

UNGC COMMUNICATION ON PROGRESS (UNGC COP)

GC-ACTIVE

As a signatory to the United Nations Global Compact (UNGC), Levi Strauss & Co. supports the UNGC's ten principles on human rights, fair labor practices, the environment and anti-corruption. Our action on these topics is described in our sustainability reporting materials – including the [letter from our CEO](#) – and in the other references listed in this index.

HUMAN RIGHTS	
UNGC PRINCIPLE	RESPONSE
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p>	<p>At LS&Co., we are focused on ensuring that all people who are touched by our company are treated with dignity and respect. We invest time, energy and resources in making sure that fundamental human rights are upheld for the workers in the mills and manufacturing factories in our supply chain and that their well-being is fostered to create an engaged and productive working community. We forbid any sourcing from regions where there is evidence of systemic forced, child or bonded labor.</p> <p>In addition, our Supplier Code of Conduct has been informed by globally recognized human rights standards and conventions, including but not limited to the:</p> <ul style="list-style-type: none"> • International Labour Organization (ILO) Protection of Wages Convention, 1949 • ILO Forced Labour Convention, 1930 and Abolition of Forced Labour Convention, 1957 • Palermo Protocol, 2000 • Universal Declaration of Human Rights, 1948 • UN High Commissioner for Human Rights Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, 1984 <p>Additional information can be found in the following sources:</p> <ul style="list-style-type: none"> • Worldwide Code of Business Conduct • UK Modern Slavery Statement • Australia Modern Slavery Statement • LS&Co. Conflict Minerals Disclosure • Responsible Minerals Sourcing Policy • Supplier Code of Conduct

HUMAN RIGHTS

UNGC PRINCIPLE	RESPONSE
<p>2. Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>Within our own operations, we maintain and enforce accountability procedures for employees and contractors regarding company standards on human rights. Our Worldwide Code of Business Conduct establishes the expectations we have of our employees. LS&Co. does not tolerate workplace violence, discrimination or harassment of any kind by any employee. We also promote a safe working environment, and our employees share responsibility to obey health and safety rules and policies, report accidents and raise any unsafe working conditions to supervisors immediately.</p> <p>Suppliers are required to sign a Master Supply Agreement (MSA), which contains the requirement to comply with our Supplier Code of Conduct (formerly known as Global Terms of Engagement) and related policies. Our MSA requires that any supplier contracted to produce branded products comply with all rules, regulations and policies of the greater LS&Co. network, including human rights practices and procedures. Full-time LS&Co. staff located in various countries monitor suppliers' sustainability and human rights practices and provide capacity-building support where needed. To supplement our own monitoring efforts, we use third-party monitors to conduct regular assessments of every factory, key fabric mills and our product licensee suppliers.</p> <p>Additional information can be found in the following sources:</p> <ul style="list-style-type: none"> • Worldwide Code of Business Conduct • Supplier Code of Conduct

LABOR STANDARDS

UNGC PRINCIPLE	RESPONSE
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>LS&Co. respects workers' rights to form and join organizations of their choice and to bargain collectively.</p> <p>In North America, most of our distribution employees are covered by various collective bargaining agreements. Outside North America, most of our production and distribution employees are covered by either industry-sponsored or government-sponsored collective bargaining mechanisms. As of November 27, 2022, approximately 4,800 of our employees were represented by a labor union or covered by a collective bargaining agreement.</p> <p>Our suppliers shall respect the right to free association and the right to organize and bargain collectively without unlawful interference. Suppliers should ensure that workers who make such decisions or participate in such organizations are not the object of discrimination, harassment, or punitive disciplinary actions and that the representatives of such organizations have access to their members under conditions established either by local laws or mutual agreement between the employer and the worker organizations.</p> <p>Additional information can be found in the following sources:</p> <ul style="list-style-type: none"> • 2022 Form 10-K • Supplier Code of Conduct

LABOR STANDARDS	
UNGC PRINCIPLE	RESPONSE
<p>4. Businesses should uphold the elimination of all forms of forced and compulsory labor.</p>	<p>LS&Co. is committed to human rights and labor rights wherever we operate and throughout our supply chain. Consistent with international labor conventions and the Universal Declaration of Human Rights, our Supplier Code of Conduct governs the conduct of the vendors and suppliers we work with around the globe and expressly forbids any forced, prison, indentured, bonded or trafficked labor in the supply chain. These requirements are clearly detailed in our Supplier Code of Conduct, as well as our UK Modern Slavery Statement and Australia Modern Slavery Statement.</p> <p>All forms of prison or forced labor are considered zero-tolerance violations of our Supplier Code of Conduct requirements. Likewise, all use of trafficked labor – whether the contractor is using labor that has been trafficked or facilitating the trafficking of individuals for the purposes of their exploitation by another party – constitutes a zero-tolerance violation. Subcontracting with prisons is also a prohibited zero-tolerance violation.</p> <p>Additional information can be found in the following sources:</p> <ul style="list-style-type: none"> • UK Modern Slavery Statement • Australia Modern Slavery Statement • LS&Co. Conflict Minerals Disclosure • Supplier Code of Conduct
<p>5. Businesses should uphold the effective abolition of child labor.</p>	<p>We forbid any sourcing from regions where there is evidence of child labor and our Supplier Code of Conduct bans the use of child labor.</p> <p>As such, the use of child labor is not permissible at any facility in the LS&Co. supply chain. Workers can be no less than 15 years of age and not younger than the compulsory age to be in school.¹ We will not use any suppliers that have child labor in any of their facilities. These are considered zero-tolerance violations that result in immediate corrective action and the potential termination of the supplier relationship.</p> <p>Additional information can be found in the following source:</p> <ul style="list-style-type: none"> • Supplier Code of Conduct <p><small>1. LS&Co. defines a child as anyone under the age of 15, and a juvenile as anyone between the ages of 15 and 18. In regions or countries where the legal definition of a child includes persons older than 15, the local definition will apply.</small></p>
<p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>	<p>In keeping with our values, particularly empathy, courage and integrity, we are committed to providing employees with a supportive work environment that is free of discrimination and harassment based on any protected characteristics. Our Respectful Workplace Policy, updated in 2021, prohibits sexual harassment and other forms of discrimination so that each person can perform their workplace responsibilities and fully contribute to the company.</p> <p>Additional information can be found in the following sources:</p> <ul style="list-style-type: none"> • Worldwide Code of Business Conduct • Supplier Code of Conduct • DE&I Impact Report

