

HANES
Brands Inc

**2020
CARBON
DISCLOSURE
PROJECT**

**WATER
INFORMATION
REQUEST**

Welcome to your CDP Water Security Questionnaire 2020

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

HanesBrands is committed to put forth every effort to be the apparel industry's leader in social responsibility and environmental stewardship.

As one of the leading – and largest – marketers of everyday basic innerwear and activewear apparel in the Americas, Europe, Australia and Asia/Pacific, the company has both the responsibility and commitment to work continually toward creating a more responsible company. Powered by some of the world's strongest apparel brands, including Hanes, Champion, Bonds, DIM, Maidenform, Bali, Playtex, Lovable, Bras N Things, Nur Die/Nur Der, Alternative, L'eggs, JMS/Just My Size, Wonderbra, Berlei, and Gear for Sports, Hanes is keen to lead by example and learn from others.

The company takes great pride in our strong reputation for ethical business practices and the success of our Hanes for Good corporate responsibility program, which includes an intense focus on environmental stewardship. As part of the latter, Hanes is committed to the responsible management of energy, carbon, emissions, water, wastewater, chemicals, and waste in all of our facilities worldwide. And the company has the ability to direct its environmental programs and performance because it owns the significant majority of its manufacturing and supply chain operations – unique in the apparel industry.

The company's results speak to the strength of its programs and performance. For example, Hanes has reduced energy consumption by 26 percent since 2007, shifted more than 40 percent of the energy the company uses to renewable resources and reduced water use almost 30%. As a result of these and other performance metrics, HanesBrands has been recognized by the U.S. Environmental Protection Agency Energy Star program for an unprecedented 11 years – first as a Partner of the Year (2010-2011) followed by Sustained Excellence Awards from 2012-2020 – and remains the only apparel company to earn sustained excellence awards in the program's 28-year history.

But there is more work to do, which is why Hanes set aggressive 2020 environmental-performance goals and reports annually about its progress. Compared to our 2007 baseline performance, by 2020 Hanes is committed to:

- Reduce energy consumption by 40 percent;

- Reduce CO₂e emissions by 40 percent;
- Reduce water use by 50 percent;
- Increase our renewable energy use to 40 percent; and,
- Achieve zero waste by diverting from landfill all non-regulated waste from our company-owned operations.

On behalf of the company's 63,000 employees, its investors and the communities in which it operates across the globe, the company is focused on making a positive and lasting contribution to our world now and in the years to come.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	January 1, 2019	December 31, 2019

W0.3

(W0.3) Select the countries/areas for which you will be supplying data.

Argentina
Australia
Brazil
Canada
China
Czechia
Dominican Republic
El Salvador
France
Germany
Honduras
Indonesia

Italy
Mexico
New Zealand
Philippines
Puerto Rico
Romania
Slovakia
South Africa
Spain
Thailand
United Kingdom of Great Britain and Northern Ireland
United States of America
Viet Nam

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

Yes

W0.6a

(W0.6a) Please report the exclusions.

Exclusion	Please explain
Retail Stores and Commercial Offices	Water use at retail stores and certain commercial offices is judged to be de minimis with respect to overall water usage, as it is used only for human consumption, sanitation, or general cleaning. In many cases, the water utility is part of a lease or rent calculation and specific water use / cost data is not available.
New acquisitions.	HanesBrands is a growth company and has made multiple recent acquisitions. Water consumption and discharge data is not yet available for some recent acquisitions, but will be included in future disclosures. Due to the nature of these facilities (mostly offices or distribution centers), however, water usage is expected to total a small fraction of one percent of total water consumption, given the measured usage at similar facilities.
Certain Temporary and Seasonal Warehouses and Storage Facilities	At year-end 2019, Hanesbrands had a total of 64 commercial warehouse/storage/distribution properties located in 26 countries totaling 12.3 million square feet. The water from the most active warehouse and distribution space has been quantified and included in the company's water inventory and represent 87.6% of the total portfolio square feet of this type of real estate. The remaining 12.4% (1.5 million square feet) has been excluded. The excluded space primarily consists of overflow warehouses used for the storage of surplus equipment and/or the storage of excess finished product due to seasonal swings in product supply and demand. They have a total area of 1,526,061 square feet and minimal water use, as it is used only for human consumption, sanitation, or general cleaning. These spaces are leased/rented and are typically occupied or accessed on a short-term basis to accommodate requirements of our dynamic supply chain. Spaces may include sublease of a facility for warehouse space or security structures (guard house) for trailer parking storage. Often, the water is included in the space rental. In these instances Hanesbrands does not have visibility to the use. Most of these spaces use very little water with respect to the overall company's water use and it has been determined that the water use in warehouses and storage spaces is not material nor relevant.

