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# GUESS Sustainability

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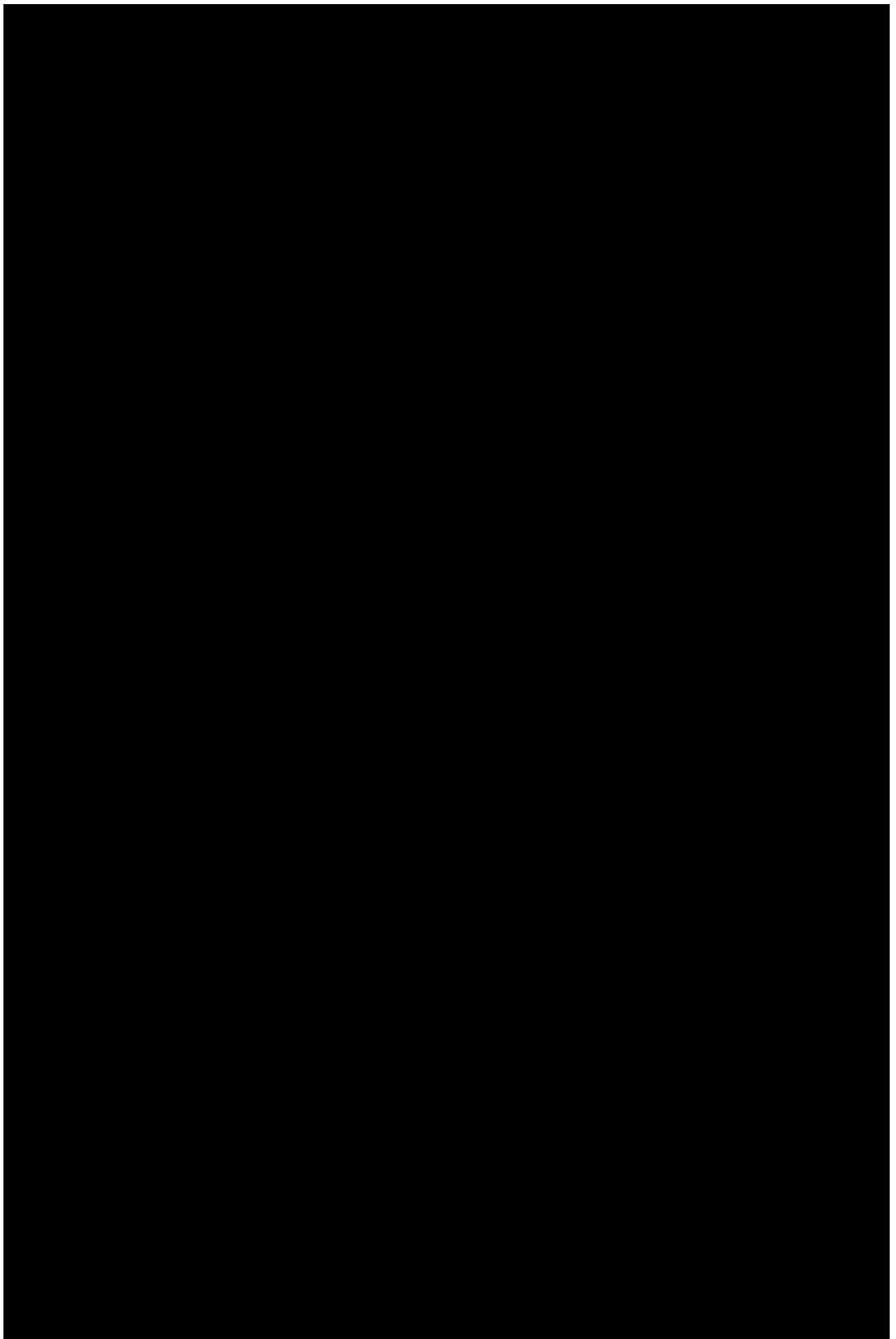
**Protecting Our Environment**

