

June 2021

CORPORATE SOCIAL RESPONSIBILITY (CSR)



ENVIRONMENTAL SUSTAINABILITY

At Chico's FAS, Inc. (the "Company") we know our *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 click [here](#) for details on our community engagement, charitable giving and other philanthropic efforts; or click [here](#) 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.

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

Over the years, we have implemented several programs to reduce our environmental footprint. In 2019, we took the important step to formalize this commitment by establishing an Associate-led Sustainability Committee. With oversight by our Board of Directors and feedback from various stakeholders, this team identifies, develops and aims to accelerate the Company's sustainability goals.

In December 2020, we published updated CSR statements reflecting closer alignment to the **Sustainability Accounting Standards Board's (SASB) Apparel, Accessories & Footwear Sustainability Accounting Standard (ver. 2018-10)** disclosure topics, namely the Management of Chemicals in Products, Environmental Impacts in the Supply Chain, Labor Conditions in the Supply Chain and Raw Materials Sourcing. This document discusses our efforts related to the Management of Chemicals in Products, Environmental Impacts in the Supply Chain and Raw Materials Sourcing. For our discussion on Labor Conditions in the Supply Chain, please click [here](#).

A Note on the Novel Coronavirus (COVID-19) The COVID-19 global pandemic has changed our world. In 2020, the health and safety of our communities has taken center stage and COVID-19 has dramatically affected the way we live, work, travel, socialize and shop; resulting in skewed metrics related to certain of our 2020 sustainability efforts. As we continue to adjust to this "new normal", where possible, we have attempted to provide data that is relevant and useful in assessing our recent progress on our sustainability journey. Reporting metrics limited or affected by COVID-19 are denoted with the symbol ^{CD} in this report.

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Our Internal Sustainability Efforts

Chico's FAS is actively integrating sustainable practices across our core business operations to address systemic environmental challenges.

A Focus on Circularity

At Chico's FAS, we believe in second (and even third) chances. In addition to designing products using recycled and recyclable fibers and implementing environmentally friendlier manufacturing techniques, each of our brands have a long-standing commitment to extending the life of our products by regularly collecting gently-used clothing to donate to women in need.

Our customers know that when they clean out their closets and donate through our programs, they are helping keep used clothing out of landfills and giving other women the same chance to experience the confidence and joy our products inspired in them. Click [here](#) for more details on our product donation efforts.

FAS FACT: Since 2010, Chico's FAS, Inc. has been proud to offer our [Soma Bra Donation](#) and [Bra Recycling](#) programs to our customers. To accelerate the impact of these programs, we now offer year-round collection locations in our Soma stores so our customers can drop-off their gently used bras for donation to our partner I Support the Girls- and used bras in any condition for recycling by our partner The Bra Recyclers- any day of the week.

Soma's 2 Million Bras Recycled has an environmental impact equivalent to...



Greenhouse Gas Emissions from
321,582
miles driven by an average
passenger vehicle.



Greenhouse gas
emissions avoided by
5,514
trash bags of waste
recycled instead of
landfilled



CO2 emissions from
16,527,881
smartphones charged



CO2 emissions from
14,583
gallons of gasoline
consumed



The removal of Co2 that
would have been
absorbed from
169
acres of U.S. forest in
one year.



Greenhouse gas emissions
avoided by
44.1
tons of waste recycled
instead of landfilled

Source: epa.gov

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We're also committed to reducing the amount of recyclable waste entering our landfills from our NSSC campus and our Global Distribution Center. Since 2019, our internal website has featured 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, partnering with Staples® to identify environmentally friendly office supply alternatives. On the first Monday of every month, we invite our NSSC Associates to bring in their documents and personal papers to secure, locked shredding bins, which are normally reserved for business use. In 2019 & 2020, we saved over 759 trees & 489 trees^{CD} respectively, through our campus [Shred-It®](#) recycling program.

Our NSSC campus recycled 92.24 tons of cardboard, paper products and metal scrap in 2019 and 21.44 tons^{CD} in 2020. Our Global Distribution Center recycled an additional 1,341.45 tons (or 2,682,909 pounds)^{CD} of corrugated containers and plastics in 2020. Additionally, since 2018, our IT team regularly recycles end-of-life electronics as part of our electronic waste recycling program. All sensitive property on hard drives and the like are put through an accountable, protected, and auditable disc sanitization, all while staying compliant with respective federal and state regulations and our partner's zero-landfill environment protection policy.