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Important	Neutral	<p>1. Primary freshwater use (direct operations): Freshwater is important to HanesBrands' textile manufacturing (wet processing) operations. These include cloth bleaching, dyeing, and finishing. Freshwater is less important to apparel assembly and distribution operations, where water is used primarily for domestic purposes and for cleaning. In 2019, 92% of water withdrawals were associated with textile facilities.</p> <p>2. Primary freshwater use (indirect operations): The primary potential impact of freshwater on indirect operations is on spun yarns used to manufacture cloth. Cotton fiber is an important raw material in yarn manufacturing, and cotton yields or markets can be impacted by water availability.</p> <p>3. For direct operations, a rating of "Important" was selected for good quality freshwater. Risk to HanesBrands at a corporate level is mitigated by the company's large global supply chain which allows manufacturing flexibility in the event of a water impact on a single facility or basin. HanesBrands does not rely on non-fresh water for its direct operations, although recovered grey water is used for sanitation purposes in a few specific instances within our facilities. Risk from water quality is also mitigated because large textile plants that do not get incoming water from a third party also operate on-site water treatment, which allows for filtration and softening of incoming water. HanesBrands is currently evaluating and implementing procedures to reduce its water use intensity in future years. (See section W8-Targets.)</p> <p>4. The importance of water for indirect use is rated "neutral." As noted previously, the primary raw material potentially impacted by water is cotton fiber. Most yarn used by HanesBrands utilizes cotton from the low or no-irrigation areas of the United States, reducing the risk for negative water impacts. Water quality has much less potential impact in this indirect use for agriculture.</p>

Sufficient amounts of recycled, brackish and/or produced water available for use	Not very important	Not very important	<p>1. Recycled, brackish, or produced water: Regarding direct use, HanesBrands does not operate facilities in areas where brackish or produced water is available, either due to geography or to local utility supply regulations.</p> <p>2. Recycled, brackish, and/or produced water: As noted, the primary potential impact of water on indirect operations is to cotton fiber.</p> <p>3. For direct operations, the importance of recycled, brackish, and/or produced water was rated "not very important," due to the geographical locations and utility supply available to HanesBrands facilities. As noted, HanesBrands is recovering and reusing grey water for sanitary purposes in a few limited applications. However, the importance of recycled water is expected to become greater in future years, as part of HanesBrands plans and projects to meet its goals for reduction in water-use intensity.</p> <p>4. The indirect use of recycled, brackish, and/or produced water is also rated as "not very important" because most cotton used to make yarn utilized by HanesBrands is sourced from the low or no-irrigation areas of the United States. Additionally, brackish water is not a viable option if irrigation were to be needed.</p>
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W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Please explain
Water withdrawals – total volumes	76-99	HanesBrands defines sites as individual operating facilities, with the majority having direct measurement of water withdrawals, either through company-read meters or supplier invoices. This includes all internal textile or hosiery /sock facilities that use water as a part of the manufacturing process. Exceptions include low water-use facilities for which water is supplied from a third-party and is included in the lease. Water withdrawals for these facilities are projected based on measured withdrawals at similar HanesBrands facilities for purposes of measuring progress against corporate goals. HanesBrands facilities report water withdrawals to the corporate headquarters monthly. As a corporation, HanesBrands monitors both total withdrawals and water intensity (withdrawals per unit of production). Corporate goals are based on water

		intensity (see questions 0.1 and 8.1a). Water intensity is also a criteria for award recognition for individual facilities.
Water withdrawals – volumes by source	100%	HanesBrands knows the source of water withdrawals at all facilities included within its operational control boundary. This includes surface water, renewable groundwater, or third-party suppliers as defined by CDP. In addition, HanesBrands has confirmed the water sources utilized by nearly 100% of the third-party suppliers serving its facilities. As noted in the response to "Water Withdrawals-Total Volumes," total quantity of water withdrawn and water-use intensity are both monitored at a corporate level on a monthly basis. Given that HanesBrands has knowledge of the sources of water for 100% of facilities, this allows the company to analyze water withdrawal volumes by source as needed. As referenced previously, water withdrawals are reported at the corporate level on a monthly basis.
Water withdrawals quality	100%	HanesBrands supplied its own water in ten facilities that operated in 2019 and purchased water from a third-party supplier at all other facilities. At facilities where HanesBrands supplies its own water, water quality is tested as required by regulation to ensure that water supply meets applicable standards. The four textile and hosiery /sock (wet processing) facilities that have on-site water supplies (either wells or surface water) also operate on-site water treatment plants that test for multiple parameters on at least a daily basis to assure effective operations. Third-party suppliers (generally municipalities) also must test supplied water to ensure it meets applicable regulatory requirements. In addition, the HanesBrands Global Environmental Management System (GEMS) requires that all facilities verify the quality of potable water at least annually, through either supplier certification (for third-party suppliers) or internal testing.
Water discharges – total volumes	76-99	Water discharges are measured either by meter or by invoice for more than 75% of HanesBrands facilities. For internal reporting purposes and tracking against corporate metrics, HanesBrands uses process knowledge from similar facilities (to include accepted factors for sanitary wastewater usage per person) to project wastewater discharges from the remaining facilities. Note: Some water-service providers invoice the same quantity of wastewater as incoming water, which leads to a level of uncertainty regarding wastewater discharge volumes. For large, wet processing facilities with on-site wastewater treatment plants, there is the potential for outside sources such as rainwater or infiltration to impact metered wastewater flows. Wastewater discharge is monitored continuously for facilities with on-site process wastewater treatment plants and when required by applicable wastewater discharge permits at other facilities.