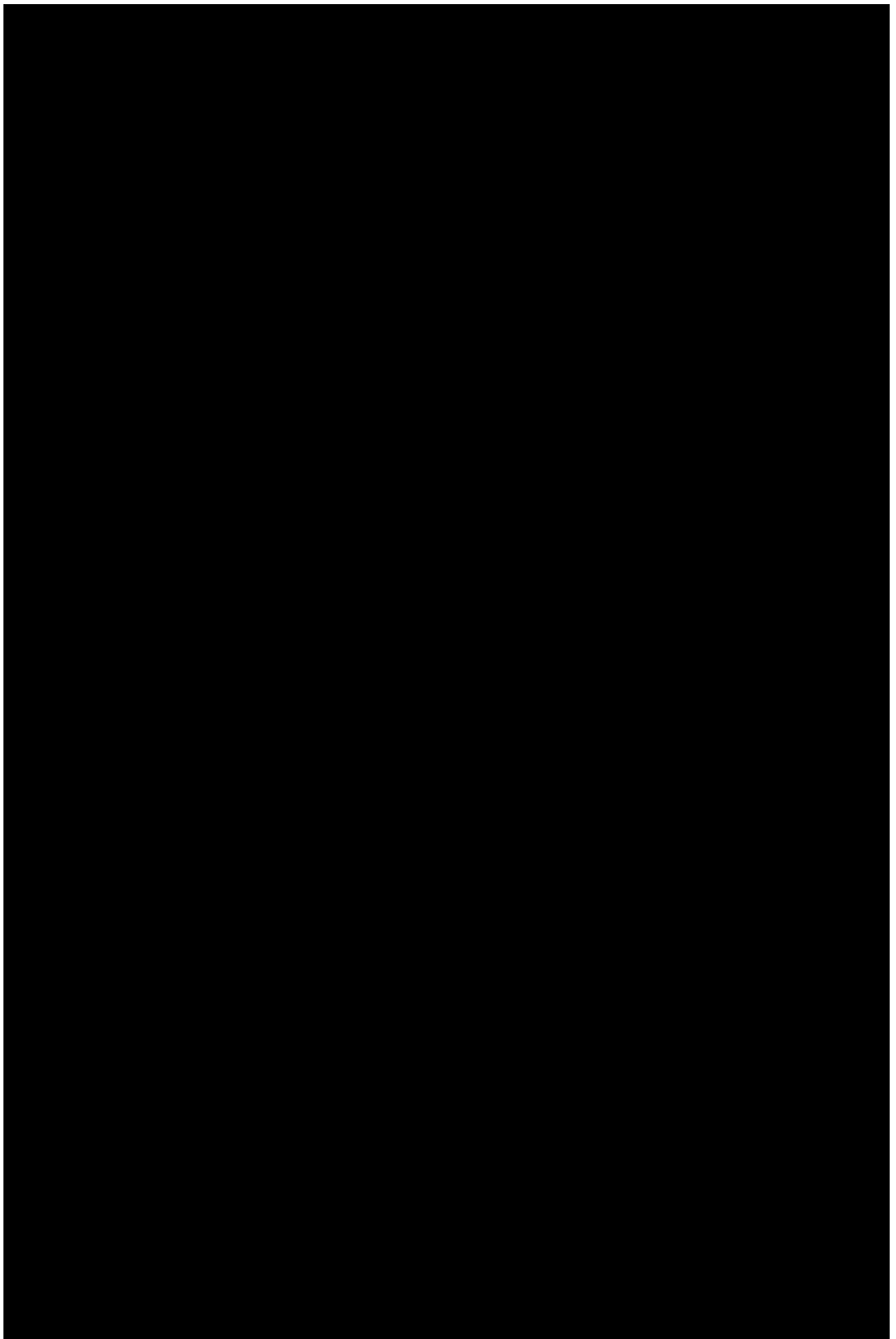
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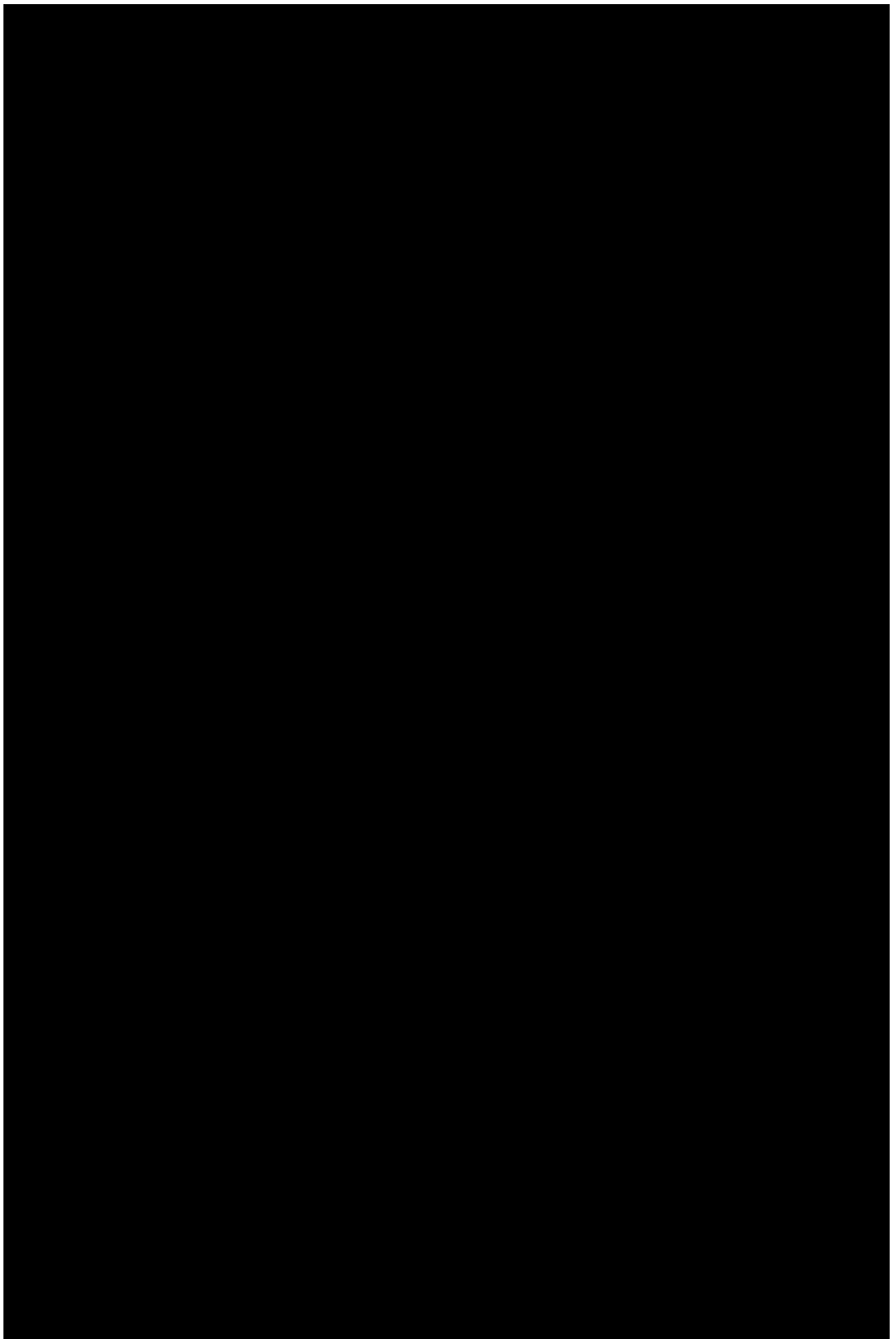