ENVIRONMENT

UNGC PRINCIPLE	RESPONSE
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<p>7. Businesses should support a precautionary approach to environmental challenges.</p>	<p>Climate change poses significant threats to commerce and communities around the globe and is the existential challenge of our time. We all share a responsibility to act. Reducing our climate footprint across our value chain and galvanizing others for collective action are top priorities. While we acknowledge the challenges ahead and the many variables involved, we aim to leverage our innovation, supplier engagement, sustainable sourcing, advocacy and giving, while taking steps to strengthen our own business resilience to the effects of climate change. We're committed to doing our part and expect that others are, too, since it will take concerted and collective action to address climate change. This includes reducing energy use and emissions as well as innovating to reduce freshwater use in our own operations and our supply chain – while working toward a plan to protect and restore biodiversity.</p> <p>Additional information can be found in the following source:</p> <ul style="list-style-type: none"> • Sustainability Policies and Commitments
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<p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p>	<p>Collaboration and partnerships are critical to driving global progress and to achieving our goals. We join forces with other brands, with our suppliers and with other partners in pursuit of coordinated, systems-level change. Examples of partnerships include:</p> <ul style="list-style-type: none"> • As one of the founding members of the Business for Innovative Climate and Energy Policy (BICEP) network, we advocate for science-based climate and energy policy to accelerate the transition to a more resilient clean energy economy. • As a signatory to the Fashion Industry Charter for Climate Action, which is committed to reducing the apparel industry's greenhouse gas emissions to zero by mid-century, we are committed to supporting the implementation of its principles, both by pursuing them in our own organization and by working with other signatories. • We joined Fashion for Good in 2021 to work with innovators focused on developing and scaling technologies and business models with the intention of transforming the apparel industry. • LS&Co. has been a signatory to the United Nations Global Compact CEO Water Mandate since it began in 2008. The CEO Water Mandate mobilizes business leaders to address global water challenges and advance water stewardship. • We are members of the Water Resilience Coalition, which is working to help align industry peers and NGOs to achieve our shared vision of net-positive water impact in water-stressed basins and drive toward a water-resilient value chain. • Through our partnership with the Leather Working Group (LWG), the world's leading leather manufacturing environmental certification, we are committed to sourcing more leather from LWG-rated suppliers. <p>Additional information can be found in the following source:</p> <ul style="list-style-type: none"> • Sustainability Policies and Commitments
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ENVIRONMENT

UNGC PRINCIPLE	RESPONSE
<p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Examples of how we encourage environmentally friendly technologies include:</p> <ul style="list-style-type: none"> • Joining Fashion for Good to work with innovators focused on developing and scaling technologies and business models with the intention of transforming the apparel industry. We participate in the Sorting for Circularity Fashion for Good project, which aims to drive textile recycling through a new application of technology. • Using a Stain Defender technology for Dockers® products that is free from perfluorinated compounds (PFCs) commonly used in our industry, while still allowing water-based stains to bead up and roll off. • Developing digital prototyping and renderings that can minimize or eliminate sample production and the associated waste through our Eureka Innovation Lab. • Using Project F.L.X., also launched by the team at Eureka, which is a 3D digital design and laser finishing technology that enables a more responsive supply chain while vastly reducing the number of chemicals needed for the finishing process. <p>Additional information can be found in the following source:</p> <ul style="list-style-type: none"> • Sustainability Policies and Commitments

ANTI-CORRUPTION

UNGC PRINCIPLE	RESPONSE
<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>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 for Third Parties is publicly available in 20 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.</p> <p>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 22 languages, the code is provided to all LS&Co. employees upon hire as part of the onboarding process. For applicable employees, Code of Conduct training is required annually to certify compliance with the respective policies.</p> <p>Additional information can be found in the following source:</p> <ul style="list-style-type: none"> • Global Ethics & Compliance Resources

Forward-Looking Statements

This resource and related links 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 Form 10-K and may be updated from time to time via additional filings on Forms 10-Q or 8-K. Other unknown or unpredictable factors also could have material effects on our future results, performance or achievements. All information in this resource and related links was current only as of the date originally presented and we disclaim any obligation to update this information.