

Reporting



Our Reporting

Sharing our reporting journey

Relevant framework in this pillar: GRI

Contributes to these UN SDGs: 9, 13

In 2021, we published our [first comprehensive sustainability report](#), highlighting our sustainability commitments, approach and progress through our 2020 fiscal year. In this Sustainability Report, which covers

our 2021 fiscal year, we have expanded our reporting scope to cover additional environmental, social and governance issues. We will continue reporting annually to share our progress, engage our stakeholders and drive accountability.

Reporting Highlights - Top Rankings for Transparent Disclosures

A-

CDP 2021
Climate Score

#1

2021 IPE Green Supply
Chain CITI Evaluation

#1

Pure apparel brand IPE
2021 Corporate Climate
Action Transparency
Index (CATI)

Prime

2021 Institutional
Shareholder Services
(ISS) Status

#3

in the Business of Fashion
Sustainability Index 2022

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.



About Our Sustainability Reporting

GRI: 2-2

An honest review of our performance

Report Scope and Content

Except where noted, this report covers performance during our fiscal year 2021 (November 30, 2020 through November 28, 2021). Where we believe it is meaningful to readers, and as noted in the report, we have provided more current information. Similarly, where fluctuations naturally occur throughout the year, as with the number of factories participating in certain programs, we have reported as of specified dates. Unless indicated otherwise, metrics include consolidated data from the company and its subsidiaries. In September 2021, we acquired Beyond Yoga®, and its sustainability data has not been included unless indicated otherwise.

Our reporting is based on the underlying disclosure context. When appropriate, certain sections of this report focus on our company-operated corporate offices, distribution centers, factories and retail stores across all our geographic regions. At other times, we include information related to third parties that manufacture, distribute or sell our products, including suppliers, vendors, contractors, licensees and other partners. Data inclusions and exclusions are clearly noted.

Report content was informed by an update to our sustainability issue prioritization assessment completed in early 2022. This assessment – which built on our comprehensive 2021 sustainability issue prioritization assessment – confirmed our priority topics based on their impacts to society and the environment, as well as to our business. Our sustainability issues matrix shows how the issues have been prioritized.

Forward-Looking Statements

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What We Mean When We Say

Levi Strauss & Co., LS&Co., the company, us, we or our: Unless specified otherwise, these terms refer to our global operations, encompassing all of our company-operated physical locations, including retail stores, distribution centers, manufacturing facilities and administrative offices. Our company-operated retail locations include leased locations as they are operated by us in accordance with LS&Co. standards. These terms are used for convenience only and are not intended to identify one particular entity, location or brand.

Levi Strauss Foundation: The [Levi Strauss Foundation](#), an independent legal entity, advances the human rights and well-being of underserved people in places where LS&Co. has a business presence.

Red Tab Foundation: The [Red Tab Foundation](#) is a public, nonprofit foundation funded by employees, shareholders and retirees that assists LS&Co. employees, retirees and their families when they face unexpected financial hardship.

Suppliers or vendors: These are independent third parties with which we have a direct contractual relationship to produce our apparel and accessories. They make up our Tier 1 supply base and include both “cut and sew” suppliers and laundries, more broadly referred to as factories. All of our suppliers operate their own businesses and manage their own facilities. They are expected to operate in compliance with our [Supplier Sustainability Guidebook](#), [Product Safety by Design Framework for Restricted Substances List \(RSL\)](#) and [Supplier Code of Conduct](#). Tier 2 includes those facilities where our Tier 1 suppliers get their fabric, threads, buttons and other materials, commonly referred to as “fabric mills” or simply “mills.”

Company-operated factories: These include LS&Co.’s two factories in Plock, Poland, and Cape Town (Epping), South Africa.

Reporting Frameworks

This sustainability report was informed by the Global Reporting Initiative (GRI) Standards (2021), the Task Force on Climate-related Financial Disclosures (TCFD), as well as the Sustainability Accounting Standards Board (SASB) Standard (2022) for the Apparel, Accessories & Footwear industry. Progress on relevant metrics from the SASB Multiline and Specialty Retailers Distributors Standard and the SASB E-Commerce Standard is also included.

This report reflects our commitment to the 10 principles of the United Nations Global Compact (UNGC), which addresses human rights, labor, environment and anti-corruption for business. Likewise, we are a signatory to the UNGC CEO Water Mandate. This report serves as our 2022 Communication on Progress (COP) for both the UNGC and the CEO Water Mandate.

LS&Co. supports the UN Sustainable Development Goals (SDGs), which provide a global framework for advancing sustainability. Throughout this report, we have included relevant SDG icons to indicate the places where our work aligns with specific SDGs.

