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# GUESS Sustainability

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# Diversity and Inclusion

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## Commitments

- Celebrate our diverse workforce
  - Foster inclusive culture and policies in the workplace
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## Goals

- Review and Update current policies and practices to ensure inclusivity (Ongoing)

- **Expand Diversity Council Internationally (In progress)**
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## Achievements

- **Added diversity and inclusion to annual performance review**
  - **Initiated review of gender pay parity**
  - **Updated benefits communication to be more inclusive**
  - **Increased partnerships and recruiting practices for diversity**
  - **Launched Diversity and Inclusion Council in Europe in late 2019 (FY2020) However, implementation plans to launch in Guess Asia were delayed due to the pandemic**
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### **Diversity and Inclusion**

Our longstanding commitment to diversity and inclusion comes to life each day as we work together to maintain a fair and inclusive workplace.

Our aim is for all GUESS associates to feel comfortable and safe bringing their authentic selves to work and contributing fully to our shared success. Building on the example set by the Marciano brothers and their belief that a diverse organization is a strong and creative one, we have embedded diversity and inclusion principles and practices throughout the company. Over nearly 40 years, this has created a rich, vibrant culture that respects — and benefits from—different personal attributes, backgrounds, ideas, and perspectives. Today, diversity is a key facet of our company-wide culture, informing our values, recruiting, talent development, and associate advancement, among other operations.

Our expectations of everyone at GUESS to support a diverse and welcoming workplace are communicated in the GUESS Code of Ethics.

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**More than 50% of our organization at all the corporate, retail and manager levels identify as female.**

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### **Gender Parity in Pay**

For our corporate and retail locations in FY2021, we demonstrate gender pay parity as defined by the United Nations. We will continue to monitor pay ratios between genders throughout our organization as part of our commitment for equal pay for equal work.

**Increasing Our Focus on Ethnic Diversity**

We added specificity to our ethnicity tracking beginning in FY2020 to reflect the continued importance of diversity and inclusion, and its value to our organization. And, we believe that publicly sharing this data is important to also improve diverse representation in a few key areas. For instance, while our global organization is quite diverse, we have opportunities to increase the number of Black and Indigenous executive leaders. We will continue to refine our diversity and inclusion metrics as needed to make sure they remain meaningful as we work to foster an inclusive workplace where all GUESS associates thrive. The right metrics can help us prioritize actions, assign accountability, and measure the impact of various initiatives.

**GUESS U.S. Associate Ethnicity**

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### **Addressing Racial Justice & Disparity**

When calls for racial and social justice intensified in the wake of the killings of George Floyd and others in the U.S. in 2020, the Diversity & Inclusion Council guided the company in taking several steps. GUESS issued a social media community response in solidarity with the Black Lives Matter movement. We also coordinated with the GUESS Foundation to donate to national and local Black community groups, such as the NAACP, The Umoja Center, and The World Stage—with a pledge to donate \$1 million over the next 5 years. The Umoja Center is a multi-use organizing, meeting and event space, and The World Stage is an educational and performance art space, both located in Leimert Park Village, the heart of Los Angeles' Black cultural community. As part of its Community Advocacy series on the GUESS YouTube channel, we also produced a video for The World Stage, highlighting its history and unique story as racially inclusive jazz club in Los Angeles. In 2020 we communicated to employees and our social media community regarding the significance of Juneteenth, dismissed associates early from work that day, and declared Juneteenth a company holiday with a formal day off.

We also conducted a business review, analyzing how we can implement more rigorous practices for inclusion throughout the business.

#### **Other ways GUESS fosters an inclusive and diverse environment include:**

- **Gender Parity in Pay**
- **Cultivating Diversity, Equity, and Belonging through Focused Councils**
- **Updating Human Resource Tools**
- **Exploring the World of GUESS through Food and Culture**
- **Reflecting our Diverse Customers**

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