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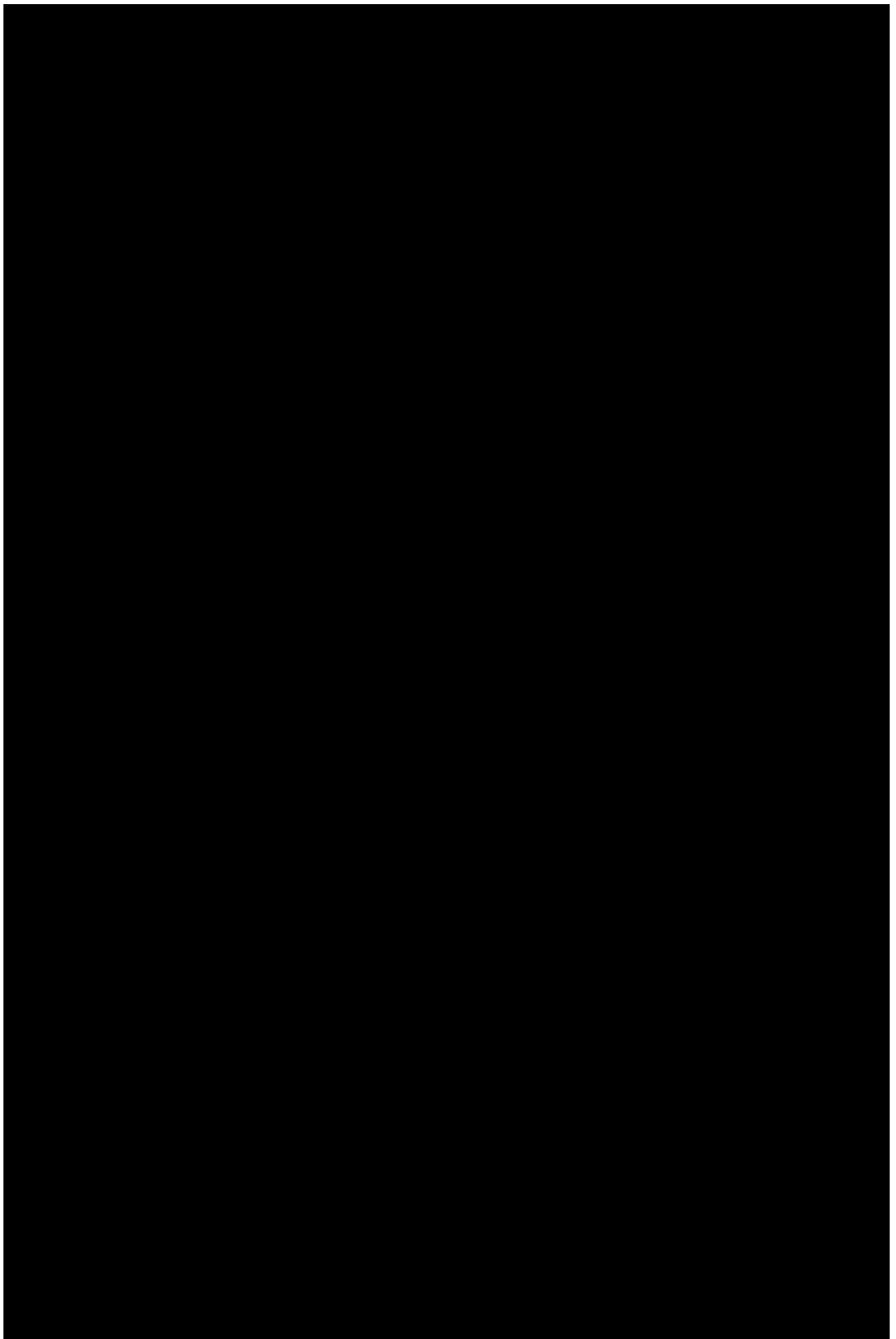
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