We stay current on the latest reporting frameworks and support efforts toward reporting convergence designed to make it easier for stakeholders to find and compare sustainability information across organizations. For instance, we are engaged and monitoring standards setting activities, including but not limited to, the IFRS Foundation and GRI coordination, the U.S. Securities and Exchange Commission's proposal for climate-related disclosure rules and the World Economic Forum's intention to set disclosures for non-financial reporting.

View our reporting frameworks on the [ESG indices page](#) or in the Resources section of this page.

Data Verification

We are committed to data accuracy, comparability and consistency that enables year-over-year assessments of our sustainability progress. We applied our internally developed substantiation process to the information and disclosures provided in this report. This included review of report content to reliable external and internal evidence, including system-generated reports, external assurance reports, confirmations of partnerships with third parties, certifications received, involvement in campaigns, accreditations or awards received. Differences from industry standards, assumptions, estimates or models used in the information are clearly referenced and explained. Additionally, the report is reviewed by an internal cross-functional team to ensure our disclosures are presented clearly and consistently. While this process gives us confidence in the integrity and accuracy of our data and disclosures, it is not a substitute for third-party assurance.

In 2021, we continued evolving our approach to sustainability data verification and management of sustainability claims as part of our commitment to continued improvement and in preparation for mandatory disclosure regulations in the U.S., Europe and other regions. Going forward, our Legal, Finance and Sustainability teams will continue collaborating to review sustainability performance data and claims to meet our own – and our stakeholders’ – high expectations for accuracy.

We also sought and received external assurance from a third party with respect to [certain emissions, energy](#) and philanthropic information in our report. Where applicable, we have noted this in the report.

Transparency Beyond Reporting

Annual sustainability reporting is not the only way we share our sustainability journey. We maintain a suite of sustainability [policies, resources and commitments](#). We are aligned with the [Transparency Pledge](#) as part of our commitment to meaningful corporate accountability. We publish the list of our manufacturing suppliers which represent 100% of our Tier 1 suppliers, as well as the majority of our fabric mills – our Tier 2 suppliers. LS&Co. suppliers can be viewed through the [Open Apparel Registry](#).

We report to CDP, where we share our climate action approach and progress. We scored an A- on our 2021 CDP climate disclosure for transparency and actions to combat climate change during FY20.

In 2021, we were the top-rated company in the Green Supply Chain CITI Evaluation, managed by the Institute of Public and Environmental Affairs, a leading environmental NGO in China. The CITI evaluation ranks brands' management of the environmental impact of their supply chains in China. We were also the top-rated pure apparel brand (and #5 across all sectors) in IPE's new Corporate Climate Action Transparency Index (CATI), developed in 2021. The CATI evaluation assesses performance on corporate and value chain-level climate action performance, awarding points for actions related to greenhouse gases (GHGs) in proportion to a company's GHG emissions.

We continue to lead positive change in our industry by sharing many of our sustainability learnings. For instance, we have made our Supplier Sustainability Guidebook publicly available, disclosed our Water<Less® techniques and shared the Screened Chemistry approach we developed. By open-sourcing our learnings, we welcome others to join us in moving the industry forward.

Resources

[2021 GRI Index](#)

[2021 UNGC COP](#)

[2021 UN SDGs Index](#)

[2021 TCFD Index](#)

[2021 CEO Water Mandate COP](#)

[2021 CITI and CATI Scores](#)

[2021 CDP Response](#)

[2020 Sustainability Report](#)

[2019 Sustainability Review](#)



Our Stakeholders

GRI: 2-28

UN SDGs: 9, 13

Collaborating for continued improvement

Our sustainability progress requires the participation of many stakeholders both inside and outside the

apparel industry. Their insights help us refine priorities and develop meaningful policies, goals and initiatives that address the issues facing our business, our customers, employees, investors, and suppliers, as well as the communities where we operate. These are just some of the ways we engage with our stakeholders:

Consumers

- Social media engagement through our LS&Co. accounts
- Communication in our stores
- Participation in the Levi's® Red Tab™ loyalty program
- Outreach through email and newsletters
- Information on our e-commerce sites about product sustainability attributes
- Unzipped blog
- Surveys on environmental concerns and perceptions of apparel brands' sustainability commitments
- Marketing campaigns such as Levi's® "Buy Better, Wear Longer" and Dockers® "Easy style, responsibly made"

Wholesale and Licensee Partners

- Regular communication with our wholesale partners' sustainability teams
- Regular assessment and monitoring
- As-needed input and collaboration on policy development
- Annual Sustainability Summit for licensees

