

# Audit Highlights

As of 2024

453

Audits Completed

99%

Transparent Factories

100%

Tier 1 Factories Audited

## Key Findings

100%

Factories without Child Labor Violations (Compliant since 2018)

69%

Production Workers are Women

100%

Factories without Migrant Worker Violations

99%\*

Factories with No Unauthorized Production

99%\*\*

Factories Without Forced Labor

99%\*\*\*

Factories Without Harassment Violations

2

Factories Where Audits Were Denied

0

Factory in 2024 Remediation Program

## Active Factory Ratings

66%

A + B Rating

43%

A Rating

22%

B Rating

22%

C Rating

11%

D Rating

2%

F Rating

\*One factory had unauthorized production in 2024. Policies were recommunicated to the vendor and factory to ensure transparency and trust going forward.

\*\*One factory identified issues of instances where workers paid supervisors to get the job, which violates A&F Co.'s zero recruitment fee policy. To remediate this matter, the factory reimbursed the workers and the supervisors were dismissed by following proper discipline procedures.

\*\*\*Four factory audits identified that supervisors shouted at workers using improper tone and language. These factories have been required to complete training on supervisory skills and strengthen grievance mechanisms and resolution processes.