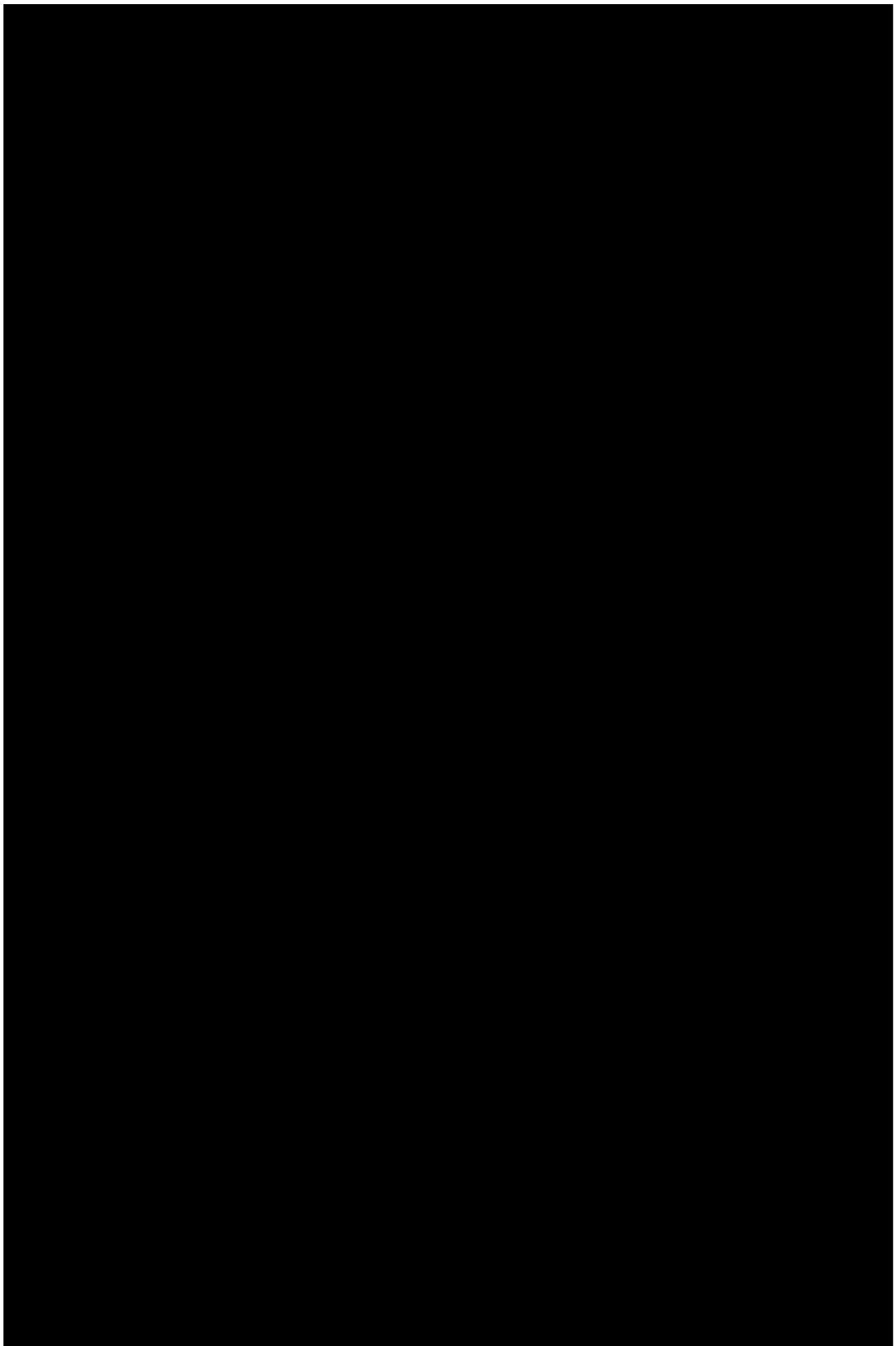
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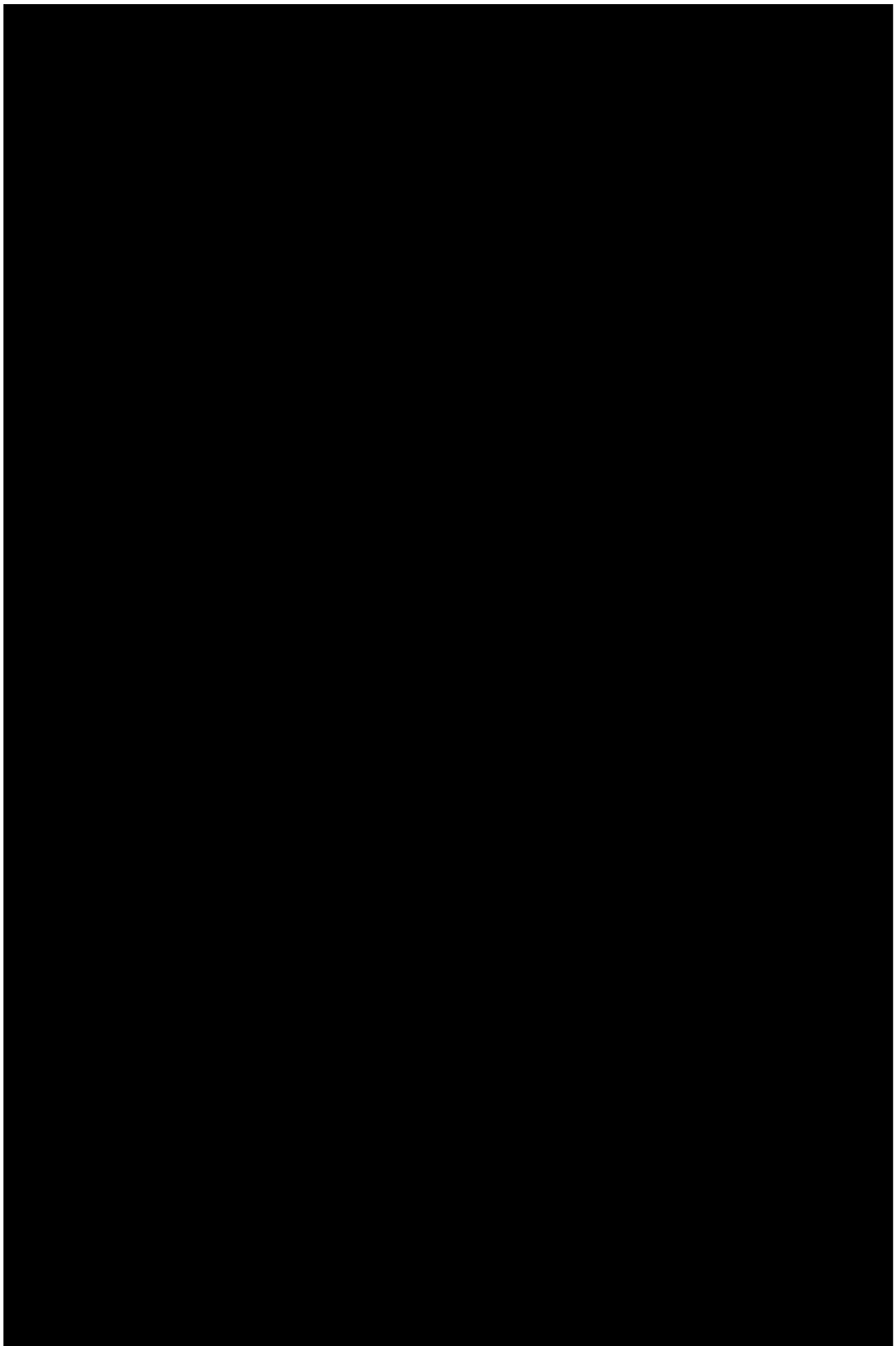