Employees

- Surveys
- Team meetings
- CEO town hall meetings
- Company intranet
- Emails from leadership
- Internal newsletters
- Employee Resource Groups
- Ethics and Compliance Reportline

Shareholders and Prospective Shareholders

- One-on-one engagement
- Conferences
- Financial press

- Earnings conference calls
- Formal communications, including our press releases and Forms 8-K, 10-Q and 10-K

Suppliers and Supply Chain Workers

- Worker Well-being initiative
- Collaboration with the Sustainability and Health Initiative (SHINE) at Harvard University's T.H. Chan School of Public Health
- Supply chain worker studies and surveys
- Supplier assessments
- Interviews with suppliers
- Better Buying surveys
- Workshops and trainings

NGOs, Brands and Industry-Wide Coalitions

- Meetings and working groups
- Live events
- Industry group roundtables
- Partner collaborations
- Surveys

Key Memberships and Partnerships

Our memberships and partnerships are key to our success. Below are some of the organizations we engage with, either through direct participation or by adding our voice as a signatory.

Organization	Focus Area	Nature of Relationship	Year Joined
Accounting for Sustainability (A4S)	General sustainability	Founding Member and Co-Chair, U.S. Chapter (Chief Financial Officer)	2019
AIM European Brands Association	Business association	Participant	2019
AmCham China	Business association	Participant	2013

Organization	Focus Area	Nature of Relationship	Year Joined
American Apparel and Footwear Association (AAFA)	Industry association	Member and Member of Environmental and Product Safety committees	1953
Apparel and Footwear International RSL Management (AFIRM) Group	Chemicals	Founding member, Steering Committee member	2004
Better Cotton Initiative	Raw materials	Member	2010
BSR	General sustainability	Member	1993
Business Roundtable (BRT)	Business association	Participant	2020
Canopy Planet	Sustainable forestry	Signatory	2014
Ceres BICEP	Climate change (policy)	Founding member, Steering Committee member	2009
Ceres Company Network	General sustainability	Member	2009
Ellen MacArthur Foundation Jeans Redesign Project	Circularity	Member	2021
European Branded Clothing Alliance (EBCA)	Public policy (Europe)	Founding member	2007

Organization	Focus Area	Nature of Relationship	Year Joined
Fashion for Good	Sustainabilityinnovation	Member	2021
Green Chemistry & Commerce Council (GC3)	Chemicals	Sponsor	2013
Haas Center for Responsible Business	Academic institution/general sustainability	Sponsor, Senior Advisory Board member	2003
ILO/IFC Better Work	Tripartite initiative	Partner	2005
International Association of Privacy Professionals (IAPP)	Compliance	Silver Member	2019
Leather Working Group	Sustainable leather production	Member	2021
National Retail Federation (NRF)	Industry association	Participant and Member of Sustainability Council	2003
Open to All	Non-discrimination campaign	Founding Member	2018
Retail Industry Leaders Association (RILA)	Industry association	Board member (CEO) and Member of Environmental Advocacy, Sustainability, Zero Waste Network, Retail Climate Action committees	2017

Organization	Focus Area	Nature of Relationship	Year Joined
Social & Labor Convergence Program (SLCP)	Supply chain	Signatory	2015
Sustainable Apparel Coalition (SAC)	General sustainability	Founding member	2010
Textile Exchange	Raw materials	Member	2019
The Conference Board Chief Privacy Officer Council	Compliance	Participant	2019
UN Fashion Industry Charter for Climate Action	Climate change	Signatory and Member of Policy Working Group	2018
UN Global Compact	General sustainability	Signatory	2006
UN Global Compact CEO Water Mandate	Water stewardship	Member	2008
U.S. Cotton Trust Protocol	Sustainable cotton	Board member	2021
U.S. Fashion Industry Association (USFIA)	Industry association	Board Chair (VP, Public Affairs)	1992
Water Resilience Coalition	Water	Member	2020
World Federation of Advertisers	Business	Member	2020

Organization	Focus Area	Nature of Relationship	Year Joined
ZDHC Foundation	Chemicals	Founding brand, board member	2012



GRI: 2-29; 3-1; 3-2

Identifying our most relevant and significant issues

To ensure we are addressing the issues with the most potential to impact our business, society and the environment, we prioritize sustainability issues through a process in which we engage a broad group of internal and external stakeholders for feedback on key environmental, social and governance topics. This includes a detailed assessment every few years, complemented by annual reviews to assess emerging issues and make sure we continue to focus on issues of greatest relevance. We conducted a detailed assessment in 2021 as part of our first sustainability report, and in early 2022, conducted our first annual review.

