



OUR PEOPLE

## *Embracing Difference and Diversity.*

We do our best work when we embrace our differences and champion diversity at all levels of our organization.



READ OUR CR  
REPORT



WE'RE COMMITTED TO FOSTERING A WORK  
ENVIRONMENT THAT'S INNOVATIVE, EQUITABLE,  
INCLUSIVE, AND DIVERSE.

Our 2025 goals strive to expand diversity in our leadership teams and reduce gaps in feelings of inclusion by gender and ethnicity. We are embracing difference by design across all levels of our company.

#### OUR PRIORITIES

### *Equity, Inclusion & Diversity*

Tapestry aims to build a truly inclusive environment where people from all backgrounds, perspectives and experiences can thrive.

## *Highlighted Initiatives*



### *Forbes "Best Employers for Diversity" 2021*

Tapestry was featured on the Forbes 2021 "Best Employers for Diversity" list for the fourth consecutive year. This recognition is based on an independent survey of 60,000 Americans working for businesses with at least 1,000 employees evaluating their employers on issues of diversity in the workplace.



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## *Human Rights Campaign Corporate Equality Index 2021*

For the seventh consecutive year, Tapestry achieved a score of 100 on the Human Rights Campaign Corporate Equality Index, earning the designation in 2021 as a “Best Place to Work for LGBTQ Equality.”



**INCLUSION@TAPESTRY**

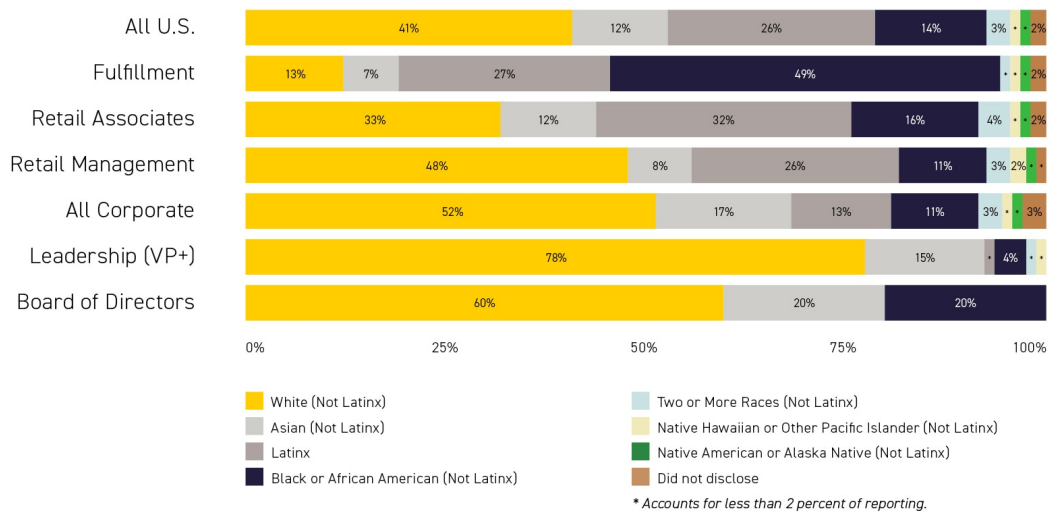
## *Inclusion @ Tapestry*

In FY2021, Tapestry expanded Inclusion@Tapestry by launching the program for our EU workforce and initiating inclusion trainings for our Asia employees. In total, 80% of our North America and Europe employees completed inclusion training.

