

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2017

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	855	50	50	243	15	126	71	14	48	4	144	90
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not comply with child labor laws, including working hours and conditions	1.4%	0.0%	0.0%	0.4%	0.0%	0.0%	1.4%	0.0%	4.2%	0.0%	2.8%	4.4%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.4%	0.0%	0.0%	0.4%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	0.9%	0.0%	0.0%	0.0%	6.7%	0.8%	0.0%	0.0%	0.0%	0.0%	2.8%	2.2%
Working Hours												
Overtime is not voluntary	0.9%	0.0%	0.0%	0.0%	26.7%	0.8%	0.0%	0.0%	0.0%	0.0%	0.7%	2.2%
Does not provide 1 day off in 7	30.9%	58.0%	20.0%	49.8%	6.7%	22.2%	16.9%	64.3%	14.6%	0.0%	22.2%	16.7%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	17.2%	16.0%	12.0%	10.7%	33.3%	24.6%	36.6%	7.1%	2.1%	0.0%	23.6%	10.0%
Does not provide understandable wage statement translated to worker language	7.0%	26.0%	2.0%	8.6%	6.7%	11.9%	0.0%	0.0%	0.0%	0.0%	3.5%	4.4%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	10.9%	18.0%	0.0%	11.9%	0.0%	8.7%	33.8%	0.0%	14.6%	0.0%	0.0%	14.4%
Does not prohibit physical punishment or coercion	0.2%	0.0%	2.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	3.7%	4.0%	8.0%	0.0%	20.0%	8.7%	4.2%	0.0%	0.0%	0.0%	2.1%	6.7%
Freedom of Association												
Blocks attempts to organize	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.7%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%
Foreign contract workers do not have required travel and/or work documents	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%	6.7%
Foreign contract workers do not receive adequate orientation training	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	49.4%	68.0%	28.0%	58.0%	53.3%	38.1%	40.8%	64.3%	45.8%	25.0%	48.6%	51.1%
Does not comply with machine/equipment safety regulations as required	39.9%	58.0%	12.0%	35.8%	0.0%	47.6%	56.3%	85.7%	4.2%	0.0%	54.2%	30.0%
Does not provide sufficient lighting	4.9%	0.0%	56.0%	0.4%	0.0%	0.0%	2.8%	0.0%	12.5%	0.0%	2.1%	2.2%
Dormitory												
Does not provide personal mats	1.9%	0.0%	0.0%	1.2%	0.0%	10.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.5%	0.0%	2.0%	4.1%	0.0%	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	1.9%	0.0%	0.0%	5.8%	0.0%	0.8%	1.4%	0.0%	0.0%	0.0%	0.0%	1.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	12.6%	0.0%	0.0%	25.5%	0.0%	10.3%	29.6%	28.6%	0.0%	0.0%	2.8%	4.4%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.6%	0.0%	0.0%	10.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.8%	1.1%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	11.2%	0.0%	0.0%	14.4%	0.0%	32.5%	4.2%	28.6%	0.0%	0.0%	4.2%	7.8%
Chemical storage area is not suitably located or well-maintained	12.0%	6.0%	18.0%	13.6%	6.7%	9.5%	5.6%	21.4%	0.0%	0.0%	22.2%	6.7%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2016

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	933	53	60	263	17	134	95	14	52	17	130	98
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.0%
Does not comply with child labor laws, including working hours and conditions	0.9%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	1.5%	1.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.4%	0.0%	0.0%	0.8%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	1.0%	0.0%	3.3%	0.0%	0.0%	1.5%	1.1%	0.0%	1.9%	0.0%	0.8%	2.0%
Working Hours												
Overtime is not voluntary	2.1%	11.3%	5.0%	0.0%	17.6%	4.5%	1.1%	0.0%	0.0%	0.0%	0.8%	0.0%
Does not provide 1 day off in 7	25.5%	54.7%	21.7%	39.5%	0.0%	26.1%	11.6%	0.0%	17.3%	0.0%	20.0%	11.2%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	19.6%	28.3%	10.0%	15.2%	5.9%	30.6%	20.0%	0.0%	1.9%	0.0%	33.8%	16.3%
Does not provide understandable wage statement translated to worker language	11.4%	35.8%	5.0%	19.8%	0.0%	4.5%	0.0%	0.0%	0.0%	0.0%	6.9%	17.3%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	9.3%	11.3%	0.0%	7.6%	0.0%	17.2%	14.7%	0.0%	25.0%	5.9%	0.0%	10.2%
Does not prohibit physical punishment or coercion	0.4%	0.0%	5.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	5.1%	9.4%	8.3%	0.0%	17.6%	15.7%	4.2%	0.0%	0.0%	11.8%	0.8%	7.1%
Freedom of Association												
Blocks attempts to organize	0.2%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	1.1%	0.0%	0.0%	0.8%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%
Foreign contract workers do not have required travel and/or work documents	0.9%	0.0%	0.0%	0.0%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	4.1%
Foreign contract workers do not receive adequate orientation training	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%

Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	48.8%	47.2%	28.3%	46.8%	23.5%	53.0%	49.5%	64.3%	59.6%	52.9%	48.5%	57.1%
Does not comply with machine/equipment safety regulations as required	40.5%	52.8%	20.0%	39.5%	5.9%	46.3%	49.5%	64.3%	17.3%	5.9%	50.8%	39.8%
Does not provide sufficient lighting	4.8%	1.9%	40.0%	0.4%	0.0%	0.7%	0.0%	0.0%	13.5%	0.0%	6.9%	2.0%
Dormitory												
Does not provide personal mats	1.2%	0.0%	0.0%	0.0%	0.0%	7.5%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Does not maintain clear halls and exits	1.1%	0.0%	0.0%	2.7%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	2.6%	0.0%	0.0%	7.6%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.8%	1.0%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.5%	0.0%	0.0%	0.0%	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Environmental Management System (EMS)												
Does not have an EMS	16.4%	3.8%	0.0%	36.5%	5.9%	11.2%	9.5%	0.0%	1.9%	11.8%	15.4%	7.1%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.1%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%	2.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	10.8%	1.9%	1.7%	14.1%	0.0%	24.6%	3.2%	7.1%	0.0%	5.9%	13.1%	7.1%
Chemical storage area is not suitably located or well-maintained	14.5%	18.9%	23.3%	16.3%	5.9%	14.2%	4.2%	0.0%	1.9%	0.0%	24.6%	11.2%

Code of Vendor Conduct (COVC) Issues at Assessed Factories Supplying Branded Clothing to Gap Inc.

2015

	Total	Bangladesh	Cambodia	China	Guatemala	India	Indonesia	Pakistan	Sri Lanka	United States	Vietnam	Other
NUMBER OF FACILITIES	1003	71	66	269	21	147	97	13	61	15	132	111
PRINCIPLE & DETAIL - Percentage of factories with findings												
Child Labor												
Employs workers below the legal minimum age or 15, whichever is higher	0.3%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Does not comply with child labor laws, including working hours and conditions	1.0%	0.0%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	11.5%	0.0%	1.5%	0.0%
Forced Labor												
Imposes restrictions to voluntarily ending employment	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Uses involuntary labor	0.6%	2.8%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	1.6%	0.0%	0.0%	1.8%
Discrimination												
Discrimination in hiring, training, promotion, termination, or retirement	1.4%	4.2%	6.1%	0.0%	0.0%	0.7%	3.1%	0.0%	1.6%	0.0%	0.0%	1.8%
Working Hours												
Overtime is not voluntary	2.4%	4.2%	0.0%	0.0%	28.6%	1.4%	0.0%	0.0%	8.2%	0.0%	2.3%	4.5%
Does not provide 1 day off in 7	24.1%	54.9%	18.2%	32.3%	0.0%	34.0%	1.0%	0.0%	19.7%	0.0%	21.2%	11.7%
Wages, Benefits, and Terms of Employment												
Does not pay overtime and incentives as required	17.1%	18.3%	10.6%	14.5%	9.5%	33.3%	15.5%	7.7%	1.6%	13.3%	19.7%	15.3%
Does not provide understandable wage statement translated to worker language	10.1%	23.9%	12.1%	13.0%	19.0%	12.2%	1.0%	0.0%	3.3%	13.3%	6.1%	5.4%
Humane Treatment and Disciplinary Practices												
Does not provide confidential grievance channel without risk of retaliation	2.1%	7.0%	0.0%	1.5%	0.0%	5.4%	0.0%	0.0%	6.6%	0.0%	0.0%	0.0%
Does not prohibit physical punishment or coercion	0.5%	2.8%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%
Does not prohibit verbal or psychological abuse or coercion	5.8%	15.5%	1.5%	0.0%	28.6%	15.0%	3.1%	0.0%	6.6%	6.7%	1.5%	7.2%
Freedom of Association												
Blocks attempts to organize	0.2%	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Foreign Contract Labor												
Foreign contract workers do not receive translated employment contract	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	1.5%	0.9%
Foreign contract workers do not have required travel and/or work documents	0.4%	0.0%	0.0%	0.0%	9.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Foreign contract workers do not receive adequate orientation training	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Occupational Health and Safety												
Does not maintain sufficient, clearly marked exits and routes	54.3%	90.1%	28.8%	42.8%	19.0%	64.6%	67.0%	53.8%	63.9%	86.7%	51.5%	50.5%

