

# CHICO'S FAS INC

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## Chico's Animal Welfare Policy

As a leading retailer, Chico's FAS, Inc. and its subsidiaries are active participants in the complex global fashion supply chain. We source raw materials, develop fabrics, produce garments and distribute finished products through our domestic and international retail and wholesale channels. We strive to be responsible stewards and partners, promoting practices that are environmentally, socially and ethically conscious.

For the small percentage of our products that contain materials derived from animals, such as leather, cashmere, wool (excluding alpaca) and feathers, we expect our vendors to source those materials from suppliers who are committed to the humane and ethical treatment of animals.

Our Supplier Certification for the Ethical Sourcing of Animal Products details our position and obligates our vendors sourcing animal products on our behalf to conduct due diligence on their practices. This certification requires that materials are responsibly sourced from animals treated in accordance with the Five Freedoms developed by the Farm Animal Welfare Council, namely the:

- (a) freedom from hunger and thirst;
- (b) freedom from discomfort;
- (c) freedom from pain, injury or disease;
- (d) freedom to express normal behaviors; and
- (e) freedom from fear and distress.

In addition, our certification requires that materials from animals may only be sourced (i) as by-products from another industry (e.g., food processing); and/or (ii) using humane harvesting processes that do not harm the animal.

Additionally, our Global Code of Vendor Conduct outlines our expectations of all vendors and is designed to foster a culture of transparency and continuous improvement in social, labor and environmental practices.