

Governance



Committed to ethics and transparency

Relevant frameworks in this pillar: GRI, SASB, UNGC

Contributes to these UN SDGs: 8, 16

From our California Gold Rush beginnings, we have grown into one of the world's largest brand-name

apparel companies. A history of responsible business practices, rooted in our core values, has helped us build our brands and engender consumer trust around the world. Under our Levi's®, Dockers®, Signature by Levi Strauss & Co.™ and Denizen® brands, we design, market and sell – directly or through third parties and licensees – products that include jeans, casual and dress pants, tops, shorts, skirts, dresses, jackets, footwear, and related accessories for adults and children around the world. Our newest brand, Beyond Yoga®, acquired in 2021, is a body positive, premium athleisure apparel brand focused on quality, fit and comfort for all shapes and sizes.

Our products are sold in more than 110 countries through chain retailers, department stores, online sites, and a global footprint of about 3,100 brand-dedicated stores and shop-in-shops. Our global headquarters is in San Francisco, California, with additional support offices in Diegem, Belgium, and Singapore, and approximately 16,600 worldwide employees.

Led By Our Values

Across all our brands and throughout our global organization, our values – empathy, originality, integrity and courage – guide our decisions and actions. They are at the heart of our purpose-driven company, underpinning our vision of the future and our business strategies, including how we continue to lead in sustainability.

Our Mission: Deliver profits through principles to make an outsized impact on the world.

Our Aspiration: Be the world's best apparel company, famous for our brands and values.

Governance Highlights

#2

among top five apparel companies globally on *Fortune's* 2022 list of “World’s Most Admired Companies” and #3 among top five apparel companies globally in 2021

Change the world

Named to *Fortune's* 2021 “Change the World” list for two separate programs: Levi’s® “Buy Better, Wear Longer” advertising campaign, and LS&Co.’s paid leave programs and advocacy for a federal paid family leave policy in the U.S.

Our Value Chain



Forward-Looking Statements

This Sustainability Report and related website contain forward-looking statements, including statements related to our sustainability strategies, initiatives and targets. We based these forward-looking statements on our current assumptions, expectations and projections. These forward-looking statements are estimates and involve a number of risks and uncertainties that could cause actual results to differ materially. These risks and uncertainties are detailed in our filings with the U.S. Securities and Exchange Commission, including our Forms 10-K and 10-Q. Other unknown or unpredictable factors also could have material effects on our future results, performance or achievements. All information in this Sustainability Report and related website was current only as of the date originally presented and we disclaim any obligation to update this information.



Sustainability Governance

GRI: 2-9; 2-14

Embedding sustainability into our organization

Our Global Sustainability Team, led by Jeffrey Hogue, our Chief Sustainability Officer (CSO), includes about 30 sustainability professionals dedicated to developing, coordinating and executing our sustainability

strategy across the LS&Co. global organization. The Global Sustainability Team works with various functions throughout the company that focus on our strategy execution, measurement and performance disclosure, either as part of or in addition to their core responsibilities. The team works with leaders across the company, including Commercial, Sourcing, Product Development, Finance, Legal and other functions to integrate sustainability approaches, policies and goals throughout our business, while regularly reporting to and seeking input from the Executive Leadership Team and relevant committees of the Board.

Sustainability Team Mission: We endeavor to be a catalyst for positive change.

Board-Level Oversight

The LS&Co. Board of Directors oversees the company's strategy and performance, including overall risks and opportunities. The Board reviews sustainability progress in the context of the company's strategy through committees that focus on specific areas of risk and sustainability, including the Nominating, Governance and Corporate Citizenship Committee, which has responsibility for review and oversight of corporate citizenship, sustainability and corporate governance matters. The committee reviews with management the impact of the company's business operations, policies and practices with respect to issues such as health and safety, corporate citizenship, public policy and community involvement. This includes, but is not limited to, sustainability and environmental, social and governance (ESG) matters that could have a significant impact on the company.

The Audit Committee reviews major financial risk exposures and the steps management has taken to monitor and control such exposures. In this context, management engages in discussions with the Audit Committee and the Board concerning risk, both periodically and annually, during a review of the key risks to the company's plans and strategies and mitigation plans for those risks, which include climate-related risks.