Desk Research of Frameworks and Standards

In our most recent review, we worked with an independent consultant, GlobeScan, to review our previous sustainability issues prioritization, sustainability strategy documents, key consumer insights and our supplier Sustainability Guidebook. GlobeScan also analyzed the priority issues identified by our peers as well as public reporting organizations and frameworks, such as sustainability ratings agencies, SASB standards, UN SDGs, GRI Standards and issues identified for the apparel industry by peers and others.

Internal and External Validation

We assess sustainability issues through two lenses: their impact on society and the environment, and their impact on our business and success. For our 2022 assessment, a cross-functional group of about 50 internal stakeholders provided direct input, identifying those they view as most critical for us to address in the next five years. All the internal and external data was then scored, standardized and weighted, along with the results of the previous 2021 research, to confirm the priority issues and determine their priority relative to each other. While some issues shifted to a slightly higher priority – such as greenhouse gas emissions and circularity in product design – the assessment confirmed that the most significant issues remain consistent and that overall, LS&Co. is focused on the most important and relevant issues.

Sustainability Issues Matrix

The highest priority issues, shown in the top right three boxes, are in line with the highest priority issues identified by apparel industry peers, NGOs and associations. We know that many of the issues identified in this assessment are interdependent and require a holistic approach. Therefore, while some issues are relatively lower in impact, all remain significant to LS&Co., and we continue managing them through a variety of initiatives. For our priority sustainability issues, we have created time-bound and measurable goals to

address the impact on our business and to create transparency around our performance and management approaches.

Advocacy and public policy practices

Supporting or advancing public policy practices that align with LS&Co. environmental, social and governance practices and values.

Read more: [Using Our Platform](#)

Biodiversity and land use

Addressing impacts on biodiversity and ecosystems through transformation of habitats, land use and other business activities; reliance on biodiversity for raw materials (e.g., bees pollinating cotton flowers).

Read more: [Biodiversity](#)

Supplier chemicals management

Managing chemicals used in making materials, products and other substances released to the environment (air and water) that are toxic to humans and ecosystems; robust processes to manage risks and maintain supplier compliance associated with hazardous chemicals.

Read more: [Safer Chemicals](#)

Circularity in product design

Designing and innovating products, manufacturing processes and materials selection for quality, durability, repair, reuse and recycling.

Read more: [Circular Economy](#)

Climate change risks and adaptation

Building resilience to impacts and risks associated with climate change, including droughts, flooding and inundation and storms; adapting and managing the business to climate change impacts throughout the value chain.

Read more: [Climate Action](#)

Community impact

Addressing impacts on local communities from operations and supply chain; programs and practices that assess and manage the impacts on communities; efforts to improve economic well-being and resiliency in local communities; philanthropic efforts and employee volunteering.

Read more: [Using Our Platform](#)

Consumer engagement on sustainability and social responsibility

Engaging consumers on sustainability and social responsibility; promoting sustainable actions (clothes washing, reuse, recycling, etc.) through communication, certifications and marketing.

Read more: [Circular Economy](#)

Consumer transparency and safety

Making disclosures to customers and users about products and services; materials transparency; responsible marketing and labeling.

Read more: [Product Quality and Safety](#)

Data privacy and protection

Safeguarding privacy and personal data of customers, employees and business partners.

Read more: [Data Privacy and Security](#)

Employee diversity, equity & inclusion

Providing for fairness of treatment and compensation across all levels of the business; representation of female and underrepresented employees in workforce, management and board.

Read more: [A Look at Our Diversity, Equity & Inclusion](#)

Employee engagement and development

Attracting and retaining talent; offering training and development for employees to build capability and career opportunities; ability for employees to be heard, present, focused and energized.

Read more: [Employee Support and Development](#)

Employee health, safety and well-being

Providing for employee health and safety practices in LS&Co. operations; workplace wellness and engagement initiatives; employee benefits.

Read more: [Employee Health and Safety](#)

Ethical and transparent business practices

Ensuring ethical and transparent corporate behavior by combating dishonest or fraudulent behavior; responsible tax behavior; oversight and accountability for managing ESG risk; compliance with government sanctions, customs import bans and public disclosure requirements.

Read more: [Ethics and Integrity](#)

Forced labor

Identifying operations and suppliers as having significant risk for incidents of forced or compulsory labor; managing and mitigating risks through robust supply chain policies, supply chain mapping, traceability and Code of Conduct compliance.

Read more: [Supply Chain](#)

Gender equity in the supply chain

Promoting women's advancement to management and representation in worker-management committees; ensuring clear contract and payment terms; encouraging a respectful culture with zero tolerance against all kinds of illegal harassment, including gender-based violence.

