

CORPORATE SOCIAL RESPONSIBILITY (CSR)

ENVIRONMENTAL SUSTAINABILITY

At Chico's FAS, Inc. we 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. It's our responsibility to take care of our *people*, and the environments where they live and work. We believe that every person has a right to safe, decent and humane working conditions, whether in facilities operated by us or by third parties. We are committed to minimizing our environmental footprint, creating an inclusive culture, offering health and wellness programs for our people and supporting the communities where we operate.

In this document, we share an overview of our efforts to minimize our environmental footprint and to support ethical sourcing to help protect and preserve the future. Please see the Company website (www.chicosfas.com) and click on "Philanthropy" for details on our community engagement, charitable giving and other philanthropic efforts; or click on "Social Responsibility" for details on 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.

ENVIRONMENTAL SUSTAINABILITY

The Company is committed to building a better world by reducing our environmental impact and increasing our sustainability efforts throughout our supply chain, stores, distribution centers and at our headquarters, the National Store Support Center (NSSC).

Over the years, we have implemented several programs to reduce our environmental footprint (see examples below). However, in 2019, we took the important step to formalize this commitment by establishing an associate-led Sustainability Committee. With oversight by our Board, this team will identify, develop and accelerate the Company's sustainability goals.

Environmental Programs

At our National Store Support Center

- We constructed our first office space designated as a *Florida Green Commercial Building* by the Florida Green Building Coalition
- We have replaced aged HVAC equipment with high-efficiency units
- We have replaced 90% of our on-campus lighting with high-efficiency LED lighting and installed automated light sensors to reduce wastefulness
- We provide a fleet of bicycles and electric vehicles for on-campus transportation for our Associates
- We provide EV-charging stations for our employees' vehicles, free of charge
- Our campus solid waste is processed by the Lee County (Florida) integrated Solid Waste Management System (SWMS).
 - According to the SWMS website, they feature "*one of the country's most successful and sustainable recycling and solid waste management systems.*"
 - Using a Resource Recovery Facility that sorts waste for reusable and recyclable materials and a state-of-the-art mass-burn combustion system that transforms waste into electricity, the SWMS is "*on track to meet Florida's 75 percent recycling goal by 2020*"
- In 2019, we saved over 759 trees through the Shred-It recycling program

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- In 2019, we launched an internal website featuring tips on recycling, reducing energy usage, going paperless and other ways to decrease our environmental footprint
- Where possible, we are continuing our efforts to convert to a paperless environment throughout our organization and our procurement team has partnered with Staples® to identify environmentally friendly office supply alternatives;
- Our campus cafés recently introduced eco-friendly containers that are biodegradable, compostable and are sourced from sustainably managed forests, and we are replacing supplies in our break rooms with more sustainable alternatives. We also encourage our Associates to bring their own reusable utensils, cups and plates to cut down on waste; and
- In 2019, we held our first ever *NSSC Innovation Exhibition* to foster a culture of innovation throughout our business.

In our Brands

- In 2019, our Soma® brand led the way:
 - 27% of our Soma bras are now made in an award winning, LEED Platinum-certified manufacturing facility
 - Since 2010, we've been proud to offer our *Soma Bra Donation* programs and *Bra Recycling* programs to our customers, resulting in the reuse or repurposing of nearly 2 million bras
 - Soma has begun implementing 3D sampling technology permitting us to reduce the number of physical development samples shipped to the brand each season; and
 - Our Soma design teams have been researching recycled materials to introduce into new collections.
- We continue to look at fabric innovations, technology and other efficiencies to reduce our footprint across all our brands; and
- Each of our brands regularly collect gently used work wear to donate to women in need.

At our Stores

- We utilize low flush toilets, programmable thermostats, high-efficiency LED lighting, and low-VOC paints and adhesives across our store fleet
- We continue to replace aged HVAC equipment with high-efficiency units
- We actively monitor electricity usage to reduce wastefulness; and
- We provide our Associates with Material Safety Data Sheets (MSDS) for proper chemical and waste disposal.

At our Global Distribution Center

- We installed automated light sensors to reduce energy use
- We factor green optimization efforts into our logistics program:
 - Four of our ocean carriers follow IMO 2020, which limits sulphur in their ships' fuel to 0.50%.
 - Our ocean volume enters the US through the ports of Los Angeles, Long Beach and Savannah, each of which are committed to decreasing their environmental impact, including setting goals for reducing harmful air emissions, improving water quality & reducing water usage, protecting marine wildlife, reducing greenhouse gas emission, starting solar projects and several other activities designed to reduce emissions and help their community.
 - Our air freight forwarders prioritize direct flights to reduce fuel emissions.
 - We strategically consolidate our shipments domestically to reduce the number of trucks used to transport our goods to our distribution center.
 - All our domestic trucking partners are on the EPA list of SmartWay® High Performers; and

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Soma

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- All our commercial invoices and packing lists from our customs brokers are generated electronically, reducing paper usage and waste.

In our Supply-Chain

- Certain of our product lines are produced in factories that engage in one or more sustainability programs, including, but not limited to: ISO 14001 & 14064 certifications, SLCP, Bluesign, waste recycling, Zero Discharge of Hazardous Chemicals, the Better Cotton Initiative, VIP & WCP, HIGG and SAC membership; additionally
- When selecting new suppliers, we consider their sustainability capabilities and goals
- We encourage our existing suppliers to continuously improve their own sustainability efforts; and
- We conduct product testing for certain chemicals and toxins to reduce the existence of substances of concern in our product lines.

Animal Welfare

The Company supports and is committed to the humane treatment of animals and we expect each of our suppliers that are engaged in sourcing materials derived from animals, such as leather, feathers, fur, bones and skins, to source those materials ethically and responsibly. Among other criteria, our *Ethical Sourcing of Animal Products* policy includes the following requirements our suppliers must follow when sourcing those materials for use in our products:

- the materials are a by-product from another industry (e.g. food processing); and/or
- the materials are harvested in a humane manner which does not harm the animal.

While our use of these materials in our product line is limited, that does not diminish our expectations for strict adherence of our policies by these suppliers. Anyone with information about known or suspected violations of our Company's *Ethical Sourcing of Animal Products* policy is encouraged to report the matter to a member of our Sourcing team, our management, or our In-House Legal Counsel under our Open Door Policy.