Water discharges – volumes by destination	100%	HanesBrands has knowledge of the immediate wastewater discharge destination for all facilities, including facilities not metered or invoiced. This accounts for 100% of water withdrawals. For all facilities wastewater is discharged either through an on-site wastewater treatment process or through wastewater treatment systems operated by municipalities or industrial parks. There are no untreated direct wastewater discharges to the environment. Where wastewater is discharged through third-party suppliers, HanesBrands has confirmed the final discharge body of water for nearly all wastewater treatment facilities operated by those third parties and is working to obtain that information for the remainder.
Water discharges – volumes by treatment method	100%	As discussed in the previous question, HanesBrands knows the initial wastewater discharge destination for all of its wastewater discharges; therefore, the company also knows the type of wastewater treatment applied. Wastewater discharges from textile and hosiery /sock (wet processing)facilities accounted for more than 90% of water withdrawals in 2019, and wastewater treatment for these facilities happens either at a company-owned wastewater treatment facility or at a municipal or industrial park treatment facility. Biological treatment is the primary type of treatment used for wastewater discharge from HanesBrands facilities.
Water discharge quality – by standard effluent parameters	26-50	Wastewater quality is monitored for all textile hosiery /sock wet processing facilities and at all other facilities that have onsite wastewater treatment and discharge either directly to the environment or to a third-party supplier. Wastewater quality parameters and reporting frequency differ by facility, but parameters are measured and reported in accordance with facility-specific discharge permits and all applicable regulations. Wastewater parameters monitored consistently across the full spectrum of facilities include BOD, COD, TSS, pH, and bacteria count. Additional parameters must be monitored for wet processing facilities. The only facilities that do not monitor wastewater discharge quality are some that discharge to a third-party supplier. In those cases the third party has determined that a discharge permit and/or regular sampling is not required. Discharge from these facilities is typically from kitchen, sanitary, cleaning, or utility sources.
Water discharge quality – temperature	76-99	Wastewater discharge temperature is monitored by textile and hosiery /sock wet processing facilities and by other facilities as required by wastewater discharge permits. As previously noted, this represents more than 90% of water withdrawals. Temperature monitoring frequency is established by regulation and facility-specific permits. For textile and hosiery / sock wet processing plants with on-site wastewater treatment, temperature is typically recorded at least on a "per work shift" basis.
Water consumption – total volume	76-99	With CDP reporting guidance noting that all water returned to the water environment or to a third party as is not consumption, water consumption at HanesBrands facilities is limited to evaporation from one of the

		<p>following sources: (1) Drying of wet cloth following the bleaching or dyeing process in wet processing facilities; (2) Production of steam in onsite boilers; or (3) Evaporation from cooling towers utilized in an HVAC system or from basins / tanks used in onsite water or wastewater treatment. Water consumption reported for CDP-Water is a projected number based on both process knowledge and subtraction of wastewater discharge volumes from incoming water withdrawals. This question is being scored as 76-99% rather than 100% only because there is some degree of uncertainty in the assumptions made to calculate wastewater consumption.</p>
Water recycled/reused	1-25	<p>HanesBrands currently recycles water from non-process sources on a limited scale. For example,</p> <p>1) At its Cotia Brazil manufacturing facility, HanesBrands recycles about 10% of its textile plant effluent for reuse in lavatories to flush commodes and also reuses a portion of process water. These two projects save over 500k gallons per year.</p> <p>2) In the company's El Salvador Textile manufacturing plant, HanesBrands completed the installation of a reverse osmosis (RO) system to recycle wastewater for use as boiler makeup water, saving 32 million gallons/year. Also at its El Salvador Sock manufacturing facility, HanesBrands utilizes the recycling / reuse of grey water from its cooling tower blowdown to flush toilets. However, this cooling tower blowdown water is not monitored due to its low volume. The company is reviewing opportunities for more extensive recycling and will consider monitoring of recycled water. It is expected that this water aspect will become relevant in the future.</p>
The provision of fully-functioning, safely managed WASH services to all workers	100%	<p>All HanesBrands facilities provide fully functioning WASH services to workers. The company is committed to providing high quality workplaces to its employees. This is a main tenet of both its award-winning Corporate Social Responsibility program and detailed Global Safety Management System (GSMS), both of which are implemented throughout its global supply chain. HanesBrands utilizes internal self-assessments and audits, as well as audits by external auditors, as primary tools to assure that its workplaces comply with applicable safety and health standards--including fully functioning WASH facilities for all workers. The company also participates in the "WRAP" (Worldwide Responsible Accredited Production) certification process, which also involves third-party facility audits. For these and other reasons, HanesBrands has been recognized by the "Great Place to Work" Institute for its work practices in multiple countries.</p>

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	9,172.8	Lower	Given normal fluctuations in operating schedules and product mix, HanesBrands has set the following definitions for total water withdrawals: "About the Same" = ±5% to previous year; "Higher" or "Lower" = 5-10% change from previous year; "Much Higher" or "Much Lower" = >10% change from previous year. Using these definitions, total water withdrawals in 2019 were lower versus 2018. HanesBrands water use intensity (water use intensity = water use per equivalent production unit) decreased by 7.2% from 2018 to 2019.
Total discharges	8,232.6	Lower	Given normal fluctuations in operating schedules and product mix, HanesBrands has set the following definitions for total water withdrawals: "About the Same" = ±5% to previous year; "Higher" or "Lower" = 5-10% change from previous year; "Much Higher" or "Much Lower" = >10% change from previous year. Using these definitions, total water withdrawals in 2019 were lower versus 2018. HanesBrands water use intensity (water use intensity = water use per equivalent production unit) decreased by 9.2% from 2018 to 2019.
Total consumption	920.1	Higher	Water consumption at HanesBrands facilities is essentially limited to evaporation from one of the following sources: (1) Drying of wet cloth following the bleaching or dyeing process in wet processing facilities; (2) Production of steam in onsite boilers; or (3) Evaporation from cooling towers utilized in an HVAC system or from basins / tanks used in onsite water or wastewater treatment. Reported water consumption is a calculated number based on an aggregation of both facility-level measurements and calculations. Using the same definitions as for "Total Withdrawals" and "Total Discharges," water consumption was higher in 2019 than 2018, primarily due to an overall increase in year-over-year production across the HanesBrands facilities included within the scope of this report.