Does not comply with machine/equipment safety regulations as required	42.3%	74.6%	15.2%	43.1%	14.3%	46.9%	57.7%	30.8%	18.0%	26.7%	47.0%	32.4%
Does not provide sufficient lighting	1.4%	5.6%	0.0%	1.1%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	3.8%	0.0%
Dormitory												
Does not provide personal mats	0.3%	0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.9%
Does not maintain clear halls and exits	1.3%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unrestricted Access												
Does not provide unrestricted access to facility, workers, and records	3.5%	5.6%	0.0%	8.2%	0.0%	3.4%	0.0%	0.0%	1.6%	0.0%	1.5%	0.9%
Subcontractor Monitoring												
Does not monitor handwork supply chain, wherever applicable	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%	0.9%
Environmental Management System (EMS)												
Does not have an EMS	16.9%	8.5%	0.0%	39.0%	4.8%	6.1%	30.9%	0.0%	3.3%	13.3%	6.1%	6.3%
Environmental Emergency Plan (EEP)												
Does not have procedures to contact appropriate authorities in case of accidents	3.4%	19.7%	0.0%	5.2%	0.0%	0.0%	4.1%	0.0%	1.6%	0.0%	0.8%	0.0%
Chemical Storage and Disposal												
Chemical are not disposed of in accordance with laws	9.7%	9.9%	1.5%	10.8%	0.0%	10.9%	4.1%	0.0%	14.8%	0.0%	13.6%	11.7%
Chemical storage area is not suitably located or well-maintained	15.6%	46.5%	21.2%	18.6%	0.0%	5.4%	7.2%	0.0%	16.4%	6.7%	19.7%	6.3%

Resolution of Factory Code of Vendor Conduct Issues Open as of 2/1/2017

Sourcing Country	2/1/2017	5/1/2017 (3 months)		8/1/2017 (6 months)		2/1/2018 (1 year)	
	# of open issues	# of open issues	% resolution	# of open issues	% resolution	# of open issues	% resolution
Bangladesh	583	369	37%	196	66%	52	91%
Cambodia	271	118	56%	54	80%	40	85%
China	1,102	553	50%	213	81%	44	96%
Guatemala	12	2	83%	1	92%	1	92%
India	733	541	26%	342	53%	62	92%
Indonesia	443	358	19%	269	39%	75	83%
Pakistan	11	11	0%	11	0%	1	91%
Sri Lanka	285	230	19%	140	51%	65	77%
United States	1	1	0%	0	100%	0	100%
Vietnam	832	459	45%	250	70%	48	94%
Other	332	247	26%	136	59%	44	87%
TOTAL	4,605	2,889	37%	1,612	65%	432	91%

Resolution of Factory Code of Vendor Conduct Issues Open as of 2/1/2016

Sourcing Country	2/1/2016		5/1/2016 (3 months)		8/1/2016 (6 months)		2/1/2017 (1 year)		2/1/2018 (2 years)	
	# of open issues	% resolved	# of open issues	% resolved	# of open issues	% resolved	# of open issues	% resolved	# of open issues	% resolved
Bangladesh	452		312	31%	113	75%	44	90%	17	96%
Cambodia	158		88	44%	36	77%	29	82%	5	97%
China	873		481	45%	224	74%	98	89%	59	93%
Guatemala	12		2	83%	2	83%	2	83%	1	92%
India	791		703	11%	565	29%	181	77%	88	89%
Indonesia	365		208	43%	178	51%	82	78%	57	84%
Pakistan	100		100	0%	59	41%	34	66%	30	70%
Sri Lanka	278		233	16%	199	28%	103	63%	74	73%
United States	0		0	100%	0	100%	0	100%	0	100%
Vietnam	629		423	33%	243	61%	94	85%	44	93%
Other	296		232	22%	170	43%	50	83%	23	92%
TOTAL	3,954		2,782	30%	1,789	55%	717	82%	398	90%

Resolution of Factory Code of Vendor Conduct Issues Open as of 2/1/2015

	2/1/2015	5/1/2015 (3 months)		8/1/2015 (6 months)		2/1/2016 (1 year)		2/1/2017 (2 years)	
Sourcing Country	# of open issues	# of open issues	% resolved	# of open issues	% resolved	# of open issues	% resolved	# of open issues	% resolved
Bangladesh	408	166	59%	64	84%	11	97%	4	99%
Cambodia	68	53	22%	36	47%	7	90%	6	91%
China	910	411	55%	186	80%	71	92%	61	93%
Guatemala	10	4	60%	4	60%	4	60%	4	60%
India	678	4	99%	146	78%	66	90%	30	96%
Indonesia	511	4	99%	180	65%	92	82%	43	92%
Pakistan	74	74	0%	74	0%	44	41%	40	46%
Sri Lanka	277	222	20%	52	81%	32	88%	15	95%
United States	3	3	0%	1	67%	0	100%	0	100%
Vietnam	259	191	26%	123	53%	51	80%	46	82%
Other	342	167	51%	130	62%	79	77%	36	89%
TOTAL	3540	1299	63%	996	72%	457	87%	285	92%