The Compensation and Human Capital Committee of our Board of Directors provides assistance to our Board in its oversight of our compensation, benefits and human resources programs and of senior management performance, composition and compensation. The committee reviews the development, implementation and effectiveness of the company's policies and strategies relating to human capital management, including policies and strategies regarding culture, recruiting, retention, career development and progression, talent planning and diversity and inclusion.

Executive Leadership Team Sustainability Responsibility

Our President and Chief Executive Officer (CEO), who also serves on our Board, holds the highest non-Board-level responsibility for environmental and social risks and opportunities. The Executive Vice President and Chief Financial Officer leads the efforts to integrate environmental, social and governance (ESG) initiatives into the company's business models and financial decision making. The Chief Sustainability Officer, with oversight from the Executive Vice President and Chief Operations Officer, is responsible for all aspects of our environmental and social risks and opportunities, and leads the assessment and management of these across the organization and throughout our value chain.

Sustainability Linked to Compensation

Certain employees are eligible for incentive compensation for the effective management of sustainability issues. As a specific example, the Executive Vice President and Chief Operations Officer has an absolute operational greenhouse gas emissions reductions target and a renewable energy procurement target (as a percentage of absolute operational energy use) built into her performance objectives.

In addition, for all executive-level employees, including our Executive Leadership Team, a premium of up to 15% of their target of performance-based restricted stock units (RSUs) is based on the attainment of diversity, equity and inclusion (DE&I) goals met over the three-year performance period. The DE&I goals include employee representation and engagement goals. We believe RSUs, which are 50% of the executive long-term incentive mix, drive greater accountability for achieving our strategic plan and create long-term value for shareholders.

For more information about our corporate governance practices, including details on our Board of Directors and committees, shareholder outreach, voting rights and other practices, see our [2022 Notice of Annual Meeting of Shareholders and Proxy Statement](#).

Resources

[2022 Notice of Annual Meeting of Shareholders and Proxy Statement](#)

Audit Committee Charter

Compensation and Human Capital Committee Charter

Corporate Governance Guidelines

Nominating, Governance and Corporate Citizenship Committee Charter



Data Privacy and Security

SASB: CG-MR-230a.1; CG-EC-220a.1; CG-EC-220a.2

Safeguarding consumer, employee and business data

LS&Co. is deeply committed to the relationship and trust we have with consumers, and we take our data protection and privacy responsibilities seriously. Our privacy program is based on a documented global

privacy framework with implementation led by our Chief Privacy Officer, under the direction of our Executive Vice President and General Counsel. The Chief Privacy Officer works in partnership with other leaders, including our Chief Information Security Officer. The global breadth of our privacy program is supported by a network of privacy champions embedded in the business.

As of July 2022, more than 150 countries have enacted at least one unique privacy and/or data protection law. By basing the core elements of our program on the Fair Information Processing Principles, LS&Co. can more easily respond and adjust to rapid legislative changes around the world. We monitor changing legal requirements and engage numerous external resources and experts to help us appropriately respond to data protection laws and regulations in the jurisdictions where we operate.

Data Protection

Our commitment to data protection has visibility at the most senior levels of the organization and forms part of the unique LS&Co. culture. Regular data privacy and data security updates are given by our Chief Privacy Officer and Chief Information Security Officer to the executive leadership team, the LS&Co. Enterprise Risk Committee and the Audit Committee. We provide mandatory annual information security training for all employees, applicable data privacy training, along with supplementary training on topics such as phishing and social media risk.

LS&Co.'s [Privacy Policy](#) (available on all our websites) describes how we use consumers' personal information collected when consumers interact with us in our stores, through customer service, on our retail websites, through our mobile app or on our corporate website (levistrauss.com). The LS&Co. Privacy Policy describes in detail the types of information we collect and, in line with the Fair Information Practice Principles, how we limit information collection to that which is reasonable and necessary to achieve the intended purpose for collection. This includes, as examples, information for processing consumer orders, advertising and marketing, improving consumer experience and offering our loyalty program. If there is a need to use personal information for purposes beyond the scope of that previously disclosed to consumers, we provide additional notice or seek consumer consent where required by applicable laws.