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress and provide the proportion.

	Withdrawals are from areas with water stress	Identification tool	Please explain
Row 1	No	WWF Water Risk Filter	<p>In mid-2017 and again in mid-2019, HanesBrands utilized the WWF-Water Risk Filter to assess risks at all of its large textile or hosiery /socks wet processing facilities and at a number of other facilities that represent other types of HanesBrands operations and are located in a variety of geographical regions. A total of 23 operations were evaluated in 2019 using the WWF Water Risk Filter, accounting for approximately 94% of water withdrawals for calendar year 2019. In the past, HanesBrands has utilized multiple water analysis instruments, but in 2017 the company completed a study that concluded that the WWF-Water Risk Filter was the most applicable due to its ability to address both basin-related and operation-related questions. As noted, locations were selected for analysis by the WWF-Water Risk Filter based on their total water withdrawals, type of operation (to represent wet processing, apparel assembly, distribution, and commercial offices), and geographical location (to represent the global nature of HanesBrands operations). For all facilities, the facility address was utilized for purposes of the analysis. However, there are no known cases in which the company facility is not located in the same basin as the water source. In fact, the largest textile wet processing facilities withdraw water from an on-site source. The current version of the WWF-Water Risk Filter did show a moderate (20-30%) level of water depletion for the HanesBrands textile facility in the Dominican Republic. However, this assessment was based on a more general view of the Dominican Republic and not on a specific evaluation applicable to the water supply at the sub-basin level. Given its 15-year history of operations at the site, the company applied more site-specific knowledge and information for a more granular analysis . This facility is located in a mostly rural, more mountainous area in the center of the country and withdraws its water from two rivers originating in the mountains nearby. Water withdrawn by this facility is treated onsite after use and discharged to one of the rivers from which it is withdrawn; therefore, it remains in the same sub-basin. The average annual rainfall in the area is 1956 mm (77 inches), with an average rainfall for the driest calendar month of 99 mm (3.9 inches).[Rainfall data source =Climate-Data.org] Given this additional information, this facility does not withdraw its water from a water stressed area.</p>

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Relevant	2,171.5	Lower	Definitions for year-over-year volume comparisons are the same as for previous question W.1.2b. This measurement is relevant due to the significant percentage of total water withdrawals associated with surface water. Two textile (wet processing) plants currently withdraw water from surface water (rivers), including one large textile facility. There was a (approximately 8.7%) decrease in surface water withdrawals due to normal fluctuations in production volume and product mix at these two facilities. It is expected that water withdrawals from surface water will remain at similar or reduced levels going forward, given that water reduction projects are being pursued.
Brackish surface water/Seawater	Not relevant			This measurement is not relevant because brackish surface water / seawater was not a direct water source at any company facility during 2019. It is expected that this water source will remain "not relevant" going forward. That said, there is the potential for future impact to third-party water suppliers in Australia, which supply certain HanesBrands offices and have the option of receiving water from desalination plants. Regardless, this would make an extremely small impact on HanesBrands overall results due to the extremely small volume of water withdrawn by the HanesBrands-Australia facilities relative to the company's total water withdrawal volumes.
Groundwater – renewable	Relevant	3,895.3	Much lower	This measurement is relevant due to the significant percentage of total water withdrawals. Groundwater is the water source for a large manufacturing site (wet processing operation), and is an alternate source at a smaller wet processing facility. There was a much lower decrease in 2019 vs. 2018 (approximately 12.3%), primarily due to an decreased production volume at the large manufacturing facility. However, this decrease is within the boundaries of normal fluctuations in production schedule and product mix. It is expected that water withdrawals from surface water will remain at similar or reduced levels moving forward due to water reduction projects being pursued.

Groundwater – non-renewable	Not relevant			This measurement is not relevant because HanesBrands' groundwater withdrawals are from more shallow, renewable wells. At this time, this source is not expected to become relevant for future operations.
Produced/Entrained water	Not relevant			This measurement is not relevant because there are no water sources that meet the definition of "Produced / Entrained Water" associated with company operations. This water source is not expected to become relevant given current operations and processes.
Third party sources	Relevant	3,106.1	About the same	This measurement is relevant due to both the significant percentage of total water withdrawals and the fact that the great majority of HanesBrands facilities receive their incoming water from third-party water sources. There was a small year-over-year decrease in water withdrawals from third-party sources(approximately 1.0%), due to an overall decrease in production output in 2019, as compared to 2018. This volume is expected to remain at similar or reduced levels going forward.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Relevant	5,660.7	Much lower	Definitions for year-over-year volume comparisons are the same as for previous questions W.1.2b and W.1.2h. This measurement is relevant because of the percentage of total wastewater discharge volume associated with textile and hosiery / sock wet processing operations utilizing onsite wastewater treatment facilities and discharging to surface water. There was a decrease (approximately 12.0%) in year-over-year volume, which was the net impact of production volume and mix for the large wet processing operations referenced in the answers to "Fresh Surface Water..." and "Groundwater-Renewable" in previous question 1.2h.