In 2020, our campus cafés 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.

FAS FACT: Since inception, our NSSC campus [Shred-It®](#) recycling program has saved approximately **68,724** trees.



The remainder of our NSSC 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”. SWMS uses 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; and in 2017, three years ahead of the goal, the SWMS met the State of Florida's [75 percent recycling goal by 2020](#).

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How We Move

Greenhouse Gas Emissions (GHG) trap heat and make the planet warmer, contributing to global warming, which according to the [World Wildlife Fund](#) in turn leads to “*more frequent and intense drought, storms, heat waves, rising sea levels, melting glaciers and warming oceans can directly harm animals, destroy the places they live, and wreak havoc on people's livelihoods and communities.*”

We recognize that burning fossil fuels for transportation has historically been the single highest contributor to U.S. Greenhouse Gas Emissions - *in 2019, transportation accounted for 29% of the total U.S. GHG Emissions, according to the EPA.* The Company is proud to have implemented a variety of cleaner transportation alternatives.

At our NSSC campus, we provide a fleet of bicycles and electric vehicles for on-campus transportation for our Associates and provide EV-charging stations for our employees' vehicles, free of charge. Many of our Associates elect to bike or walk between buildings as they head to meetings for a chance to get a bit of exercise while enjoying our serene campus. We also recently introduced a clean fuel Mitsubishi® Fuso Box Truck on campus for our corporate materials transportation needs.

On a larger scale, we factor green optimization efforts into the Company's overall logistics program:

FAS FACT: All our domestic trucking partners are on the Environmental Protection Agency's list of [SmartWay® High Performers](#). According to the EPA website, based on SmartWay's annual emissions reports for partners, these High Performers lead the freight industry in producing more efficient and sustainable supply chain transportation solutions.



In addition,

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

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Where We Work

FAS FACT: At our NSSC campus, we constructed our first office space designated as a [Florida Green Commercial Building](#) by the Florida Green Building Coalition.



In addition to reaping the benefits of the sustainable strategies used in the design and construction of the building, in 2017 the space doubled as a temporary hurricane shelter for several of our Associates and their families and pets that required shelter to ride out the effects of Hurricane Irma.

We care about the communities where our Associates live and work. To reduce the impact of harmful chemicals in our workplace, we use low-VOC paints and adhesives across our store fleet and provide our Associates that handle chemicals and other waste with Material Safety Data Sheets (MSDS) for proper chemical and waste disposal.

In recent years, we have replaced aged HVAC equipment at NSSC with high-efficiency units, including a high-efficiency chiller and cooling tower for a 146,000 sq. ft. on-campus office space. In our stores we have temporarily paused our efforts to install high-efficiency units with programmable thermostats^{CD} but continue to actively monitor our electricity usage to reduce wastefulness.

We have replaced 90% of our on-campus lighting with high-efficiency LED lighting with automated light sensors to reduce wastefulness and our stores and Global Distribution Center now feature similar energy saving light fixtures.



FAS FACT: From May 2018 to December 2020, our NSSC campus decreased its average Monthly electric energy use per Quarter from an average 1,606,426 kw/h per month in **our 2nd Quarter 2018** to an average 1,386,827 kw/h per month in our **1st Quarter 2020**^{CD} and an average 1,206,974 kw/h per month in our **4th Quarter 2020**^{CD}.

^{CD} As part of our COVID-19 mitigation efforts, since April 2020 many of our NSSC Associates have worked remotely. The energy consumption for our 4th Quarter 2020 does not include data on energy consumed at their home offices.

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The table below provides a summary of the Company's annual utility consumption rates for 2019 & 2020 for our U.S. operations (namely, our store fleet, NSSC campus, leased temporary housing locations and Global Distribution Center):

Table 1: Chico's FAS Utility Consumption Rates 2019 & 2020^{CD}

Utility	Measurement	2019	2020
Electric	KWh	95,969,366	83,303,924
Electric Avg/Mo	KWh	7,997,447	6,941,994
Water	KGal	22,909	24,353
Water Avg/Mo	KGal	1,909	2,029
Natural Gas	Therms [†]	441,370	397,293
Natural Gas Avg/Mo	Therms	36,781	33,108
Chilled Water (HVAC)*	Therms	5,622.48	5,864.18
Chilled Water Avg/Mo	Therms	468.54	488.68

[†]Therms, or BTUs (British thermal units) are a basic measure of thermal energy.

