

AEO

AMERICAN EAGLE *aerie* OFFLINE by Aerie TODD SNYDER NEW YORK *unsubscribed*

As part of our overall sustainability goals, AEO is committed to addressing deforestation and ecosystem conversion from our (bovine) leather supply chains and to safeguarding human rights across all our operations and suppliers. This policy outlines our commitment to achieve deforestation/conversion-free supply chains across all our (bovine) leather production and sourcing.

This policy aligns with the principles and guidelines laid out in the UN Global Compact, the UN Guiding Principles for Business and Human Rights (UNGP), the International Bill on Human Rights, and the ILO fundamental conventions. The policy also follows the Accountability Framework initiative and incorporates many of its terms and definitions to help clarify the intentions of these commitments and promote alignment in sustainability practices across the sectors where we operate.

AEO is committed to addressing deforestation and conversion in our (bovine) leather supply chains. We will work within our own operations and through our suppliers to achieve the protection of forests and natural ecosystems through deforestation-free sourcing [of leather]. We commit to no deforestation of natural forests and ecosystems by 2030 or earlier.

AEO commits to operate our business consistent with internationally recognized human rights. This commitment applies equally for all persons, regardless of gender and without discrimination. We commit to respect the rights of Indigenous peoples and local communities in all sourcing, consistent with the UN Declaration on the Rights of Indigenous Peoples. We commit to conduct a process of free, prior, and informed consent (FPIC) prior to any activities that might affect the rights of IP/LC and adhere to the outcomes of this process. We commit to respect workers' rights in all our sourcing (including employees, contractors, temporary, seasonal, part-time, and other workers) consistent with the Conventions of the International Labour Organization (ILO) and applicable law on workers' rights. We commit to protecting the rights of environmental and human rights defenders, whistle-blowers, complainants, and community spokespersons.

AEO commits to establish an effective grievance mechanism to support the implementation of our policy commitment. The grievance mechanism will be developed and assessed in line with the UNGP effectiveness criteria. We will work together with our leather supply chain to put in place grievance mechanisms and to resolve grievances expeditiously and effectively.