The International Labour Organization (ILO) defines forced labor as a situation in which persons are coerced to work through violence or intimidation or by more subtle means, such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities. The ILO estimates 24+ million people were trapped in forced labor as of 2016.

As a global brand with operations around the world, A&F Co. will continue to take steps to combat human trafficking and forced labor in our supply chains. We provide training internally to all employees who are directly involved in our supply chains and externally to our vendors to help them identify the signs of human trafficking and forced labor.

**Goals**

**Train Supply Chain Workers on Human Trafficking Prevention:**

25,000 workers by 2022

A&F Co. achieved its goal to train 25,000 workers on human trafficking prevention between fiscal years 2019 and 2022.
Train all relevant Global Home Office associates on human trafficking prevention

A&F Co. achieved and maintained the goal to train all relevant Global Home Office associates in fiscal year 2022.

100%

Strategies

A&F Co. has taken intentional steps to combat human trafficking and forced labor in our global supply chain.

Pacific Links Foundation Factory Training Program

In 2018, A&F Co. partnered with Pacific Links Foundation to implement the Factory Awareness to Counter Trafficking (FACT) program in factories in Vietnam. By 2022, we trained 25,000 workers on anti-human trafficking. To overcome on-site restrictions due to COVID-19 in 2021, Pacific Links Foundation in collaboration with Matera Alliance Inc, developed virtual training modules that were successfully piloted in one of A&F Co.’s factories.

The graphs to the right reflect results of a 2021 FACT post training survey.
In 2019, to advance the company’s work to increase education on human trafficking, A&F Co. joined the Mekong Club. Mekong Club’s mission is to inspire and engage the private sector to work toward a slave-free world. Through the Mekong Club, A&F Co. provides access to e-Learning, a best-practices library and brand collaboration meetings to aid us as we continue to assess our own efforts toward this mission.
The American Apparel & Footwear Association (AAFA) and the Fair Labor Association (FLA) announced a proactive industry effort to address potential forced labor risks for migrant workers in the global supply chain. We signed the commitment alongside 123 other companies. For more information, see here.

Compliance

Countering America’s Adversaries Through Sanctions Act (CAATSA) 2017

After the passage of Countering America’s Adversaries Through Sanctions Act (CAATSA) in 2017, A&F Co. reviewed its own factory base and worked with vendors to exercise due diligence and ensure compliance.

UK Modern Slavery Act 2015

In compliance with the U.K. Modern Slavery Act of 2015, we committed to publishing an annual slavery and human trafficking statement for financial years ending on or after March 31, 2016.

California Transparency Act 2010

One of the first key pieces of legislation focused on modern slavery, the California Transparency in Supply Chains Act (CTSCA) requires large companies to disclose information on their efforts to eradicate human trafficking and slavery within their supply chain. A&F Co. fully complies with this law.