

CHICO'S FAS INC



Environmental Policy

At Chico's FAS, Inc., we believe that caring for our planet, our communities and our people is at the core of our values, and our focus on environmental, social and governance ("ESG") matters creates long-term value for our Company and its stakeholders. We want to be a responsible steward of the planet's resources and continue to elevate our responsible sourcing efforts. We are obsessed with delivering distinctive, innovative and best-in-class products and services, conscious of our environmental and social impacts. We seek to engage with suppliers who share our commitment to minimizing environmental impacts and to ensuring the right to safe, healthy and humane working conditions. We believe that progress toward a more equitable and sustainable future can only be achieved through continued collaboration, innovation and greater transparency. To contribute to a more equitable and sustainable future, we embrace our responsibility to address the issues that are most important to our stakeholders, to prioritize those where we can make the greatest impact and to share information regarding our ESG risks and opportunities aligned with recommended reporting frameworks.

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

We acknowledge that environmental stewardship is a journey, and we continue to look for ways to improve our footprint. By prioritizing positive, beneficial impacts in our supply chain, we hope to contribute to better merchandising and by striving to ensure our customers can be confident about the global impact of their purchases, we hope to contribute to greater brand enthusiasm.

Our Approach

As we continue to shape our long-term ESG strategy, we have identified the following areas that we believe are important to our ability to effect changes:

1. Human Rights. Across our supply chain, we believe that everyone should be afforded the recognition and protection of universally-accepted human rights. We believe that every person has a right to safe, decent and humane working conditions. We do not tolerate the use of trafficked, indentured, imprisoned or otherwise forced or coerced labor, nor do we accept child labor. We also expect our vendors to provide fair wages and benefits, at least to the mandated minimum in the legal jurisdictions.

2. *Sustainable Raw Materials.* We believe it is important to introduce sustainable raw materials into our product designs. We seek to engage with reputable sources that have third-party verifications of their environmental, social and/or economic practices.
3. *Responsible Sourcing of Materials.* Our approach to responsible material sourcing focuses on the identification and introduction of materials that embody ethical practices in terms of the welfare of the people producing them, the treatment of the physical environment or livestock from which it is harvested and the overall environmental impact. We also consider the location from which the materials are acquired, the procurement practices involved, and the types of fibers used in the fabric creations.
4. *Supply Chain Engagement.* It is important for us to engage with our own supply chain and our third-party brands to elevate responsible and sustainable social and environmental practices. We hold that our operations ought to minimize their impact from the water, energy and chemicals we use to the waste we generate, the materials we source and the logistics we enlist.
5. *Distribution Logistics.* A responsible supply chain does not end with our finished products. It must also consider the means, the safety and the security with which our products reach our distribution center, stores and customers' homes.
6. *Circularity.* From design conception, material selection and product packaging, we are working to find new ways to integrate, revitalize and extend the life of our merchandise and the resources used to make and deliver our final products.
7. *Greenhouse Gas ("GHG") Emissions.* We recognize that our activities across our value chain, by their very nature, generate GHG emissions. We are committed to understanding the composition of our GHG footprint. By doing so, we aim to identify opportunities for us to further reduce our impacts.

Each of our Tier 1 vendors must contractually agree to comply with our Global Code of Vendor Conduct, which is based on standards and guidance of the International Labour Organization and The UN Guiding Principles on Business and Human Rights. In turn, they must hold their value-chain partners (e.g., factories, mills, laundry facilities, raw material providers, etc.) to the same standards. Our Global Vendor Code of Conduct sets forth our expectations that suppliers comply with applicable environmental laws and regulations and develop and implement an enterprise level environmental policy designed to reduce GHG emissions, decrease reliance on nonrenewable natural resources, responsibly manage waste and wastewater, and decrease the overall environmental impact of their activities. As a supplement to the Global Code of Vendor Conduct and legal controls, we have implemented written guidelines and formal processes for them to follow, coupled with management oversight and regular monitoring and audits of their operations for compliance.

We encourage all of our stakeholders to assist us in achieving progress in each of these areas.

We are ambitious in our intent and aspire to be transparent in our approach to ESG. We evaluate our progress by reviewing ESG rating agencies' assessments and consulting internationally-recognized ESG frameworks, including the Sustainability Accounting Standards Board Standards, United Nations

Sustainable Development Goals and the Investor Stewardship Group's Corporate Governance Principles to help inform our ESG approach and goals.

For more information about our ESG strategy and efforts, please visit our [Chico's FAS ESG Program microsite on chicosfas.com].

Oversight

This Policy is overseen by our ESG Steering Committee. The ESG Committee of the Board of Directors has oversight responsibility for the Company's attention to matters relating to ESG and policies and procedures with respect to such matters.