Read more: [Supply Chain](#)

Greenhouse gas emissions

Addressing greenhouse gas emissions in LS&Co. operations and supply chain from material sourcing, manufacturing, transportation, workplaces and other business activities.

Read more: [Climate Action](#)

Health, safety and well-being of workers in the supply chain

Promoting worker health, safety and well-being throughout the supply chain.

Read more: [Supply Chain](#)

Labor rights in the supply chain

Protecting and monitoring labor rights in the supply chain, including a living wage; freedom of association and collective bargaining; independent grievance channels for workers and worker voice; prevention of union-busting.

Read more: [Supply Chain](#)

Materials sourcing

Considering social and environmental impacts associated with materials used; prioritizing options with lower environmental footprint and third-party certifications; ethical sourcing and traceability of materials such as cotton, leather, wool and conflict minerals.

Read more: [Sustainable Fibers](#)

Packaging design, recycling and waste

Designing packaging material for increased recovery and recyclability and reduced waste and environmental impact.

Read more: [Toward Zero Waste](#)

Product material waste

Managing waste generated throughout LS&Co.'s value chain; activities to reduce, reuse or recycle and responsibly manage/dispose of waste; includes policy engagement on waste, take-back, recycling infrastructure.

Read more: [Toward Zero Waste](#)

Public health and natural disaster risks

Promoting solutions and managing disruptions and impacts in the value chain associated with epidemics, communicable and non-communicable diseases and natural disasters.

Read more: [Climate](#)

Renewables and energy use

Managing energy consumption and efficiency; using renewable energy sources.

Read more: [Climate Action](#)

Social inclusion

Designing and promoting inclusivity through LS&Co. products, services, marketing and public communications to reflect the wide diversity of LS&Co.'s consumer base and LS&Co.'s social values.

Read more: [Responsible, Inclusive Marketing](#)

Supply chain management and transparency

Implementing transparent processes and systems to enable visibility into deeper supply chain tiers; ensuring suppliers uphold standards on environmental, social and ethical business practice issues; enabling supplier sustainability with longer-term contracts; considering the impacts of automation in supplier selection.

Read more: [Supply Chain](#)

Sustainable workplaces and practices

Addressing impacts on the environment and local communities of LS&Co. employees, buildings and workplace practices.

Read more: [Climate Action](#)

Water pollution

Addressing water pollution from LS&Co. operations, products and services and supply chain; impacts of wastewater discharge in supply chain, consumer use and end of life.

Read more: [Safer Chemicals](#)

Water use and replenishment

Managing water used and withdrawn throughout LS&Co.'s value chain; specifically monitoring and mitigating impacts and replenishing in water-stressed regions.

Read more: [Water Stewardship](#)



ESG Reporting Indices

View our ESG Reporting Indices in the links below:

- [Sustainability Accounting Standards Board \(SASB\) Index](#)
- [Global Reporting Initiative \(GRI\) Index](#)
- [United Nations Global Compact \(UNGC\) Communication on Progress](#)
- [United Nations Sustainable Development Goals \(UN SDGs\) Index](#)
- [Task Force on Climate-related Financial Disclosures \(TCFD\) Response](#)
- [Higg Brand & Retail Module \(BRM\) Scores](#)



An Overview of Our Key Performance Indicators

Climate

Climate Action

Scope 1 and 2 Emissions (in mtCO ₂ e*)		
Metrics	FY20	FY21
GHG emissions associated with our company-owned facilities	21,338 mtCO ₂ e	16,956 mtCO ₂ e
Percent reduction in Scope 1 and 2 emissions from 2016 base year	57.3%	66%
Emissions from energy combusted onsite (Scope 1)	8,967 mtCO ₂ e	10,703 mtCO ₂ e
Emissions from purchased energy (Scope 2)	12,373 mtCO ₂ e	6,253 mtCO ₂ e
GHG Emissions Intensity (Scopes 1 and 2)	N/A	2.94 mtCO ₂ e per \$1 million of net revenue
Scope 3 Emissions		
Metric	FY20	FY21
Scope 3 Category 1 Emissions: Purchased Goods and Services	2,344,071 mtCO ₂ e (60.4%)	2,129,301 mtCO ₂ e (54.3%)
Scope 3 Category 2 Emissions: Capital Goods	8,816 mtCO ₂ e (0.2%)	9,307 mtCO ₂ e (0.2%)
Scope 3 Category 3 Emissions: Fuel-and-energy-related activities	9,720 mtCO ₂ e (0.3%)	8,399 mtCO ₂ e (0.2%)
Scope 3 Category 4 Emissions: Upstream transportation and distribution**	63,302 mtCO ₂ e (1.6%)	94,863 mtCO ₂ e (2.4%)
Scope 3 Category 5 Emissions: Waste generated in operations**	11,046 mtCO ₂ e (0.3%)	13,836 mtCO ₂ e (0.4%)

