

Responsible Sourcing

The
life
of
our
clothing
begins
well
before
any
fabric
is
sourced
or
sewn.

At
each
step
along
our
supply
chain,
our
values
drive
improvements
in
our
practices.

Where We Source

In
our
supply
chain,
we
value
suppliers
that
share
our
commitment
to
responsibility
and
respect
the
safety
and
rights
of
their
workers.
We
effectively
promote
relationships
with
these
types
of
suppliers
by
first
training
our
new
sourcing
associates
to
understand
the
importance
of

Where We Source

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our
supply
chain,
we
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suppliers
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our
commitment
to
responsibility
and
respect
the
safety
and
rights
of
their
workers.
We
effectively
promote
relationships
with
these
types
of
suppliers
by
first
training
our
new
sourcing
associates
to
understand
the
importance
of
compliance
in

Where We Source

In
our
supply
chain,
we
value
suppliers
that
share
our
commitment
to
responsibility
and
respect
the
safety
and
rights

How We Work with Factories

of
the
workers
We
effectively
relationships
with
these
types
of
suppliers
by
partner
with
apparel
manufacturers
that
sourcing
operates
associates
more
than
300
the
factories
importance
of
compliance
than

Where countries We Source world.

We
to
net
supply
chain,
operate
value
factories,
that
are
important
commitment
develop
responsibility
relationships
respect
the
safeguards
and
rights
of
their
responsibly.
We're
effectively
promote
relationships
with
the
factory
monitoring
suppliers
and
advance
training
initiatives
that
focusing
associates
worker
understand
the
importance
responsibility
and
increased

supplier.
Where
ownership.
We
Supplier
Source
Code
of
Conduct

our
AEO
supply
is
chain,
dedicated
we
to
value
the
suppliers
highest
that
level
share
of
our
social
commitment
responsibility.
to
As
responsibility
part
and
of
respect
that
the
commitment,
safety
we
and
direct
rights
our
of
business
their
relationships
workers.
to
We
those
effectively
suppliers,
promote
including
relationships
our
with
sourcing
these
agents,
types
vendors,
of
factories
suppliers
and
by
their
first
own
training
suppliers,
our
who
new
share
sourcing
our
associates
vision
to
of
understand
ethical
the
and
importance
fair
of
working
compliance
conditions.
in

Where
the
We
Code
Source
Conduct

In
our
supply
chain,
we
value
suppliers

that
Factory
share
Inspection
commitment
and
to
Improvement
responsibility

and
respect
AEO
the
is
safety
committed
and
to
rights
working
of
with
their
our
workers.
factory
We
partners
effectively
to
promote
properly
relationships
protect
with
the
these
workers
types
and
of
environment
suppliers
across
by
our
first
supply
training
chain.
our

new
Supplier
Approval
associates

to
We
understand
are
the
careful
importance
about
of
who
compliance
we
decide

factories.
With
this
business
base.
All
understanding,
factories
Must
Be
Responsible
Approved
through
meets
monthly
with
ing
audit
Serving
team
CEO
discussion
the
overall
performance
faced,
and
suppliers,
including
social
compliance,
and
reviews
any
factories
not
approved
for
supply
chain
business.
But
suppliers
currently
working
subcontractors
mediate
the
compliance
issues.
meeting
Our
2013
Production
Needs.
Developed
Penalties
for
supplier
scorecard

properly
disclose
the
social
compliance
performance
of
suppliers
include
fines,
suppliers
This
A record
measures
the
supplier's
factory
social
business
performance
and
Our
Inspection
Approach
Improvement.
Factory
Rating
System

All
of
the
apparel
factories
we
actively
source
from
are
visited
and
inspected
every
year
by
our
internal
team
or
third-
party
auditing
partners.

Our

approach
is
focused
on
transparency
and
remediation,
so
most
of
our
audits
are
semi-
announced
to
help
us
build
trust
with
our
factory
partners.
We
have
a
group
of
AEO
associates
in
Hong
Kong
and
Bangladesh
that
conduct
a
portion
of
our
audits
and
work
closely
with
factories
on
remediation.

We
rate
factories
after
each
audit.
Factories
with
more
severe
ratings
are
given
reduced
or
no
business
opportunities
until
issues
are
resolved.
We
work
with
factories
to
remediate
every
finding,
but
address
more
severe
ones
with
increased
urgency.