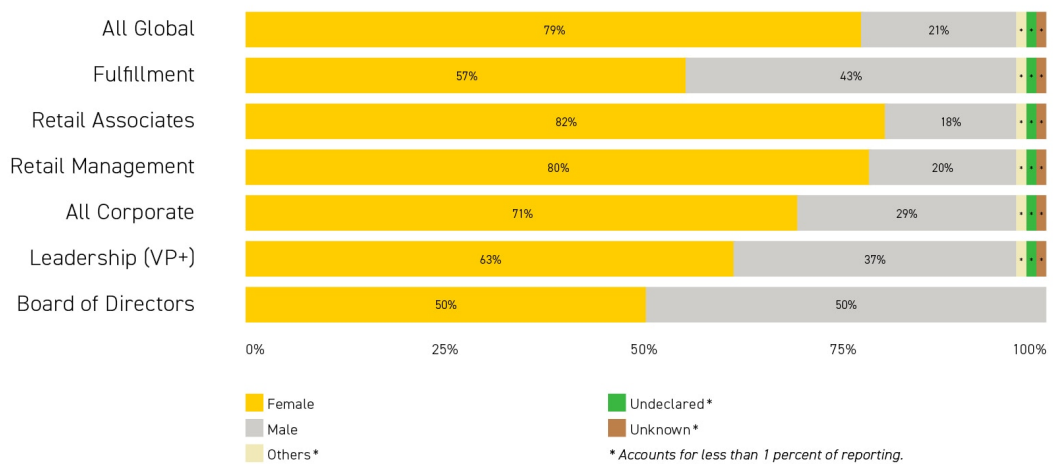
# Diversity Snapshot

**We're committed to championing diversity at all levels of the company.** One of our 2025 goals is to increase the ethnic diversity of our North America-based leaders to better reflect our general population. We tie 10 percent of leadership incentive compensation to Equity, Inclusion & Diversity goals. We are also committed to transparency and will publish our diversity data to this section, semi-annually. In addition, you can access our 2020 certified consolidated EEO-1 report [here](#). Naturally the categories, definitions, and time intervals differ.

## Tapestry Ethnicity (U.S.)



## Tapestry Gender (Global)



## OUR PRIORITIES

### *Career Progression*

We strive to provide a working environment where our people can grow, progress, and *Stretch What's Possible* for themselves. We focus on career progression, development, and mobility, and in FY2021, we filled 80% of our leadership roles internally.

### *Highlighted Initiatives*



#### *Building a Coaching Culture in China*

In FY2021, all Directors and Senior Leaders in Greater China attended “leader as coach” training to incorporate mentorship and coaching into employees’ daily work.



### *Supporting Employees Through Change and Transition*

To help our leaders and team members navigate the rapidly changing external and internal environment, we offered large scale, virtual open-enrollment workshops on the topics of "Leading Through Adversity" and "Navigating Change."



### *Training Agile, Strategic Teams*

Through The Common Thread, our global People Manager development program, we launched three new virtual learning topics that emphasize our focus on remaining agile as an organization, developing strong team relationships and employing strategic thinking in all areas of our business.

## OUR PRIORITIES

### *Whole Life and Wellbeing*

We want our employees to love where they work. To create this positive environment, we uphold a culture that strives to improve work-life integration and the wellbeing of our employees. We understand that the home and work lives of our employees are inextricably linked and to support them, we provide resources and comprehensive benefits.

### *Highlighted Initiatives*





### *Investing in Our Talent*

In July 2021, we announced all U.S.-based hourly employees will earn a minimum hourly wage of \$15. Our people are the face of our brands, and they play a vital role in our company's success and our customer relations. This is an important investment in continuing to build great teams and reinforces our ongoing commitment to unlock the power of our people.



### *Employee Wellbeing*

To help our employees manage stress and anxiety, we are working in partnership with Humana to provide therapist-led discussions, and we established an online community called the Wellbeing Ambassador Group to further support mental health in our workplaces.



### *Providing Family Support Services*

The ongoing COVID-19 pandemic has caused many families to struggle with finding reliable childcare and family support services. In response, Tapestry established a partnership with Bright Horizons to offer emergency child and elder care to our North America employees.

## *Learn More About Our Social Fabric*



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> OUR  
PLANET

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> OUR  
COMMUNITIES

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## OUR BRANDS

COACH

KATE SPADE NEW YORK

STUART WEITZMAN

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