Metric	FY20	FY21
Scope 3 Category 6 Emissions: Business travel	4,842 mtCO ₂ e (0.1%)	1,907 mtCO ₂ e (<.1%)
Scope 3 Category 7 Emissions: Employee commuting	5,758 mtCO ₂ e (0.2%)	6,173 mtCO ₂ e (0.2%)
Scope 3 Category 9 Emissions: Downstream transportation and distribution**	242,831 mtCO ₂ e (6.3%)	283,404 mtCO ₂ e (7.2%)
Scope 3 Category 11 Emissions: Use of sold products**	1,077,673 mtCO ₂ e (27.8%)	1,229,576 mtCO ₂ e (31.4%)
Scope 3 Category 12 Emissions: End-of-life treatment of sold products	65,530 mtCO ₂ e (1.7%)	89,673 mtCO ₂ e (2.3%)
Scope 3 Category 14 Emissions: Franchises**	25,028 mtCO ₂ e (0.6%)	36,732 mtCO ₂ e (0.9%)
Total Scope 3 Emissions	3,879,957 mtCO ₂ e	3,903,171 mtCO ₂ e

Energy, Company-Operated Facilities***

Metric	FY20	FY21
Electricity (percent of energy footprint)	71.4%	67.5%
Natural Gas (percent of energy footprint)	25.7%	26.8%
Other (percent of energy footprint)	2.9%	5.7%
Percent renewable electricity in all company-owned facilities	76% 82,221 MWh renewable electricity	84.8%**** 88,706 MWh renewable electricity

Metric	FY20	FY21
Total energy consumption	151,337 MWh	154,960 MWh

*mtCO₂e is metric tons of carbon dioxide equivalent.

**Estimated.

***We identified an error in our FY20 energy calculations, which impacted the disclosure of our energy mix. These have been corrected in this year's report. The amount of electricity used was overstated, offset by the understatement of natural gas used, by approximately 10 percentage points.

****Renewable electricity includes renewable energy from LS&Co.'s on-site projects, renewable energy certificates (RECs) and energy attribute certificates (EACs) from LS&Co. locations, as well as electricity that we receive from renewable energy generation serving the electric grids where select LS&Co. offices, factories or retail stores are located. We purchase RECs and EACs to offset electricity consumption and as an investment in renewable energy. Purchasing RECs is one of many ways we work to achieve our targets.

FY21 Total Carbon Footprint

Reporting Category	Percentage of Footprint
Direct emissions from sources owned and controlled by LS&Co.	0.3%
Purchased electricity, steam, heat and cooling	0.2%
Purchased goods and services	54.3%
Capital goods	0.2%
Fuel-and-energy-related activities	0.2%
Upstream transportation and distribution*	2.4%
Waste generated in operations*	0.4%
Business travel	<0.1%
Employee commuting	0.2%
Downstream transportation and distribution*	7.2%
Use of sold products*	31.4%
End of life treatment of sold products	2.3%

Reporting Category	Percentage of Footprint
Franchises*	0.9%

*Estimated

FY21 Scope 3, Category 1 Emissions

Reporting Category	Percentage of Footprint
Fabric production (includes weaving)	40.2%
Yarn production (includes spinning)	31.7%
Raw materials	13.3%
Garment assembly	7.4%
Indirect sourcing	7.3%

Climate Impact of Raw Materials

Material Type	% of Total Product Mix*	% of Raw Material Carbon Footprint
Cotton	89%	77%
Polyester	5%	11%
Manmade cellulosics	4%	8%
Elastane	1%	3%
Other (wool, leather, hemp, etc.)	<1%	1%

*Data is as of October 2021 and reflects product seasons H2'21 and H1'22. Together, these seasons generally correspond to the fiber sourced for LS&Co. products in FY21. In our year-over-year fiber analyses, we track the fiber used in our products for the second half of the current year and the first half of the following year.

Percentage of Key LS&Co. Supplier Locations Completing Higg Facility Environmental Module*

	2020	2021
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Factory	25%	80%
Mill	69%	91%
Total	31%	82%
*Key suppliers cover approximately 80% of our annual product volume.		

For more information, visit [Climate Action](#).

