

Progress Highlights



GOAL	TARGET YEAR	STATUS	2023 PROGRESS
PRODUCT			
Become the U.S. market leader of sustainable children's apparel <ul style="list-style-type: none"> Continue growth of Little Planet brand 	—		PRODUCT Grew sustainable product sales to 3% of overall sales from 2022 ⁴ <ul style="list-style-type: none"> Expanded Little Planet distribution from less than 800 to over 2,100 stores and introduced PurelySoft collection
Use 100% sustainable cotton and polyester fibers ⁵	2030		41% of our cotton and recycled polyester are from either sustainable or recycled fibers
Extend traceability of cotton to our fabric mills	2025		Expanded traceability efforts by implementing country of origin testing technology
Improve the well-being of at least 1 million workers within our global value chain	2030		More than 446,000 workers positively impacted since 2021
PLANET			
Reduce absolute Scope 1 and 2 greenhouse gas emissions 50% from 2019 baseline and achieve Net Zero in our direct operations by 2040	2030		26% reduction of Scopes 1 and 2 since 2019
Require 77% of our suppliers by spend to have science-based targets	2027		43% of suppliers by spend and 27% by number have set science-based targets ⁷
Divert 80% of waste from landfill	—		67% of waste diverted from landfill
Achieve 50% reduction in virgin plastic packaging from a 2022 baseline	2025		33% reduction in virgin plastic packaging from 2022
Reduce water usage in the manufacturing and washing of our products	2030		We reduced the number of our styles that require an additional wash during manufacturing by 62% since 2019
PEOPLE			
Increase our African American and Hispanic consumers by 10% from a 2022 baseline	—		Increased market share with African American and Hispanic consumers by 1.8 and 2.4 percentage points, respectively
Increase racial and ethnic diversity at the Vice President and District Manager levels	—		21% of Vice Presidents and 26% of District Managers were considered racially or ethnically diverse
Continue to grow our Supplier Diversity program	—		Increased number of diverse suppliers by 31% compared to 2022
Improve the well-being of at least 10 million lives	2030		More than 6.5 million lives improved since 2021
Volunteer over 200,000 hours in our communities	2030		More than 63,000 volunteer hours contributed since 2021
Invest more than \$50 million toward improving the lives of children	2030		More than \$29 million donated in monetary and in-kind donations since 2021

⁵ Apparel only

⁶ Excluding sales from Skip Hop

⁷ We surveyed 100% of our Tier I suppliers and received a 90% response rate. Those who did not respond were considered to have no targets.

In Progress Completed