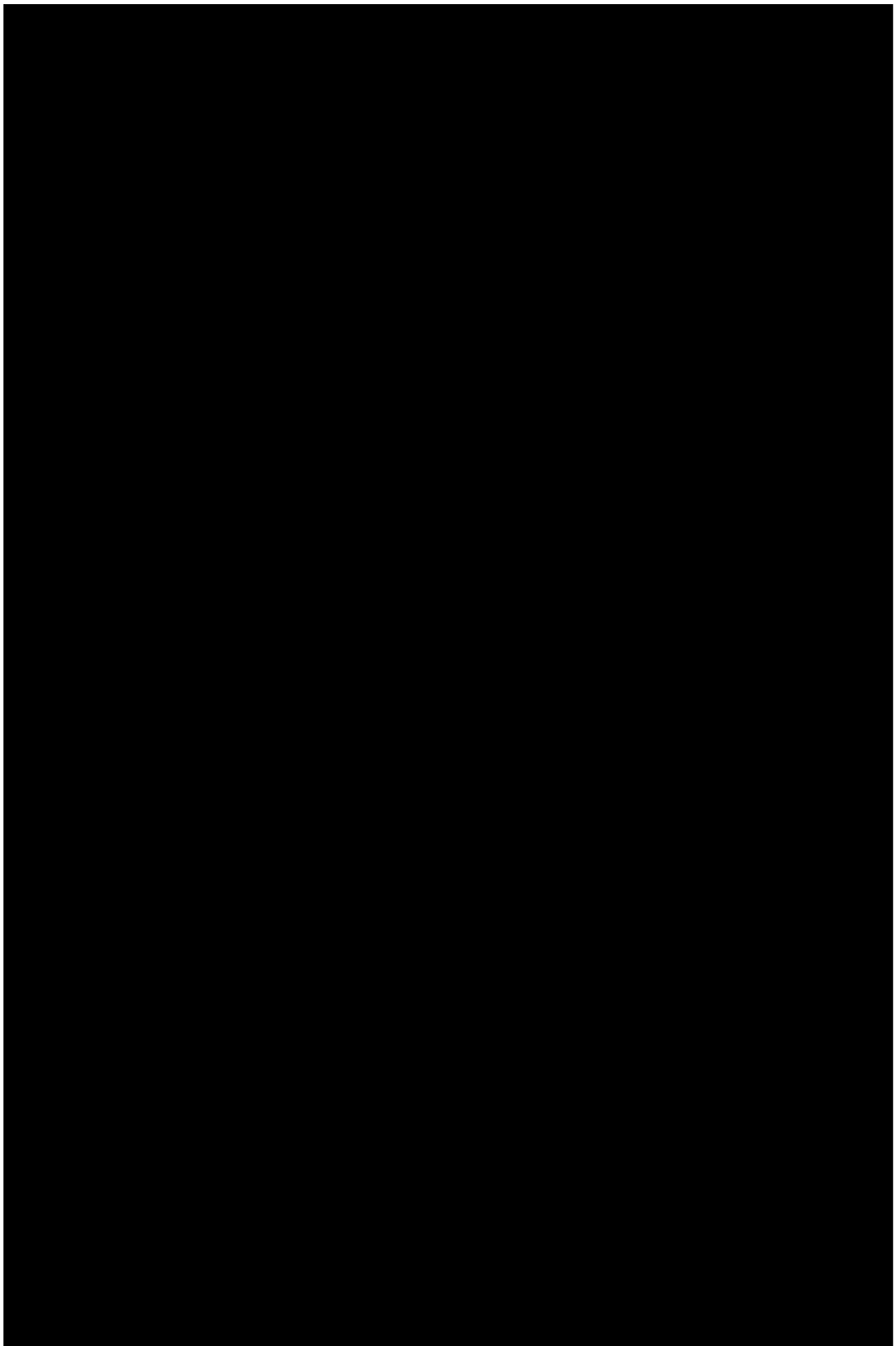




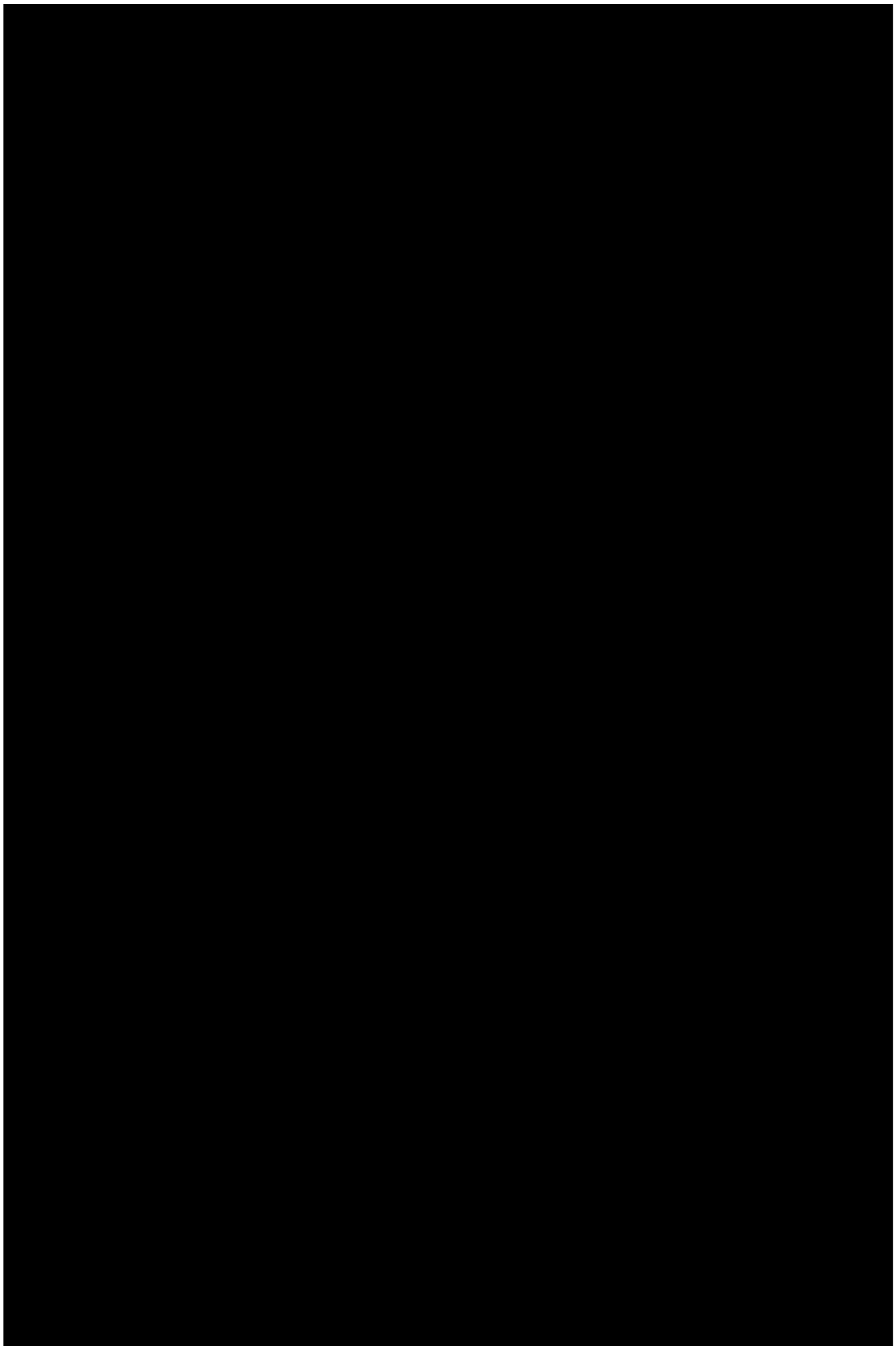


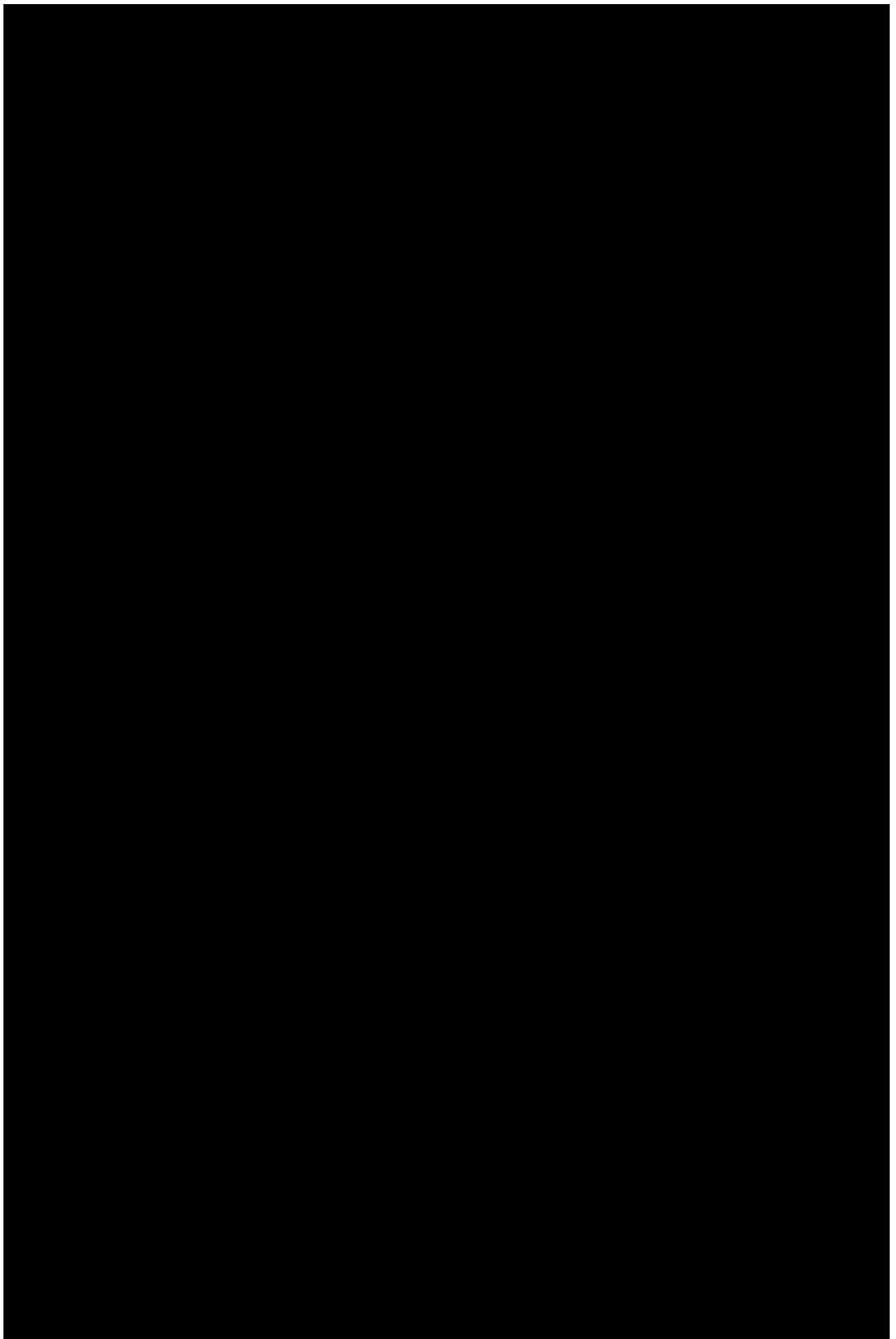


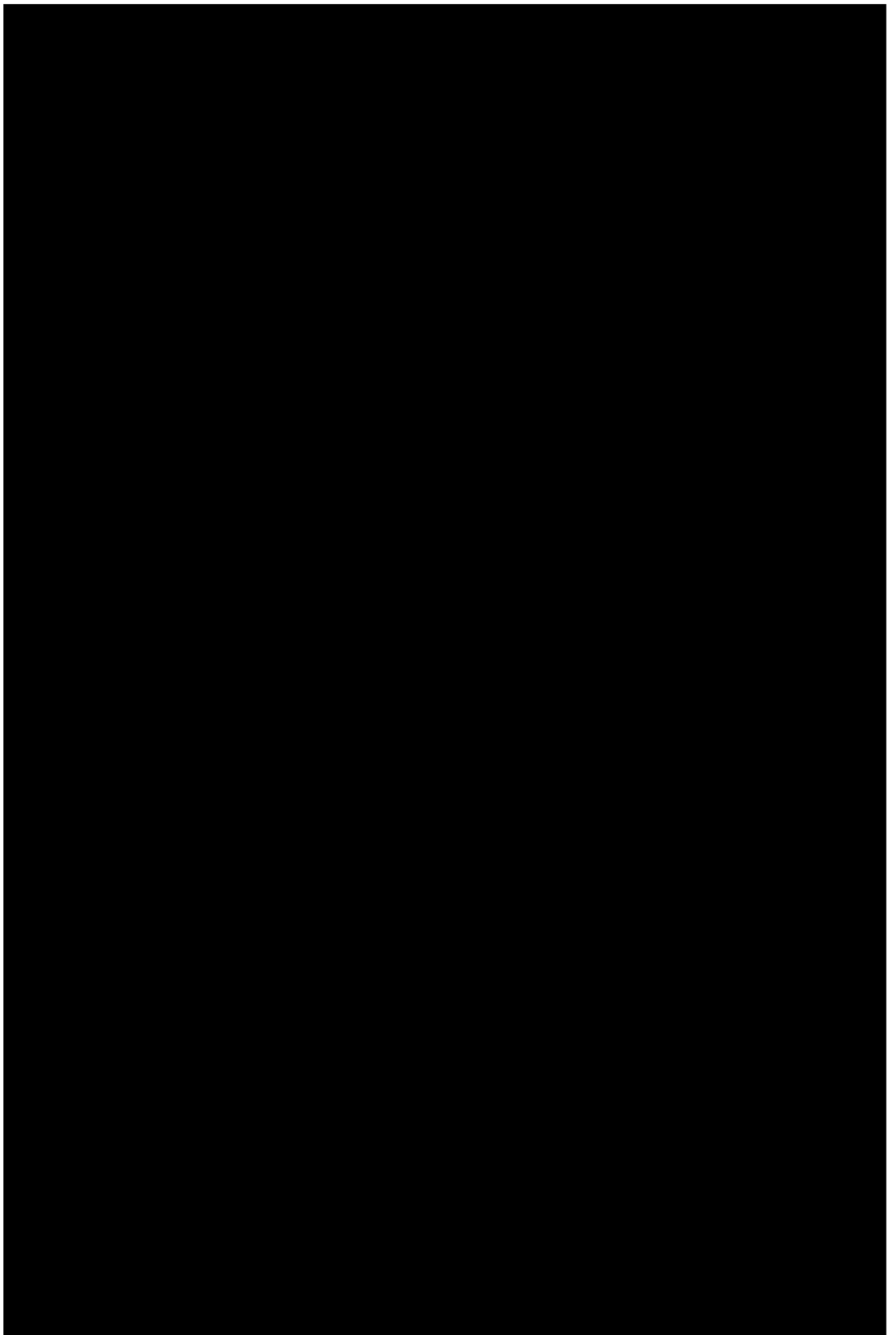


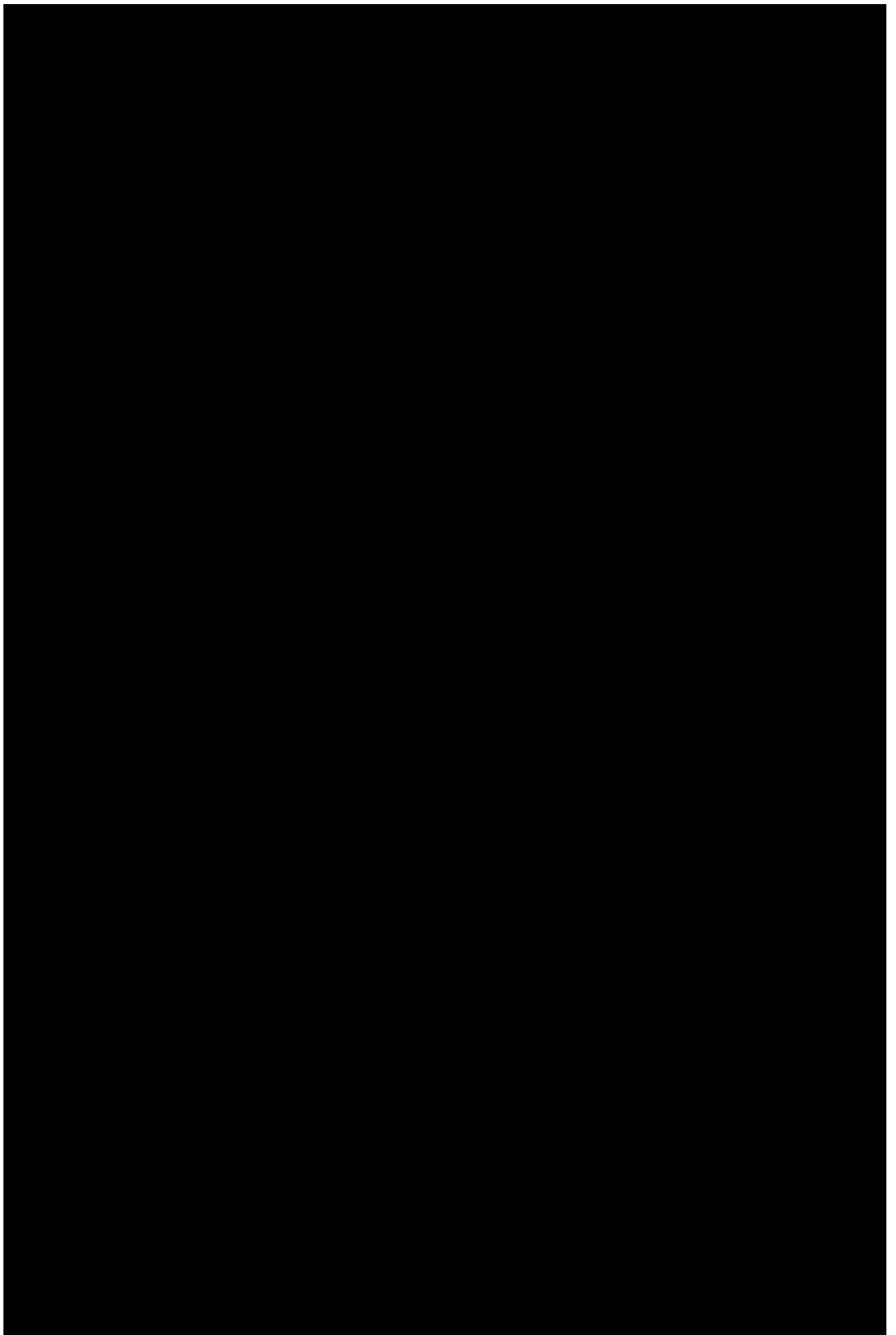












# About VISION GUESS

**Rooted in our heritage but fueled by a new energy.**

**We're creating iconic GUESS fashion with a focus on sustainability —  
made by a family of empowered people, with minimal waste.**

**Upholding the same GUESS DNA: this is our world.**

**But we are dreaming bigger: this is our future.**

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## **Introducing VISION GUESS – Our New Sustainability Plan**

With even more ambitious commitments and goals, VISION GUESS will move our journey forward over the next decade so that we are a business and brand that integrates sustainability within our operations and value chain, promotes diversity and inclusion as a value and culture within our global workforce and supply chain, and creates fashion that contributes to a climate positive, circular economy.

We anticipate sharing our progress toward VISION GUESS in future sustainability reports.

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#### **CLEAR ABOUT REAL CHANGE**

We are making real, bold changes in sustainability at GUESS, with a commitment to integrity in how we communicate our progress.