				Wastewater discharge to fresh surface water is expected to remain at similar or reduced levels due to normal fluctuation in production volume and product mix, and water reduction projects.
Brackish surface water/seawater	Not relevant			This location for wastewater discharge is not relevant because there are currently no HanesBrands facilities operating in areas where direct discharge to brackish surface water or seawater is geographically available.
Groundwater	Relevant	89.9	Higher	This type of wastewater discharge is relevant due to the 2017 change to CDP Water guidance to include wastewater discharge from domestic / sanitary sources in total wastewater discharge volumes. Discharge to groundwater is just over 1% of HanesBrands wastewater discharges. Wastewater discharge to groundwater is limited to a few apparel assembly (non-wet processing) facilities, via either package wastewater treatment plants or industrial septic systems. It should be emphasized that no wastewater is discharged to groundwater without prior treatment and monitoring for applicable wastewater quality parameters. As noted for discharges to surface water, the level of discharge to groundwater is expected to remain similar or be reduced going forward.
Third-party destinations	Relevant	2,482	About the same	This type of wastewater discharge is relevant due to both the volume of wastewater discharged to third-parties and the fact that the great majority of HanesBrands facilities utilize third-party wastewater treatment service providers. There was about the same with a year-over-year decrease (2.4%) in wastewater discharge volume to third parties. This small decrease is associated with normal fluctuations in supply chain operations. The level of discharges to third party providers is expected to remain at similar or reduced levels going forward.

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

Yes, our customers or other value chain partners

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for this coverage

HanesBrands has implemented a process--Global Standards for Suppliers (GSS) that includes formal annual audits for all apparel contractors supplying goods to HanesBrands. These suppliers are audited based on a standard, published protocol that includes a number of questions on water usage, wastewater discharge, water quality, and WASH, among others. If potential issues are identified, follow-up is initiated by internal HanesBrands staff. Audit schedules are established such that 100% of suppliers in this group are scheduled for audits each year. (Note: the amount of spending represented by these audits is estimated because the audits are conducted on a global basis, and there are multiple purchasing systems in place in various locations worldwide.)

Impact of the engagement and measures of success

The purpose and impact of the engagement is to ensure that suppliers adhere to HanesBrands standards in key areas of Corporate Social Responsibility.

Comment

Additionally, in the reporting year the company initiated a widespread adoption of the Sustainable Apparel Coalitions Higg Index Facility Environmental Module (FEM) for the supplier facilities with its supply chain. The Higg FEM is a comprehensive environmental assessment platform that allows for comparison and benchmarking across like facilities.

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Innovation & collaboration

Details of engagement

Educate suppliers about water stewardship and collaboration

% of suppliers by number

Unknown

% of total procurement spend

Unknown

Rationale for the coverage of your engagement

In November 2017, HanesBrands planned and conducted an Environmental Sustainability Summit at its headquarters in the United States, in partnership with U.S. EPA ENERGY STAR. As part of the summit, an event helped educate attendees on HanesBrands' energy, sustainability, water management, and corporate social responsibility commitments and processes. Suppliers were invited to participate in that event and to interact / share best practices with HanesBrands environmental sustainability leadership. A similar event was held for HanesBrands operations and suppliers in Europe during March, 2018 and in Asia during April, 2018.

Impact of the engagement and measures of success

Increased awareness of, and alignment with HanesBrands commitment to the environment.

Comment

The quality of planning, development, and execution of this event was cited by US EPA ENERGY STAR as a factor in Hanesbrands' ENERGY STAR Sustained Excellence Award received in 2018.

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for the coverage of your engagement

Suppliers with the most potential to impact the environment and highest level of engagement with HanesBrands.

Impact of the engagement and measures of success

In 2017, HanesBrands developed and circulated a "Supplier Sustainability Questionnaire" that addressed multiple environmental sustainability topics, including water-related issues. For the initial engagement in 2017, the supplier questionnaire was sent to 274 companies, representing close to 100% of the companies that supply components found in products that are sold and / or manufactured by HanesBrands. The company repeated this survey in 2018, again with the goal of leveraging HanesBrands leadership to encourage the environmental sustainability efforts of its suppliers. In 2019 HanesBrands initiated using the Sustainable Apparel Coalitions Higg Index Facility Environmental Module (FEM) to solicit environmental related data from its key suppliers.

Comment

W1.4c

(W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

HanesBrands' success in delivering quality and value depends on strong relationships with our suppliers and business partners. The company believes in doing business with suppliers, contractors, joint venture partners, agents, sales representatives, distributors, and consultant groups that embrace and demonstrate high standards of ethical business behavior--including the commitment to protecting the quality of the environment around the world through sound environmental stewardship practices. HanesBrands understands the need to engage suppliers and customers in identifying opportunities to leverage best practices in energy and

water usage conservation, greenhouse gas emissions reductions, and solid waste avoidance. As described in question 1.4b above, HanesBrands has executed multiple Environmental Sustainability Summit events, which involved Hanesbrands employees, suppliers, and other value chain partners.