LS&Co. does not sell consumer personal information to third parties for their independent business use. We allow individuals the opportunity to participate in how their personal information is used and offer ways for them to exercise choices, including how to change or correct personal information and how to opt out of or unsubscribe from marketing emails and mailings. We provide consumers with opportunities to join our RedTab™ member program and subscribe to communications, and they are free to opt out at any time.

A process is in place to update the LS&Co. consumer Privacy Policy annually. We also maintain an Employee Privacy Notice that details how LS&Co. processes the personal information of its employee base, and a [Candidate Privacy Notice](#)

that provides information about LS&Co.'s privacy practices for job applicants. The privacy program is managed through a series of internal documented policies and procedures that reflect the organization's commitment to and respect for individuals' personal information.

Data Security

We apply and leverage a variety of approaches to protect company, employee, applicant and consumer data from risk, including risks of unauthorized disclosure, loss or misuse. These approaches include vendor security assessments; privacy impact assessments; legislative monitoring; cyber threat assessments; reviewing industry threat analysis; and benchmarking. LS&Co. maintains standard data processing agreements and security templates for use in our contract processes that are developed in line with our data use, privacy and security requirements. Technical security solutions, including but not limited to identity and access management, infrastructure, platform and endpoints solutions are deployed across the technology infrastructure to address identified cyber risks and protect against theft of sensitive data and/or information.

LS&Co. continuously monitors for privacy and security incidents, which include incidents of unauthorized use or access to personal information or other confidential information under our control. When an incident is detected or reported, a response team engages to contain, investigate, and respond, including assessing any applicable data breach notification and reporting obligations. Further, internal risk assessments are completed on an annual schedule. Additional risk analysis may be performed to address any potential threat scenario. External risk assessments are performed for certain third parties where the relationship meets the criteria of an assessment.

Proactive identification of cyber risks, along with significant investments in technology and vendor relationships, help address key risk areas and allow focus on risk quantification and reporting. This approach positions us to identify potential threats and invest in tools and resources to mitigate them. We will continue conducting annual reviews of our cybersecurity policies, which reflect our intentions and standards and provide us with guidance for protecting data security.

Our cyber awareness program aims to educate all employees of LS&Co. on current cyber threats and solicits their participation in the collective defense of the company's assets. The scope includes employees and contractors. We treat our employees as front-line defenders and support them in building the skills and habits to protect LS&Co.'s information assets through frequent, targeted and short trainings on topics such as phishing and data protection.

We actively participate in the data privacy and security initiatives of multiple industry associations and organizations, such as the International Association of Privacy Professionals, the Retail Industry Leaders Association (RILA), the National Retail Federation (NRF) and the Retail & Hospitality Information Sharing and

Analysis Center (RH-ISAC). Together, these consortiums help LS&Co. in its commitment to meet applicable legal requirements and to protect data and systems.

LS&Co. continues to invest strategically in information security, with investments across operational capacity as well as innovative technology, process and/or service capabilities. These critical investments support our focus on business and technology transformation, as well as support the handling of consumer personally identifiable information.

Intellectual Property Management

Our Chief Counsel, Global Intellectual Property, Brands and Marketing for LS&Co., and other specialists on our Legal team oversee our intellectual property. This includes all LS&Co.-owned property, whether publicly available on the LS&Co. family of websites or other public domains; our trademarks and patents; and proprietary and confidential information we use internally. We have a network of brand protection specialists who seek out counterfeit production sources and distribution channels, working to stop counterfeits from reaching the market.

The LS&Co. [Terms and Conditions of Use](#) apply to all online visitors of our websites; our supplier contracts stipulate the intellectual property protection requirements for LS&Co. vendors; and the [Worldwide Code of Business Conduct](#) specifies the intellectual property expectations of our employees to protect LS&Co.'s digital, financial and physical assets, intellectual property and confidential information.