#### **ALIVE WITH DIVERSE VOICES AND IDEAS**

We welcome everyone everywhere—diversity makes us GUESS, so we want to ensure every voice, across the globe, has a place in our workforce and our communications.

#### **CONNECTED WITH OUR SUPPLIERS**

We are everyone in our supply chain—we are all part of GUESS. We work with our global partners on training and supporting best-in-class practices at all levels.

#### **CREATING WITH SUSTAINABLE MATERIALS**

We will continue to use more organic, recycled, and responsibly sourced materials. GUESS is working to ensure that all plastic-based materials are recycled.

#### **OPTIMIZING FASHION WITH MINIMAL WASTE**

We are introducing new product designs and ideas around how we make and sell, to be more sustainable and waste less, reimagining fashion.

#### **PART OF THE CLIMATE SOLUTION**

We take the climate crisis seriously, and have set ambitious targets to reduce carbon emissions at GUESS and in our supply chain.

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## Our World

### **Upholding the same GUESS DNA: this is our world**

From the very beginning, GUESS has been built on a foundation of doing the right thing, doing it in our own unique and creative way, and doing it as a family. This is who we are and this will never change, only improve—because this how we can make progress for everyone.

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#### **CLEAR ABOUT REAL CHANGE**

##### **2022**

Connect Environmental, Social, and Governance (ESG) performance with new incentive structures

##### **Ongoing**

Continuously Improve our Internal Audit protocol to maintain highest standards for ESG data quality

##### **2022**

Develop implementation roadmap to engage key business affiliates (JVs and licensee) on key sustainability goals

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## **ALIVE WITH DIVERSE VOICES AND IDEAS**

### **2021**

Connect D&I results with annual review and compensation

### **2021**

Deliver D&I training & accountability, starting from the top

### **Ongoing**

Prioritize gender parity and increase ethnic diversity in executive leadership positions (VP+)

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## **CONNECTED WITH OUR SUPPLIERS**

### **Ongoing**

Continuously increase transparency in our supply chain

### **2022**

Partner with key vendors on disclosures and programs that will lead to positive change for women

### **2024**

Establish training program for 100% factory owners in key regions

### **Ongoing**

Increase factory employee access to trainings, development opportunities and grievance mechanism

# Our Future

## **Dreaming bigger: this is our future**

We all will create our own future—a future where the value of actions can be seen, measured, felt and shared by everyone. We see a brighter future for fashion and we will play our part in helping the industry create what is needed for everyone to thrive.

*Please note that SMART GUESS as referenced below is now branded as GUESS ECO*

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## **CREATING WITH SUSTAINABLE MATERIALS**

**2023**

30% of our global materials portfolio will be more sustainable

**2024**

75% of GUESS denim mainline will be SMART GUESS

**2024**

100% recycled or biobased polyester for mainline

**2029**

100% recycled or biobased polyester for all brands

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**OPTIMIZING FASHION WITH MINIMAL WASTE****2021**

Announce roadmap to achieve SBTs

**2030**

Reduce Scope 1 + 2 greenhouse gas emissions by 50%

**2030**

Reduce Scope 3 (supply chain) by 30% by 2030

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**PART OF THE CLIMATE SOLUTION****2023**

Circular product design available for every major category

**2023**

Circular or more sustainable systems and models will be an increasingly significant part of our business

**2023**

100% of accessories and footwear, and 50% of ecommerce shipments will be recycled or recyclable packaging

**2025**

100% of product packaging to be recycled or recyclable

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