*Used in 2 store locations

The consumption data for 2020 does not include data on energy consumed at their home offices; store closures also affected these figures.

Sustainable Efforts in Our Global Supply Chain



When selecting new suppliers, Chico's FAS considers their sustainability capabilities and goals. 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. 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, as more fully described below.

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Management of Chemicals in Products

Our suppliers are required to comply with all of the environmental, health and safety requirements in every governmental jurisdiction where our branded products are sourced, manufactured and processed as well as our *Global Code of Conduct* ("Code of Conduct", previously known as our *Terms of Commitment to Ethical Sourcing*) available [here](#) and our Chico's FAS, Inc. *Code of Ethics* available [here](#) ("Code of Ethics", and collectively with the Code of Conduct, the "Codes").

The Company is committed to conducting its business in a manner designed to protect consumers, workers and the environment. Part of these efforts include taking a hazards-based approach to ensure that our branded products are sourced in compliance with applicable restricted chemical regulations both in the country(ies) where those products are made and in our own markets.

Our Global Compliance team has adopted the American Apparel & Footwear Association's (AAFA) Restricted Substance List (RSL). As part of our vendor onboarding process, suppliers for our Company-branded products undergo technical audits prior to being introduced into our supply-chain, to ensure their operations comply with all applicable AAFA RSL testing requirements. Under our Codes, our suppliers must ensure that all finished product, as well as components and raw materials that go into those products comply with the regulations and standards listed in the most current version of the AAFA RSL.

We require our suppliers to periodically verify and test our Company-branded finished products for compliance through certified third-party testing labs. We also receive annual verification that each of the testing labs' certifications remain up to date.

The AAFA RSL can be found on their website [here](#) and is available in multiple languages.

Additionally, as part of our regular factory audit process, our reputable third-party auditors evaluate our Tier 1 factories to determine their compliance with the safe handling, use, storage and disposal of any chemicals used in the manufacturing process.

As our design and sourcing teams continue their work to identify sustainable opportunities in fabric innovations, technology and other areas we anticipate incremental decreases to our chemical footprint across all our brands.

Soma[®] introduced digital printing into its foundations collections, using this printing technique on 33% of its total panty prints. By Summer 2021, this technique will also be used on 4% of its total bra assortment prints. Digital printing uses less water, energy and color pigments than traditional printing techniques.

FAS FACT: In 2020, **WHBM**[®] & **Chico's**[®] emphasized a heavier reliance on sustainable techniques in its denim finishing processes, including laser printing, mechanical dry processing techniques, bio-degradable cellulase enzyme finishes and ozone bleaching, designed to reduce our reliance on potentially harmful chemicals.



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Environmental Impacts in the Supply Chain

Understanding our supply chain strengths and opportunities allows us to continue to develop sustainability strategies that are meaningful and impactful. In the Company's fourth quarter 2020, our Sustainability Committee received the results of the Company's first Tier 1 supplier facility E&S audit questionnaire (E&S Audit). The E&S Audit was designed to assist the Company in gaining further insight into our suppliers' environmental and social practices in the following areas:

Environmental Risk and Opportunities	Human Rights
Carbon & Climate	Labor, Health & Safety
Natural Resources	Stakeholders & Society
Waste & Toxicity	

The E&S Audit touches on topics ranging from our suppliers' practices related to living wages, women's empowerment and Inclusion & Diversity to their total energy consumption, wastewater discharge, greenhouse gas emissions, [Paris Accord](#) goals and other areas of environmental management. We look forward to sharing our learnings in the future.

Internally, we continue to look at fabric innovations, technology and other efficiencies to reduce our footprint across all our brands:

3D Design Technology permits us to reduce the number of physical development samples shipped to our brands each season by leveraging 3D modeling of our product designs throughout the development process. Since 2018, our **Chico's**[®] brand, and since 2019 our **Soma**[®] and **WHBM**[®] brands have increased the penetration of 3D technology in their design process; all three brands have continued to adopt the technology across larger portions of their assortments.

- In 2020, **Chico's Outlets** used 3D technology to design approximately 70% of its assortment.
- **WHBM**[®] hopes to complete 30% of its fittings digitally by Summer 2022.