Resources

[Candidate Privacy Notice](#)

[Privacy Policy](#)

[Terms and Conditions of Use](#)

[Worldwide Code of Business Conduct](#)



SASB: CG-MR-000.A

UN SDGs: 8

Creating value by advancing sustainability

At LS&Co., our “profits through principles” philosophy guides our actions and reminds us that how we make

our products is as important as what we make. Central to our business for many years, this philosophy encourages us as we work to make an outsized impact on the world, delivering value to businesses and consumers, supporting employment in our operations and our supply chain, supporting communities we engage with and nurturing the planet.

LS&Co. Economic Contribution Metrics

Key Metrics	Fiscal Year 2021
Net revenues	\$5.8 billion
Capital returned to shareholders*	~\$200 million
Number of employees	~16,600
Net Revenues from our global digital footprint**	22%
Number of retail locations where our products are sold***	~50,000
Number of brand-dedicated stores and shop-in-shops***	~3,100
Number of new company-operated stores, net of closures	41
Number of workers in our supply chain****	~509,000
Total charitable contributions to community partners*****	\$13.5 million
Charitable contributions as a percentage of net income	2.4%

*Capital returned to shareholders includes cash dividends paid and the repurchase of common stock.

**Our global digital business includes our company-operated e-commerce sites as well as the online businesses of our wholesale customers, including those of traditional wholesalers as well as pure-play (online-only) wholesalers.

***Our brand-dedicated stores include 1,083 stores operated by us, with the remainder operated by independent third parties such as franchisees.

****Excludes Beyond Yoga®. Number of workers in our supply chain includes an estimated 428,000 workers in Tier 1 supplier factories and 81,000 workers in Tier 2 supplier factories, for a combined total of approximately 509,000.

*****Charitable contributions include \$9.5 million in Levi Strauss Foundation grants, \$3.1 million in LS&Co. corporate grants and \$0.9 million in LS&Co. product donations.

For more data see [Our Performance: Data Tables](#).



Accounting for Sustainability – embedding sustainability in business

LS&Co.'s Executive Vice President and Chief Financial Officer, Harmit Singh, joined chief financial officers from three other companies to launch the U.S. chapter of Accounting for Sustainability (A4S), an organization seeking to mobilize financial leaders and promote the business case for sustainability. Harmit Singh has served as the U.S. Co-Chair since 2021. LS&Co. is actively involved in A4S, routinely hosting and participating in U.S. and global workshops on a variety of sustainability matters.

A4S aims to inspire action by finance leaders to drive a fundamental shift toward resilient business models and a sustainable economy. This includes integrating sustainability into financial decision making, scaling action across the global finance and accounting community and forging close collaborations between finance and sustainability teams. We are committed to knowledge sharing and have worked with A4S on case studies to provide our insights on sustainable investing and sustainability data substantiation.



Ethics and Integrity

GRI: 2-24; 2-26; 2-27; 205-1; 205-2

UN SDGs: 16

UNGC: Principle 10

Bringing our values to life

The LS&Co. ethics and compliance program has a global reach with a geographic focus. The program is anchored by the generally recognized elements of a successful compliance program, which include compliance-related policies, oversight, education, monitoring, reporting, investigation and enforcement. The global ethics and compliance program is managed by a dedicated corporate compliance staff along with subject matter experts in our key geographic regions. Further oversight is provided by our Audit Committee, our Executive Vice President and General Counsel, and our Chief Ethics & Compliance Officer, each of whom regularly receives reports on the performance of our ethics and compliance program.

We closely monitor regulatory changes that could affect our business at the local, country and regional level to support continued compliance. This includes assessing the applicability of new legislation governing sustainability practices. Examples include consumer and other public information about our sustainability performance and sustainable product attributes. We also review practices related to topics such as supply chain human rights and environmental due diligence, as well as the emerging concept of extended producer responsibility.

LS&Co. Worldwide Code of Business Conduct

Our [Worldwide Code of Business Conduct](#) outlines the basic principles we expect all employees and LS&Co. affiliates to follow. It reflects our commitment to manage our business with the utmost integrity and in compliance with all applicable laws everywhere we do business. It provides guidance on a host of potential business situations and emphasizes the importance of making values-based business decisions. Publicly available in 21 languages, the code is provided to all LS&Co. employees upon hire as part of the on-boarding process. For applicable employees, Code of Conduct training is required annually to certify compliance with the respective policies.

