factory performance. Our Vendor Scorecard provides our partners with a report of a facility's performance from a compliance perspective. Our program includes a support system that can help factories tackle challenging labor, health and safety, environment, human rights, ethics and security issues. We are proud of our progress furthering our factory compliance programs. Our emphasis on workplace conditions has demonstrated measurable improvement within our factory base. We encourage a relationship with our suppliers that is built on transparency and recognize they have been a key component of our success.

Supply Chain Security

As part of our continued commitment to the safety and security of our supply chain, in 2003, the Company voluntarily partnered with US Customs and Border Protection (CBP) in the Customs – Trade Partnership Against Terrorism (C-TPAT) program earning the highest status (Tier 3) awarded by CBP. We are proud to report we have been able to maintain our Tier 3 status.

Animal Welfare

The Company supports and is committed to humane treatment of animals and we expect all suppliers to make our products in an ethical and responsible way. The following criteria must be met when sourcing animal materials/products such as leather, feathers, hair/fur, bones and skins:

- the material is a by-product from another industry (e.g. food processing), or
- the material is harvested in a humane manner which does not harm the animal.

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SUSTAINABILITY AND THE ENVIRONMENT

The Company has implemented several programs to reduce our environmental impact and we have an ongoing commitment to identify new opportunities. The following practices have been adopted:

Stores

- Utilizing low flush toilets, high-efficiency HVAC units, high efficiency LED lighting, and low VOC paints and adhesives
- Actively monitor electricity usage to eliminate any waste
- Providing MSDS (Material Safety Data Sheet) for chemical and beauty products

National Store Support Center

- Constructed a Green building certified by the Florida Green Building Coalition
- Proactively replacing aged HVAC equipment, and converting lighting to high efficiency LED's
- Utilizing light sensors for energy efficiency
- Recycle all cardboard, paper products, and metal scrap
- Use electric vehicles and bicycles for inter-building transportation
- Provide electric vehicle charging stations for Chico's FAS Associates to use free of charge
- Providing MSDS for chemical and beauty products

Distribution Center

- Utilizing light sensors for energy efficiency
- Providing MSDS for chemical and beauty products
- Recycling the inbound cartons for outbound shipments

FAIRNESS & EQUALITY

We value the diverse experience, perspectives, and backgrounds of our Associates. The Company is committed to fostering an inclusive environment that celebrates individuality, influences our culture, and innovates the way we work.

All Associates deserve to be treated with respect and dignity. We are firmly committed to providing equal employment opportunity. We value diversity and recognize that building a company where Associates of many backgrounds work together will benefit our business, our community, and our society.

HEALTH & WELLNESS

The Company offers benefits that provide competitive and affordable options for the health, well-being, and financial security of our Associates and their families. We continuously foster a culture of wellness by providing access to many programs, tools, and resources which encourage a healthy lifestyle. In addition to a Parental Leave Policy, the Company provides a generous Paid Time-Off (PTO) program to promote a healthy work-life balance for our Associates. As we strive to attract and retain the best talent in our industry, the Company's benefits package continues to evolve in order to meet the needs of our dynamic workforce.