Water Stewardship

Water Metrics			
Target	Metric	FY20	FY21
Reduce freshwater use in the manufacturing of our products by 50% in areas of high water stress by 2025 (against a 2018 base year)	Percent reduction of manufacturing water use in areas of high water stress	22% reduction in water use	Will be available following verification of Higg FEM data
100% of key fabric and garment suppliers will meet their new contextual Water<Less® targets (key suppliers cover approximately 80% of our annual product volume) by 2025	Percentage of key fabric and garment suppliers meeting Water<Less® targets due to designation as Reduce & Recycle facilities	16%	14%
N/A	Liters of recycled water used in the manufacturing of LS&Co. products	3,510,094,240 liters	2,988,420,053 liters

For more information, visit [Water Stewardship](#).

Consumption

Sustainable Fibers

Sustainable Fibers*	
Type of Fiber	FY21 Percentage Used in Our Products
Cotton that is organic, recycled or Better Cotton	95% of all cotton
Manmade cellulosic fibers sourced from Canopy Green Shirt-rated suppliers	100% of all manmade cellulosic fibers
Down sourced from Responsible Down Standard-certified suppliers	100% of all down
Leather sourced from Leather Working Group (LWG)-rated suppliers	>35% of all leather
Recycled polyester	8% of all polyester
Fiber Use in Our Product Mix*	
Type of Fiber	FY21
Cotton (Better Cotton)	67%
Cotton (conventional)	18%
Cotton (organic)	4%
Polyester	5%
Manmade cellulose	4%
Elastane	1%

Type of Fiber	FY21
Other (wool, leather, hemp, etc.)	<1%

**Data is as of October 2021 and reflects product seasons H2'21 and H1'22. Together, these seasons generally correspond to the fiber sourced for LS&Co. products in FY21. In our year-over-year fiber analyses, we track the fiber used in our products for the second half of the current year and the first half of the following year.*

For more information, visit [Sustainable Fibers](#).

Safer Chemicals

Safer Chemicals	
Safer Chemicals	FY21
Number of chemicals on the LS&Co. Preferred Chemical List, which encourages our suppliers to use safer alternatives in their manufacturing	~1,300
Number of factories using LS&Co.'s Preferred Chemical List and reporting chemical use to the CleanChain tool	~100
Pass rate of suppliers in Restricted Substances List testing	99.94%
Pass rate of suppliers in random product testing (at 80% of Tier 1 factories)	100%

For more information, visit [Safer Chemicals](#).

Community

Diversity, Equity and Inclusion

Gender*	
Metric	2021

Executive Leadership Team	61.5% women; 38.5% men
Top Management**	42.6% women; 57.4% men
Corporate Employees	55.4% women; 44.6% men
Frontline Workers	58.2% women; 41.8% men

Race and Ethnicity*

Metric	2021
Executive Leadership Team	84.6% White 7.7% Asian 7.7% Latinx
Top Management**	64.9% White 15.7% Asian 9.4% Latinx 4.7% Black 2.1% Other BIPOC*** 3.2% no data
Corporate Employees	50.7% White 23.3% Asian 11.5% Latinx 7.3% Black 4.5% Other BIPOC 2.7% no data
Frontline Workers	31.1% White 36.8% Latinx 20.5% Black 5.2% Other BIPOC 5.3% Asian 1.1% no data

Diversity Training

Metric	2021
Number of workshops and learning sessions offered	75
Number of active global learners across our corporate and retail populations	12,926
Number of translated languages for training	20+
Global completion rate achieved	87%

University and Diversity Recruiting

Metric	2021
Number of formalized partnerships with organizations working to develop diverse talent pipelines in areas most relevant to LS&Co.	13
Number of established partnership programs	10
Number of hosted branding and recruiting events	12
Number of converted diverse applicants	1,578
Number of strategic partnerships of our key business functions: Design and Brand, Technology and our Digital Enterprise	3

*Gender and race/ethnicity data reflects the workforce including frontline workers and corporate employees from 1/1/2021 to 12/31/21. Frontline workers includes retail, distribution center and plant workers; gender data is global; race/ethnicity data is U.S. only.

**Top management is defined as the top ~250 leaders in the company.

***BIPOC refers to Black, Indigenous and People of Color.

For more data, visit the [2021 DE&I Impact Report](#).

Employee Health and Safety

Employee Health and Safety

Metric	2020*	2021*	Industry Average (U.S. Bureau of Labor Statistics)
Total Recordable Incident Rate (TRIR)** at distribution centers	3.54	2.52	4.80
Incidents resulting in Days Away / Restricted Time (DART)** at distribution centers	2.43	1.88	3.90
Percent decrease in U.S. retail store worker's comp claims between 2019-2021	N/A	36%	N/A

*Data is for the calendar year. It includes our company-operated distribution centers in Mexico, Brazil and Canada, as well as three in the U.S.