As a member of The Sustainability Consortium, HanesBrands has frequently engaged with others in its value chain. In 2017-2018, as part of The Sustainability Consortium, HanesBrands partnered with customers, other textile companies, NC State University, and other organizations to participate in the Wastewater Challenge, designed to improve water quality associated with textile wastewater treatment processes. As part of the project, the group is currently working to develop a website "toolbox" as a forum for wastewater issues (<https://wastewater.sustainabilityconsortium.org/about-us/>). HanesBrands has also engaged with individual customers' efforts to support environmental sustainability, including water-related issues. For example, a company representative serves on the Technical Collaboration Board of one of our large customers. HanesBrands launched its annual supplier sustainability questionnaire which covered water use and wastewater treatment in response to a 2017 request from a customer. (For additional discussion, see previous question 1.4b.)

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

Yes

W2.1a

(W2.1a) Describe the water-related detrimental impacts experienced by your organization, your response, and the total financial impact.

Country/Area & River basin

El Salvador

Lempa

Type of impact driver & Primary impact driver

Regulatory

Higher water prices

Primary impact

Increased operating costs

Description of impact

Beginning in 2017, an increased tax imposed by the government for water withdrawal from on-site wells impacted the site. Although significant at the site level, this increase is negligible at the total company level.

Primary response

Adopt water efficiency, water reuse, recycling and conservation practices

Total financial impact

1,100,000

Description of response

The site impacted by these increased fees has already implemented (and continues to implement) energy management and water conservation programs, that include a high level of employee involvement. Site specific KPI's have been developed for water use intensity (water withdrawal per finished pound produced), and progress is reported monthly. Additionally, late 2018, HanesBrands completed a capital project at the site to install and operate an RO system to assure water quality at its boiler operations and recycle reject water from this system back to the facility's raw water tank. As a corporation, HanesBrands continues to review and evaluate technical options for process water conservation and recycling, some of which are currently being installed at the site impacted by these increased fees. Since 2012, HanesBrands has been a leadership member of CAESA (Comite Empresarial San Andrea), a business environmental committee that regularly engages with the government on issues relative to water and wastewater, among other environmental issues. Also, the company is working to optimize savings on new production processing equipment that are more water efficient.

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

Yes, fines, enforcement orders or other penalties but none that are considered as significant

W2.2a

(W2.2a) Provide the total number and financial value of all water-related fines.

Row 1

Total number of fines

1

Total value of fines

13,264

% of total facilities/operations associated

1

Number of fines compared to previous reporting year

Much lower

Comment

HanesBrands experienced wastewater fines for minor permit overages at one facility during 2019. These facilities represent 0.8% of total water withdrawals for facilities within the scope of this report. HanesBrands experienced three (3) fines related to wastewater in the previous year.

W3. Procedures

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Tools on the market
Enterprise Risk Management
International methodologies
Other

Tools and methods used

WWF Water Risk Filter
ISO 31000 Risk Management Standard
Environmental Impact Assessment
External consultants
Other, please specify
Wastewater Treatability Studies

Comment

HanesBrands identifies, assesses, and prioritizes all risks, including those that are water related, through its comprehensive Enterprise Risk Management (ERM) process. HanesBrands ERM applies the principles, framework, and process described in the ISO 31000-2009 Risk Management Principles and Guidelines. These guidelines include distinct steps to identify, assess, treat and report risks. In 2019, HanesBrands applied the WWF Water Risk Filter to locations comprising almost 95% of 2019 withdrawals.

Supply chain

Coverage

Partial

Risk assessment procedure

Water risks are assessed as part of an enterprise risk management framework

Frequency of assessment

More than once a year

How far into the future are risks considered?

1 to 3 years

Type of tools and methods used

Enterprise Risk Management

Tools and methods used

ISO 31000 Risk Management Standard

Comment

As part of its Enterprise Risk Management Process, HanesBrands identifies risks to primary suppliers that could impact HanesBrands' operations on a significant basis.

Other stages of the value chain

Coverage

None

Comment

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Water availability at a basin/catchment level	Relevant, always included	Current water availability is monitored through the use of formal water risk assessment tools. As noted in previous questions, the WWF-Water Risk Filter was most recently utilized in 2019 to assess water risks at twenty-three facilities totaling almost 95% of total HanesBrands water withdrawals in 2019. HanesBrands intends to utilize this or similar water risk analysis tools, in conjunction with its other risk assessment activities, on at least a biannual basis going forward. Water withdrawals are reported monthly, with facility and corporate KPI's in place. Potential water concerns are reviewed by senior operations management in a monthly in-depth review meeting.
Water quality at a basin/catchment level	Relevant, always included	HanesBrands facilities with on-site water supply and water treatment also have on-site labs to measure water quality data. Facilities that obtain water from third-party sources have access to water quality data from the provider and are required by the HanesBrands Global Environmental Management System (GEMS) policy to obtain reports or to self-monitor the quality of incoming potable water from third-party suppliers.
Stakeholder conflicts concerning water resources at a basin/catchment level	Relevant, always included	The potential for stakeholder conflicts is specifically addressed as part of the WWF Water Risk Filter, which was utilized in 2019 for facilities with water withdrawals which accounted for almost 95% of 2019 water withdrawals. At its large textile facilities in the Dominican Republic and El Salvador, water is withdrawn from on-site sources and wastewater is treated on-site for discharge into local rivers. These facilities maintain regular contact with their communities regarding potential water issues. In the Dominican Republic, HanesBrands is a "Protector Member" of ECORED, a formal, national organization of industries promoting environmentally sustainable business practices. The company is also a board-level leader (Environmental Committee) of AMCHAM, the Dominican chapter of the American Chamber of Commerce. Also, at its textile facility in the Dominican Republic, HanesBrands has partnered with a local NGO to develop a program called "Environmental Guards," to provide students with a number of educational opportunities relative to environmental issues and includes visits to the on-site water and wastewater treatment plants. In El Salvador, HanesBrands is a member of CAESA (Comite Ambiental Empresarial San Andrea), a local business environmental association. CAESA is currently working in conjunction with the government, NGO's, and local communities on a project to assess the local river. Within El Salvador, HanesBrands is a member (and in some cases holds a leadership position in other key groups, including: CEDES, the Salvadorian chapter of the World Business Council for Sustainable Development; and FUNDEMAS, an association supporting corporate social responsibility. Regionally, HanesBrands is a member of the Honduran Corporate Social Responsibility Foundation and the Alliance for Sustainability for Central America.

