

|    | A                                  | B  | C   | D        |
|----|------------------------------------|--|---|----------|
| 1  | Category                           | Info name  | Field type  | Score    |
| 2  | Company data                       | Company name   | Gap   | B-       |
| 3  |                                    | Product type (check all that apply)  | apparel   |          |
| 4  |                                    | Company headquarters address   | Two Folsom Street, San Francisco CA   |          |
| 5  |                                    | Company telephone  | (650) 952-4400  |          |
| 6  |                                    | Company fax  |   |          |
| 7  |                                    | CEO name   | Glenn Murphy  |          |
| 8  |                                    | Staff 1 name, title  | Dan Henkle, Senior V  |          |
| 9  |                                    | Staff 1 telephone, fax, email  | <a href="mailto:dan_henkle@gap.com">dan_henkle@gap.com</a>                            |          |
| 10 |                                    | Staff 2 name, title  |   |          |
| 11 |                                    | Staff 2 telephone, fax, email  |   |          |
| 12 |                                    |  |   |          |
| 13 | Section A.<br>Corporate policies   | Does the brand have a Code of Conduct?   |   | 1        |
| 14 |                                    | Does the Code apply to all levels of supply chain?   |   | 0        |
| 15 |                                    | Code includes FOA and collective bargaining?   |   | 1        |
| 16 |                                    | Code includes abolition of forced and compulsory labor?  |   | 1        |
| 17 |                                    | Code includes elimination of child labor?  |   | 1        |
| 18 |                                    | Code includes elimination of discrimination?   |   | 1        |
| 19 |                                    | Company link to above information.   | <a href="http://www.gapinc.com/GapIncSubSite">http://www.gapinc.com/GapIncSubSite</a> |          |
| 20 |                                    | Are suppliers required to pay living wage?   |   | 0        |
| 21 |                                    | Please give the formula or calculator that is used for living wage.  |   |          |
| 22 |                                    | Is there a public list of suppliers or factories?  |   | 0        |
| 23 |                                    | Give location of the public list.  |   |          |
| 24 |                                    | Does the brand have a program to improve the social responsibility of its sourcing practices? (This does not include auditing improvements; it refers to changes in sampling, order timelines or prices to improve business practices) |   | 1        |
| 25 |                                    | IF YES, please describe the program and goals.   |   |          |
| 26 |                                    | <b>Section A SUBTOTAL</b>  |   | <b>6</b> |
| 27 |                                    |  |   |          |
| 28 | Section B. Code Implementation     | Is Code of Conduct included in supplier contracts?   |   | 0        |
| 29 |                                    | Does the brand have a routine monitoring program?  |   | 1        |
| 30 |                                    | List the types of monitors used.   | Internal staff  |          |
| 31 |                                    | In addition to routine monitoring, does the brand use unannounced monitoring?  |   | 1        |
| 32 |                                    | Monitoring program: describe coverage of raw materials and/or vulnerable parts of the supply chain.  |   |          |
| 33 |                                    | Company link to above information.   |   |          |
| 34 |                                    | Does brand participate in any multi-stakeholder initiative (MSI)?  |   | 1        |
| 35 |                                    | Please list the MSI.   | Better Work, CIMCAW, Uzbek cotton   |          |
| 36 |                                    | <b>Section B SUBTOTAL</b>  |   | <b>3</b> |
| 37 |                                    |  |   |          |
| 38 | Section C.<br>Employee empowerment | Does the supply chain include some of the following: either worker-owned cooperatives or democratically elected unions?*   | Y / N checkbox  | 1        |
| 39 |                                    | List the suppliers that have worker-owned cooperatives or democratically elected unions.   | Cambodia, India, Sri Lanka?   |          |
| 40 |                                    | Credit for listing suppliers in response to above request.   |   | 0        |
| 41 |                                    | Do any suppliers with worker-owned cooperatives or democratically elected unions have collective bargaining agreements in place?   |   | 0        |
| 42 |                                    | List the suppliers where collective bargaining agreements exist.   |   |          |