3D Technology also permits greater online collaboration, reducing our overall reliance on paper usage in our design & development processes.

Throughout 2019, 27% of our **Soma**[®] bras were made in an award winning, [LEED](#) Platinum[®]-certified manufacturing facility that complies with ISO 14001:2015, including our Embraceable[™] and Stunning[™] collections. The ISO 14001:2015 standard specifies requirements for an environmental management system that an organization can use to enhance its environmental performance. The percentage of Soma bras produced at this facility temporarily decreased to 10% overall for 2020^{CD}; however a portion of the volume shifted to a sister ISO 14001:2015 facility that has received the following additional environmental certifications: the GRS (Global Recycled Standard), GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard), maintaining our goal of improving the environmental footprint of our supply chain.

Raw Materials Sourcing

We believe that the raw materials used to produce our products should be ethically sourced, in terms of the welfare of the people producing them and in relation to their overall environmental impact.

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Environmental Risks

By continuing to identify and introduce more sustainable raw materials we can lessen risks associated with our chemical footprint and water usage. Over the last several years, among other things, we've introduced products featuring: recycled polyester, organic cotton sourced in accordance with many of the [principals](#) of the Better Cotton Initiative (BCI); fabrics containing Lenzing's [Tencel™](#), which uses a closed-loop solvent-spinning process to recapture and reuse 99% of the solvent used to transform wood pulp into cellulosic fibers; and Lenzing's [EcoVero™](#), an eco-responsible fully biodegradable viscose fiber using certified renewable wood sources and whose fiber manufacturing "*generates up to 50% lower emissions and water impact compared to generic Viscose.*"

In 2020, **WHBM®** introduced 19 fabrics with sustainable fiber content, including Lenzing's Tencel™, Lenzing's Ecovero™, Unifi's REPREVE®, and other recycled polyester, and lyocell fibers.

In **Soma®**, 3% of our Soma bra assortment now use recycled yarns, including Unifi's REPREVE® (a recycled polyester yarn) and recycled nylon lace. Fifty percent (50%) of our Soma nursing bra assortment are currently made using recycled polyester.

- By the end of 2021, our goal is to produce up to 40% of our Soma Sport™ bras using recycled yarns.
- By the end of 2022, our goal is to increase our overall usage of recycled yarns in our Soma® bra assortment to 14% through expanded offerings in our Embraceable™, Soma Sport™, Soma nursing, and Enbliss™ collections.

Several of our **Soma WKND™** collection pieces now contain more than 40% recycled polyester, which is made from recycled PET, the same plastic used in water bottles. Each product that contains recycled polyester helps keep used plastics from entering our landfills and oceans.

- By Fall 2021, 15% of the Soma WKND™ assortment will feature eco-friendly yarns.

A portion of our **Chico's Travelers®** product line now uses fabric made with Eastman's [Naia™](#) cellulosic fiber made with sustainably sourced wood using a low-impact closed-loop process where solvents are recycled back into the system for reuse. Among other certifications, Naia is [OEKO-TEX® 100 Product, Class 1 certified](#) and has received an "[OK biodegradable](#)" and "[OK compost](#)" conformity mark from TÜV AUSTRIA. In addition, it is made with no chemicals listed on the [ZDHC Manufacturing Restricted Substances List](#), and is ranked on the Higg Materials Sustainability Index.

Over the past year, **Chico's®** has also introduced more sustainable fibers into its collections, including BCI Cotton, Lenzing's Tencel™, Lenzing's Ecovero™, Unifi's REPREVE®, Modal, and other recycled polyester and lyocell fibers.

- By Holiday 2021, Chico's® expects to offer more than 20 styles containing 100% Modal or 100% Lenzing's Tencel™ fabrics in addition to its fabrics containing Tencel™ or Modal fiber blends.

As we continue to develop a holistic approach to our supply chain, we will continue to collaborate with our suppliers to improve our oversight and capture additional reportable metrics in these areas.

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FAS FACT: Our Chico's® brand has featured linen, a highly biodegradable fabric derived from flax, in its product lines for many years. Flax is intrinsically hypoallergenic and anti-bacterial. It naturally requires very little pesticide or fertilizer and during normal growing seasons, does not require any irrigation, relying instead on rainwater. As a finished product linen uses significantly less water in its consumption than cotton. Across its lifecycle, a linen shirt uses approximately 6.4 liters (1.7 gallons) of water compared to 2,700 liters (713.3 gallons) for a cotton shirt¹.