Implications of water on your key commodities/raw materials	Relevant, always included	<p>As discussed previously, water risks associated with the cotton utilized by HanesBrands' yarn suppliers is the company's most significant potential for impact to raw materials. HanesBrands is a partner with the trade group Cotton, Inc., and a member of Cotton Leads, a program committed to responsibly produce /source cotton. HanesBrands has corporate staff who interface regularly with yarn suppliers to provide cotton specifications to ensure that they provide yarn in adequate quantities and of acceptable quality. In 2018, in conjunction with a large retailer HanesBrands continued its participation in a project to promote the increased adoption of soil moisture sensors for cotton growers and increase irrigation water use efficiency. The project Good to hear from you. The project is still active in a more informal role. during the reporting year there are still sensors out in about 12 fields across the SE portion of GA and a few more than that in the SW portion. There is continued interest by the stakeholders due to the work on the project.</p>
Water-related regulatory frameworks	Relevant, always included	<p>Regulatory frameworks are also specifically considered in the WWF Water Risk Filter assessment model. In addition, HanesBrands has facility and regional staff with designated environmental responsibilities who monitor applicable regulatory issues, both current and pending. HanesBrands corporate and engineering staff provide technical support and policy / procedural direction. Self-assessments and both internal / external audits are conducted to document ongoing regulatory compliance. Currently in El Salvador, HanesBrands participates with OSARTEC, a joint government / stakeholder group that is working on a technical review of current and pending environmental regulations in El Salvador, including regulations governing water.</p>
Status of ecosystems and habitats	Relevant, always included	<p>Local ecosystems and habitats are also specifically addressed in the WWF Water Risk Filter model. In addition, HanesBrands' involvement with ECORED, CAESA, and local groups in the areas of its large textile facilities within the Dominican Republic and El Salvador (respectively) keeps the company informed of potential ecosystem questions within the country or region. As an example, HanesBrands is currently involved with ECORED to re-establish an endangered species of tree that is native to the Dominican Republic. As part of its facility planning and pre-construction, HanesBrands conducts extensive environmental impact studies. For textile facilities that use process water (in the Dominican Republic and El Salvador, for example) these studies include hydrology studies relative to the local watershed. These studies are repeated as necessary to analyze impacts of proposed changes or expansions to plant operations.</p>
Access to fully-functioning, safely managed WASH services for all employees	Relevant, always included	<p>As noted in question 1.2, 100% of HanesBrands facilities provide fully functioning WASH services to employees. HanesBrands has developed and utilizes its intensive "Global Safety Management System" or GSMS to set standards, including health and sanitation, for its global operations. In 2019, HanesBrands utilized both its internal</p>

		audit process (GPS-Global Process Sustainability) and external audit process (GSS-Global Standards for Suppliers) as tools to ensure that its workplaces comply with all applicable safety and health standards, to include fully functioning WASH facilities for all employees. As noted in previous questions, HanesBrands audits suppliers annually utilizing the GSS process, and the GSS audit format includes multiple questions relative to WASH services for supplier employees. More than 400 GSS audits of contractors and suppliers are conducted annually.
Other contextual issues, please specify	Not relevant, explanation provided	The contextual issues provided in the list above are believed to be comprehensive with respect to HanesBrands current operations,

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Relevant, always included	As noted in question 1.1, water is a critical input to certain textile processes, primarily the bleaching, dyeing, and finishing of cloth. Careful analysis of water risks is necessary to ensure that facilities continue to operate on schedule and customer orders are fulfilled on time. HanesBrands also engages individual customers / consumers through its "Hanes for Good" website by explaining, for example, "How Is a T-shirt Responsibly Made?" This section discusses the potential environmental impacts (including water impacts) of a T-shirt--beginning in the cotton field and ending with the consumer. Consumers are encouraged to wash garments in warm or cold water and to repurpose their used T-shirts to minimize negative impacts. HanesBrands participates as a member of the Technical Collaboration Board of one major retail customer, working to address multiple environmental sustainability issues, and partners with multiple retail customers on environmental sustainability efforts.
Employees	Relevant, always included	The importance of employees as stakeholders is demonstrated in multiple ways. First, as discussed in Question 1.2, HanesBrands provides fully functioning "WASH" facilities to 100% of its employees. Second, HanesBrands has established and communicated multiple environmental goals and KPI's, to include water conservation. The company also recognizes outstanding environmental performance by individual facilities through the annual HanesBrands "President's Energy Efficiency Award." Although the award is named for energy, HanesBrands recognizes that water conservation is an important element of energy performance at its textile facilities, and includes water conservation as a part of the scoring