**TRIR: Number of work-related injuries per 100 full-time workers during a one-year period. DART: Number of recordable injuries and illnesses per 100 full-time employees that resulted in days away from work, restricted work activity, and/or job transfer.

For more information, visit [Employee Health and Safety](#).

LS&Co. Employee Support Development

LS&Co. Employee Support Development	
Metric	FY21
Number of employees	~16,600
Number of employees per country/location	7,700 Americas 4,600 in Europe 4,300 in Asia

Metric	FY21
Number of employees in manufacturing and procurement	1,600
Number of employees in retail, including seasonal employees	8,700
Number of employees in distribution	1,500
Number of employees in non-production roles	4,800
New hires (global corporate)*	900+ new hires in FY21 53.4% women 59.6% BIPOC (U.S.)
Percent employees participating in July 2021 employee engagement survey	63%
Employee engagement score	79%
*Data for the period of 1/1/2021 to 12/31/2021	

For more information, visit [Employee Support and Development](#).

Supply Chain

Number of LS&Co. Supplier Locations*		
	2020	2021
Factory	484	439
Mill	75	65
Total	559	504
*As of the end of the calendar year. Supplier assessment data corresponds to the 2021 calendar year, not to the LS&Co. 2021 fiscal year. While we previously conducted assessments and aggregated findings data according to the LS&Co. fiscal year, in 2021, we moved to a calendar year cycle. This was done to ensure consistency with major assessment programs in the apparel industry, such as SLCF and Better Work, both of which use a calendar year. As we continue shifting from our proprietary compliance		

program based on our Supplier Code of Conduct to converged industry platforms, other small adjustments may be necessary.

Facilities Assessed Against Our Supplier Code of Conduct

Tier	# facilities assessed - 2020	Total # facilities - 2020	% facilities assessed - 2020	# facilities assessed - 2021	Total # facilities - 2021	% facilities assessed - 2021
Tier 1	449	484	93%	430	439	98%
Tier 2	70	75	93%	65	65	100%

Facilities Assessed Against Our Supplier Code of Conduct, Better Work or SLCP

Direct Supplier or Licensee	# facilities assessed - 2020	Total # facilities - 2020	% facilities assessed - 2020	# facilities assessed - 2021	Total # facilities - 2021	% facilities assessed - 2021
Direct	255	282	90%	253	262	97%
Licensee	194	202	96%	177	177	100%

2021 Supplier Facility Assessments by Assessment Tool

Tier	# of facilities assessed	# of facilities assessed against Code of Conduct	# of facilities assessed against Better Work	# of facilities assessed against Better Work	# of facilities assessed against SLCP
Tier 1	430	325 (76%)	48 (11%)	48 (11%)	57 (13%)
Tier 2	65	40 (62%)	0	0	25 (38%)

Corrective Action Completion Rates, Tier 1 and Tier 2

Issues	2020 Completion	2021 Completion
Environment	89%	85%
Health and Safety	61%	79%
Wages and Benefits	71%	61%

Issues	2020 Completion	2021 Completion
Legal Permits	94%	62%
Working Hours	68%	32%

For more information, visit [Supply Chain](#).

Philanthropy

Giving	
Metric	2021
Value of Levi Strauss Foundation grants	\$9.5 million
Value of LS&Co. Direct Corporate grants*	\$3.1 million
Value of LS&Co. product donations	\$0.9 million in LS&Co. product donations**
Value of Red Tab Foundation grants	\$2.2 million in cash grants***
Number of Red Tab Foundation grants	1,880 grants
<p>*Corporate and brands</p> <p>**Estimated fair market value</p> <p>***The Red Tab Foundation is supported by donations from LS&Co. employees and retirees. Its 2021 fiscal year is June 2021 – May 2022.</p>	

For more information, visit [Using Our Platform](#).

Governance

Economic Contributions

LS&Co. Economic Contributions		
Metric	FY20	FY21
Net revenue	\$4.5 billion	\$5.8 billion

Metric	FY20	FY21
One-year change in net revenue	-23%	+29%
Net revenues from our global digital footprint*	23%	22%
Capital returned to shareholders**	\$120 million	~\$200 million
Number of employees	~14,800	~16,600
Number of retail locations where our products are sold***	~50,000	~50,000
Number of brand-dedicated stores and shop-in-shops	~3,100	~3,100
Number of new company-operated stores, net of closures	137****	41
Number of workers in our supply chain*****	~457,000	~509,000

*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.

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

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

****Includes the acquisition of 78 stores.

*****Excludes Beyond Yoga®. FY20 number of workers in our supply chain as of mid-2021. FY21 number of workers 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.

For more information, visit [Governance](#).