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| 43 |                                 | Credit for listing suppliers in response to above request.  |   | 0  |
| 44 |                                 | Have employees at the supplier level been able to attend training on freedom of association?  |   | 1  |
| 45 |                                 | Please list: countries and name(s) of the organization(s) that performed the training.  | Central America, Sri Lanka  |    |
| 46 |                                 | There are NO reports of retaliation against employees who attempted to organize.  |   | 0  |
| 47 |                                 | Please list site and location and/or media reports if any.  |   |    |
| 48 |                                 | Are there neutrality agreements in place in some factories in the supply chain? (These pledge non-interference if employees attempt to organize.)   |   | 0  |
| 49 |                                 | Is there a framework agreement between the brand and an international independent union to support the protection of freedom of association?  |   | 0  |
| 50 |                                 | Do suppliers use a communication/grievance procedure involving an outside party (brand or 3rd party) and having an anonymous option?  |   | 0  |
| 51 |                                 | Section C SUBTOTAL  |   | 2  |
| 52 |                                 |   |   |    |
| 53 | Section D. Child Labor Response | Does company have a child labor remediation policy?   |   | 1  |
| 54 |                                 | For a company in a high-risk industry (agriculture, soccer ball, any product involving homework), does the company have local partnerships in place to rehabilitate child labor when it is found? |   | 1  |
| 55 |                                 | Please list partner organizations   | BBA in India  |    |
| 56 |                                 | When child labor is removed from the workplace, is it later verified by unannounced monitoring?   |   | 1  |
| 57 |                                 | If child labor is discovered, does the employer or buyer find a way to replace the lost income to the family?   |   | 1  |
| 58 |                                 | Company link to above information.  |   |    |
| 59 |                                 | Section D SUBTOTAL  |   | 4  |
| 60 |                                 |   |   |    |
| 61 | Section E. Transparency         | Are monitoring benchmarks / results shared publicly?  |   | 1  |
| 62 |                                 | Company link to above information.  | <a href="http://www.gapinc.com/GapIncSubSite">http://www.gapinc.com/GapIncSubSite</a> |    |
| 63 |                                 | Are monitoring benchmarks / results verified by an outside organization?  |   | 0  |
| 64 |                                 | Please give name of verifier.   |   |    |
| 65 |                                 | Does any third party trace inputs/commodities back to point of origin?  |   | 1  |
| 66 |                                 | Are site audit reports and corrective action plans publicly accessible?   |   | 0  |
| 67 |                                 | Employee access to resources on child labor and forced labor: please list specific projects, trainings, countries, nongovernmental organizations, other partners and services provided            |   |    |
| 68 |                                 | If employee training is provided, are results and curricula publicly accessible?  |   | 0  |
| 69 |                                 | Does buyer share supply chain and audit information (aggregate or specific) with government ministries such as labor or justice?  |   | 0  |
| 70 |                                 | Section E SUBTOTAL  |   | 2  |
| 71 |                                 |   |   |    |
| 72 |                                 | TOTAL - ALL SECTIONS  |   | 17 |
| 73 |                                 | SUBTOTAL BASELINE ISSUES  |   | 10 |
| 74 |                                 |   |   |    |
| 75 |                                 |   |   |    |
| 76 | Industry-specific data          | <b>Cotton (as a key component of product)</b>   |   |    |
| 77 |                                 | Does the brand have a policy or take steps to prevent the use of Uzbek cotton?  | Y/ N checkbox   | 1  |

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| 78 |   | Does the brand participate in a traceability project to verify where cotton originates? |                  | 1  |
| 79 |   | Please list the project or initiative.  | Historic Futures |    |
| 80 |   |   |                  |    |
| 81 |   | Cotton: Baseline points   |                  | 12 |