Supply Chain Security Partnerships

LS&Co. participates in government-sponsored supply chain security programs such as the Customs Trade Partnership Against Terrorism (CTPAT) program in the U.S. and the Partners in Protection (PIP) program in Canada. LS&Co is committed to securing our supply chain from those who attempt to use our shipments to move illegal contraband, unauthorized people or weapons of mass destruction. As part of our responsibility to these programs, we conduct annual recertifications and undergo periodic validations with customs officials to ensure our program remains relevant to the changing security environment.

Global Anti-Bribery and Anti-Corruption Compliance

LS&Co. expressly prohibits bribery and corruption in all forms and expects the same from all third parties. Our [Global Anti-Bribery and Anti-Corruption Policy](#)

is publicly available in [21 languages](#). The code is provided to all LS&Co. employees at the time of hire. In addition, for certain employees based on their role, Code of Conduct and anti-bribery and anti-corruption training is required annually.

Internal audits of compliance are performed annually, and rotate countries and locations reviewed based on level of risk and materiality. Internal audits are designed to test compliance and review the overall effectiveness of controls outlined in the Anti-Bribery and Anti-Corruption Policy. Our Global Anti-Bribery and Anti-Corruption Policy and Global Anti-Bribery and Anti-Corruption Policy Statement for Third Parties requires certain due diligence into the background, reputation and business capabilities of a third party before entering into a contract. As part of this due diligence process, compliance screening is completed to identify high-risk scenarios, such as organizations or individuals who interact frequently with government officials or who operate in a high-risk location.

In fiscal year 2021, our internal audits did not identify any significant breaches of our Global Anti-Bribery and Anti-Corruption Compliance policy.

Reporting A Concern

Employees and any external party may raise a concern via [LS&Co.'s Ethics & Compliance Reportline \(Reportline\)](#) 24 hours a day, seven days a week. Concerns may be reported anonymously where permissible by local regulatory authorities. Reports may be submitted online or via phone. Each concern or allegation is addressed, and consistent disciplinary action is employed where appropriate.

LS&Co.'s commitment to non-retaliation is supported and reinforced by our Worldwide Code of Business Conduct and Accounting and Auditing Whistleblower Policy. Guidance for using the Reportline, along with our Code of Conduct, is published both internally and externally on our website. Allegations and inquiries received through the Reportline are assessed by the Global Ethics and Compliance Team to determine impact and whether further investigation or other appropriate action is needed. Global compliance metrics, including cases reported via Reportline and material outcomes, are communicated routinely to the Board of Directors' Audit Committee.

Resources

[2021 Annual Report](#)

[Corporate Governance Guidelines](#)

[Global Anti-Bribery and Anti-Corruption Policy Statement](#)

LS&Co. Worldwide Code of Business Conduct



Product Quality and Safety

Delivering on our brand promise

At LS&Co., “Quality Never Goes Out of Style” is more than a marketing slogan. It is a brand promise to our consumers that our products will meet and exceed their expectations. To that end, we have created product standards and process requirements designed to consistently deliver durable, quality products that will perform as expected, comply with government regulations and keep people safe from harmful chemicals.

In 2000, we established a Restricted Substances List (RSL), identifying chemicals that are restricted in the

manufacturing of our products due to their potential effects on consumers, workers and the environment. In 2012, LS&Co. joined the Joint Roadmap Toward Zero Discharge of Hazardous Chemicals (ZDHC), pledging to reach zero discharge of hazardous chemicals by 2020 for strategic wet finishing suppliers – a set of goals we met. The pioneering Screened Chemistry approach, launched in 2014, is designed to understand the potential human and environmental hazards of chemicals before they enter the supply chain, and to help us find safer and more sustainable alternatives. Together, these initiatives have resulted in the use of safer chemicals in our supply chain and finished garments.

