

CHICO'S FAS INC

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Chico's FAS Human Rights Policy

Chico's FAS, Inc.'s brands ("Chico's") believe that every person has a right to safe, decent and humane working conditions. The foundation for our human rights principles is based on The United Nations (UN) Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, and the International Labour Organization's (ILO) fundamental conventions. We expect our business partners, including vendors in our global supply chain (our "Suppliers"), regardless of their location to share and adopt similar values.

Our *Code of Ethics* for our Associates and our *Global Vendor Code of Conduct* for our Suppliers (collectively "Codes") form the core of our human rights commitments.

OUR ASSOCIATES

At Chico's, we value diversity, and we recognize that building an inclusive company where Associates of many backgrounds work together benefits our business, our community, and our society. Chico's is also dedicated to providing all Associates with a work environment that is free of all types of discrimination, including that based on race, ethnicity, color, age, sex, sexual orientation, gender identity or expression, national origin/ancestry, citizenship, religion, creed, marital status, medical condition, disability, military or veteran status, pregnancy, childbirth, or any other classification protected by federal, state, and local laws and ordinances or identified in our employment handbook.

Chico's FAS, Inc. does not tolerate discrimination in any terms and conditions of employment, including, but not limited to, recruiting and hiring, opportunities for advancement, participation in training programs, wages, salaries, or benefits, or harassment of any kind is contrary to our values, is illegal, and is unacceptable behavior at Chico's. Associates deserve to be treated with respect and dignity, and Chico's is committed to providing a safe and healthy working environment for our Associates. Chico's has no tolerance for workplace violence or conduct that violates our *Harassment Prevention* policies. Any such conduct is strictly prohibited.

OUR SUPPLY CHAIN

With our complex supply chain, it is important for our continued success that we work with suppliers who operate responsibly and demonstrate a commitment to transparency and continuous improvement. We acknowledge our responsibility to work with our suppliers so that what we sell is made in a manner consistent with our belief that every person has a right to safe, decent and humane working conditions.

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These include, but are not limited to, the protection of minority groups, the protection of women’s rights, the protection from discrimination based on gender (including gender identity), sexual preference, race or ethnicity, color, religion, regionality or nationality, age, disability, sexual orientation, political beliefs or affiliations, or marital, maternity or parental status, the right to clean fresh water and sanitation, and protections against child, involuntary or forced labor or corporal punishment.

We implement our human rights commitment through our *Global Vendor Code of Conduct*, which in turn is based on the International Labour Organization’s (ILO) fundamental conventions and The United Nations (UN) Guiding Principles on Business and Human Rights. We believe in a “Continuous Improvement” methodology and work in partnership with our suppliers to help maintain compliance with our standards, including through training, audits, and corrective action plans.

We respect the rights of workers in our supply chain to join and refrain from joining organizations, as well as their right to negotiate and enter collective bargaining agreements, according to their wishes and where permitted by applicable law, without fear of threat, penalty, or discrimination.

We strive to remain actively engaged in communication with and the education of our suppliers using tools such as our Vendor Portal, field visits, monthly conference calls with key suppliers, participation in multi-brand compliance summits, and worker engagement programs.

IMPLEMENTATION AND OVERSIGHT

While all of us at Chico’s have a responsibility to uphold our values with respect to human rights, responsibility for the implementation of this policy resides with our Executive Vice President – Chief Human Resources Officer. The ESG Committee of the Board of Directors oversees implementation of this policy at the Board level. The ESG Committee is responsible for assisting the Board of Directors in overseeing Chico’s attention to matters relating to ESG, including, but not limited to, health and safety, environmental sustainability and human rights, and providing oversight of Chico’s policies and practices with respect to such matters.

We provide training to all Associates on our Code of Ethics, which is core to our human rights commitment. All full-time associates also receive periodic trainings on important topics, including, but not limited to, unconscious bias, the impact of inclusion, cultural awareness, racial equity, and anti-harassment, to assist our efforts to maintain a safe, positive, and inclusive work environment.

We strive to ensure that our Associates work in an environment that fosters two-way communication without fear of retaliation. We have an open-door policy, where our Associates are encouraged to discuss concerns with their supervisor, Human Resources or the Legal Department. Anyone with information about known or suspected violations of our Codes, any of our policies, or of any applicable laws, can also report such concerns through a third-party hotline that has been established by Chico’s by calling 1-888-361-5813 or submitting through www.chicosfasopendoor.ethicspoint.com. This hotline is available 24 hours a day, 7 days a week and reports to it may be made anonymously. Concerns are reviewed and addressed, as appropriate, through a robust internal process. Retaliation against any Associate or worker

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in our global supply chain who in good faith reports a suspected violation of our Codes, our policies or of law or who assists in the investigation of a reported violation is prohibited.

We understand the importance of ongoing engagement with our key stakeholders around the world to continue to advance and improve our approach to complex human rights issues and related trainings. We seek to continue to engage with key stakeholders in the development of new policies and initiatives, and to continue to publicly disclose our human rights efforts in our Corporate Social Responsibility (ESG) Report.

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