Social Risks

Responsible sourcing practices are core to our corporate philosophy. Each year, the Company publishes an annual [Conflict Minerals Report](#) in accordance with our [Conflict Minerals Policy](#). The report is intended to reflect the Company's due diligence of its mineral supply chain following the [five-step framework](#) developed by the Organization for Economic Cooperation and Development (OECD), endorsed by the U.S. Department of State.

At Chico's FAS we believe in the freedom that universally-accepted human rights protections afford to the global workforce. We do not tolerate the use of trafficked, indentured, prison or otherwise forced or coerced labor in the Company's supply chain and we actively monitor our supply chain to help ensure compliance with these requirements.

In 2019, in response to learning of the allegations of human rights violations against the Uighur population in the Xinjiang region of the People's Republic of China, we took the important step of phasing out cotton known to be sourced from that region and implementing a certification program with our suppliers to ensure compliance. In 2020, we banned the use of any products or raw materials made in Xinjiang from our supply chain consistent with an order issued by U.S. Customs and Border Protection (CBP) on the subject. We continue to diligently monitor the situation to avoid complicity in any human rights violations stemming from that region.

Animal Welfare

While only a small percentage of our product offerings contain materials derived from animals, we are continuing our journey to explore and introduce animal-friendly alternatives into our product assortment. 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*

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Sourcing of Animal Products policy includes an obligation for our suppliers to conduct due diligence to ensure that when used in our products, materials derived from animals are sourced in accordance with [The Five Freedoms](#):

- 1. Freedom from Hunger and Thirst** - by ready access to fresh water and a diet to maintain full health and vigor
- 2. Freedom from Discomfort** - by providing an appropriate environment including shelter and a comfortable resting area
- 3. Freedom from Pain, Injury or Disease** - by prevention or rapid diagnosis and treatment
- 4. Freedom to Express Normal Behavior** - by providing sufficient space, proper facilities and company of the animal's own kind
- 5. Freedom from Fear and Distress** - by ensuring conditions and treatment which avoid mental suffering

and:

- 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 types of materials in our product line is limited, this 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.

Our brands are excited to continue their efforts to offer our customers responsibly sourced products that allow our customers to wear our products with confidence and joy.

About this Statement

The goals, plans, targets and commitments in this statement are aspirational; as such, no guarantees or promises are made that they will be met or successfully executed. Furthermore, data, statistics, and metrics included in this statement are non-audited, are not prepared in accordance with generally accepted accounting principles (GAAP), continue to evolve, and may be based on assumptions believed to be reasonable at the time of preparation, but may be subject to revision. This statement contains certain forward-looking statements, including statements regarding our corporate social responsibility and environmental, social, and governance targets, goals, commitments, and programs and other business plans, initiatives, and objectives. These statements are typically accompanied by the words "anticipates," "believes," "estimates," "expects," "forecasts," "intends," "plans," "projects," "may," "will," "should," "would," "could," or other similar expressions. All such statements are intended to enjoy the protection of the safe harbor for forward-looking statements provided by the Private Securities Litigation Reform Act of 1995, as amended. Our actual future results, including the achievement of our targets, goals, or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed in our most recent annual report on Form 10-K, and subsequent quarterly reports on Form 10-Q, filed with the Securities and Exchange

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Commission (SEC), as well as, with respect to our sustainability targets, goals, and commitments outlined in this report or elsewhere, the challenges and assumptions identified in this statement. You should consider the forward-looking statements in this statement in conjunction with our annual report on Form 10-K and our quarterly reports on Form 10-Q and current reports on Form 8-K filed with the SEC now and in the future. The Company urges you to consider all of the risks, uncertainties, and factors identified above or discussed in such reports carefully in evaluating the forward-looking statements in this statement. The Company cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. The forward-looking statements in this statement are made as of the date of this statement, unless otherwise indicated, and we undertake no obligation to update this statement to reflect subsequent events or circumstances.

¹ According to a study by Bio Intelligence Service in 2007, available at <https://issuu.com/linenandhemp/docs/3-ecoprofile-feb08-eng.pdf>.

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