We have product testing programs in place to review our products that go to market for compliance with our stringent requirements for fiber, fabric and production quality, and environmental and social responsibility in the supply chain. This includes testing fabric and zipper durability, and fasteners such as buttons and snaps to ensure they are securely attached and do not pose choking hazards to children.

The LS&Co. Product Integrity, Product Safety and Quality Assurance teams report to the Vice President, Global Quality Assurance, Product Integrity & Safety, who is part of the Product Development and Sourcing Leadership Team. This governance structure provides a direct connection between our quality management systems and our responsible sourcing systems which helps us ensure quality from design and development through manufacturing and delivery.



Marketing centered on our values

We are committed to responsible, truthful, inclusive marketing communications and practices centered on our longstanding values. We have [processes in place](#) to avoid unsubstantiated product claims and to support marketing and communications that are accurate and balanced.

Our marketing reflects our DE&I principles across product design and labeling, communications and brand experience. This means holding ourselves to high marketing standards, such as respecting human dignity,

proactively educating our teams on inclusive language and practices, avoiding cultural appropriation and promoting body positivity. We are committed to providing the finest quality products to a broad base of consumers around the world. We create products based on fit, style, trend and concepts that are inclusive and globally relevant.

Toward Gender-Inclusive Product Offerings

Our garments are produced in size specifications designated as “men’s” and “women’s” as industry standard for patterns, size scales and production methods. We encourage our consumers to select and wear what they love regardless of product designation. Our products are not specific to age or gender, but by personal preference and style. Levi’s® are for everybody.

At times, we design capsule collections based on a universal system agnostic of binary gender-related labels: “Red Tab Sweats,” “Pride” and “Levi’s® Made & Crafted” capsule collections are recent examples. We consider these gender-neutral or gender-inclusive collections and curate the assortment of garments, merchandised together, to offer a style point of view that can be worn by all and is non-binary in its intent. Gender expression is complex. It is a constantly evolving construct determined by individuals navigating their own gender expression, and not for us to suggest inauthentically.

Using Our Brand Influence to Inspire “Authentic Self” Expression

Levi’s® is for Everybody

The Levi’s® brand connects our company values with our consumers in ways that celebrate “authentic self” expression and inclusion through products that allow them to express their own personal style and through marketing campaigns that reflect the diversity of Levi’s® fans globally.

For example, our annual Pride product collection reflects Levi’s® longstanding support for the LGBTQIA+ community and highlights diverse, authentic voices of the community. As part of the effort, Levi’s® makes an annual \$100,000 donation to OutRight Action International, a global organization working to advance human rights for LGBTQIA+ people all over the world.

Likewise, the Levi’s® Music Project – which kicked off in 2016 and relaunched in 2021 with a focus on reaching a global audience through music education on digital platforms – supports emerging artists through an inspiring music education-oriented community. Musicians collaborating with Levi’s® to benefit their communities include Khalid, Mabel, Skepta, Rosalía and more. And while our marketing always reflects our values, throughout the year, we recognize specific community heritages or cultures, such as Black History

Month, International Women's Day and World AIDS Day.

Lastly, Levi's® "Buy Better, Wear Longer" global campaign recognizes the intersection between environmental justice and social justice. It is a call to action to both our industry peers and consumers to urgently address the climate crisis, from innovating to deliver more sustainable products, to practicing ethical business practices and encouraging conscious consumption. Our storytelling approach features diverse influencers and activists, each of whom has a distinct connection to sustainability and adds a unique dimension to our brand storytelling.

Read more about our [Buy Better, Wear Longer campaign](#).

Dockers®: Values-Centered Outreach

Dockers® champions a California lifestyle that's progressive, optimistic, creative and values-centered. In 2021, the brand introduced the content series "Recognize: Black Culture in Progress." The year-long storytelling program featured Black community members, leaders and influencers. Through Recognize, Dockers® amplified Black stories on the Dockers® e-commerce website and social media and provided donations to community organizations selected by participants.

View the [Recognize: Black Culture in Progress video](#).

Read more about our ongoing efforts toward becoming a more [diverse and inclusive organization](#).