Strategic Labor Programs

Factory

Fire and Building Safety

In
2013,
we
joined
220
global
apparel
companies
in
signing
the
Bangladesh
Accord
on
Fire
and
Building
Safety
–
an
unprecedented
five-
year
independent,
legally
binding
agreement
to
build
a
safe
and
healthy
ready-
made
garment
industry
in
Bangladesh.
The
agreement
was
signed
in
the
immediate
aftermath

of
the
tragic
Rana
Plaza
building.
While
none
of
our
affiliate
factories
were
located
in
Rana
Plaza,
we
knew
we
had
to
be
part
of
the
movement
to
ensure
the
safety
of
our
workers.

We
remain
fully
committed
to
our
investment
in
the
Accord.
We
actively
support
factories
to
complete

the
Accord's
structural,
fire,
and
electrical
safety
inspections,
remediation,
and
training
activities
at
all
our
factories
in
Bangladesh.

We
have
expanded
our
learnings
to
other
countries
where
there
is
aging
infrastructure
that
could
present
risks
to
workers.
AEO
has
launched
its
own
Global
Fire
and
Building
Safety
guideline
that
incorporates

insights
from
the
Bangladesh
Accord.
As
part
of
this
program,
we
have
provided
trainings
and
conducted
inspections
focused
on
fire
and
building
safety
in
factories
in
Pakistan
and
India.

Worker Survey Program

Our
goal
is
to
encourage
the
factories
we
work
with
to
foster
an
environment
in
which
workers

feel
comfortable
raising
and
discussing
labor
concerns
in
a
constructive
manner.

Since
2014,
we've
worked
with
key
factory
partners
to
implement
worker
survey
programs
to
give
workers
a
voice.

We
start
with
conducting
anonymous
surveys
to
gather
worker
feedback
on
health
and
safety,
engagement,
communication,
and
satisfaction.
Next,
weWe

share
the
results
with
factory
management
and
work
with
them
to
identify
and
implement
next
steps
to
address
findings,
then
follow-
up
six
months
later
to
measure
progress.
The
goal
is
for
each
factory
to
have
its
own
internal
grievance
procedures
in
place
to
independently
manage
effective
internal
communication
channels.

Key Sourcing Policies

Great
style
shouldn't
come
at
the
cost
of
the
welfare
of
others.
The
materials
and
treatment
processes
we
use
are
one
part
of
our
commitment
to
responsible
sourcing,
reflecting
our
company
values
and
reinforcing
our
Code
of
Conduct.

**Uzbek
And
Turkmen
Cotton**

Ban

In
response
to
issues
around
forced
and
child
labor
practices,
we
have
banned
the
use
of
cotton
from
Uzbekistan
and
Turkmenistan.

Sandblasting Ban

In
2011,
we
banned
sandblasting
in
the
production
of
our
denim
as
well
as
the
presence
of
sandblasting
equipment
in
any
facility
producing
for

us.

Animal Welfare Policies

We
oppose
the
inhumane
treatment
of
animals,
and
we
do
not
tolerate
animal
cruelty
in
the
design,
manufacturing
or
testing
of
American
Eagle
Outfitters
products.
The
following
policies
outline
our
stance
on
the
usage
of
specific
materials
and
procedures.

We
do
not
permit
the

use
of
the
following
under
any
circumstances
:

1. Fur
2. Skins
from
endangered
exotic
animals;
3. Muleseed
wool;
4. Angora
(rabbit
hair);
5. Animal
testing

Down
and
leather
may
be
used
under
qualifying
circumstances.

Improving Women Factory Workers' Health

We
are
committed
to
promoting
the
health
and

well-being of the women who make our products in our global supply chain. We are working with our factory partners to expand participation in Business for Social Responsibility's (BSR's) [HERproject](#), a collaborative initiative that strives to empower low-income women working in global supply chains.

To date, HERproject has

been
implemented
at
four
factories
in
Cambodia
and
six
factories
in
Bangladesh,
with
efforts
underway
at
two
factories
in
Vietnam.
As
part
of
HERproject,
we
help
train
peer
educators
and
participate
in
a
Technical
Advisory
Group
that's
focused
on
developing
a
nurse
training
program,
as
well
as
a
program
focused
on

addressing
sexual
harassment.
With
HERproject,
we're
not
just
investing
in
women,
we're
investing
in
their
families
and
communities
around
the
world.

Resources