		mechanism for the award. Facility employees are involved in LEAN manufacturing Kaizen events and /or "Treasure Hunts" to identify process improvements which lead to energy and water conservation. Water conservation is also noted as part of HanesBrands' Global Environmental Management System (GEMS). As part of its "Green for Good" program, thousands of HanesBrands employees in multiple countries have participated as volunteers in environmental clean-up and reforestation projects in recent years. Through these efforts, more than 93,000 trees have been planted in the Latin America region since 2010. To maintain awareness, highlights of these environmental projects are communicated to employees through the company's intranet (Zone), newsletter to all 68,000 employees (Common Thread), corporate social responsibility website (Hanes for Good), and social media channels (Facebook, Twitter, Instagram, and Linked-In).
Investors	Relevant, always included	At a high level, HanesBrands references its environmental accomplishments, including water conservation, as part of the Corporate Social Responsibility discussion in its annual 10-K report. This top-level discussion includes a link to the "Hanes for Good" website. HanesBrands continues to discuss its actions relative to water risk, water conservation, and water management through the submission of the CDP-Water module.
Local communities	Relevant, always included	Because approximately 80% of HanesBrands' products (by unit volume) are produced in owned facilities, HanesBrands has opportunities for daily contact with its host communities through multiple means of communication. As an example and as noted previously, in El Salvador the company is a leader within CAESA, which involves multiple stakeholders, including local communities, for dialogue about water and other environmental concerns. In the Dominican Republic, HanesBrands has provided environmental awareness training in schools and has made on-site educational opportunities available at its large Dos Rios textile facility through the "Environmental Guards" program noted in question 3.3b. Also in the Dominican Republic, HanesBrands has recently partnered with the Botanical Garden of Santo Domingo to promote conservation efforts (and planting) of the "Cabirma de Guinea" tree, an endangered species. Through its "Green for Good" program, HanesBrands has utilized savings from waste recycling and other environmental management practices to fund community projects in multiple countries. These projects involve funding and volunteers from local HanesBrands facilities, often working in partnership with local communities and other groups. Some projects have had direct positive impact on water. These include beach clean-ups and planting of trees to manage erosion. Others are projects with direct impact on local institutions, such as improvements made to schools and community medical or emergency response groups. As examples, in the Dominican Republic, HanesBrands has worked in partnership with the environmental ministry to plant 36,000 trees since 2010. In that same time period, HanesBrands and its employee volunteers have also planted 33,000 trees in El Salvador and 24,300 trees in Honduras, for a total of more than 93,000 trees planted in Latin America.

NGOs	Relevant, always included	At the corporate level, HanesBrands participates with multiple NGO's that are focused on environmental concerns, including water conservation and management. These include: The Sustainability Consortium, the Sustainable Apparel Coalition, and the Corporate Eco Forum. As also discussed in question W.1.4.c, as part of The Sustainability Coalition, HanesBrands is partnering with customers, other textiles companies, NC State University, and other organizations to participate in the Wastewater Challenge, designed to improve water quality associated with textile wastewater treatment operations. As part of the Wastewater Challenge, the group is currently working to develop a website "toolbox" as a forum for wastewater issues. As also discussed previously, the company also participates with multiple local NGO's.
Other water users at a basin/catchment level	Relevant, always included	As previously discussed, HanesBrands' textile facilities in the Dominican Republic and El Salvador utilize both on-site water withdrawal and wastewater treatment. Both facilities have engaged with other country and / or local water users through their involvement in ECORED and CAESA working groups, respectively.
Regulators	Relevant, always included	As noted, HanesBrands corporate environmental policy and Global Environmental Management System (GEMS) requires that an environmental coordinator be designated for each facility and that each facility have an environmental steering committee chaired by the facility manager. Regular contact with local regulatory officials is specified in the GEMS system to be a responsibility of facility management. HanesBrands' use of local / regional counsel and regional technical environmental staff also provides opportunities for engagement with regulators, including those with responsibility for environmental quality. An example is the HanesBrands facility in Clarksville, Arkansas , USA where the facility environmental coordinator and representatives of the local water / wastewater treatment utility exchange informal visits on a routine basis. Another example is in El Salvador: As referenced in the response to question in W3.3b, HanesBrands participates with OSARTEC, a joint government / stakeholder group, working on a technical review of current and pending environmental /water regulations in El Salvador.
River basin management authorities	Relevant, always included	In locations where HanesBrands operates, the primary river basin management authority is often also a regulatory authority, and regular engagement occurs as described in the previous examples. As example is the situation previously discussed for the Clarksville, Arkansas, USA textile facility, where state water regulatory officials visit the facility on an annual basis. In other cases, HanesBrands' primary interaction with river basin management authorities is through working groups such as CAESA in El Salvador.
Statutory special interest groups at a local level	Not relevant, explanation provided	Based on groups such as the one cited in the example from the 2016 CDP guidance document, there are no known, applicable "statutory special interest groups" working at a local level where HanesBrands operates major facilities.

Suppliers	Relevant, always included	As discussed previously, water risks associated with the cotton utilized by HanesBrands' yarn suppliers is the company's most significant potential for impact to raw materials. HanesBrands is a partner with the trade group, Cotton, Inc., and a member of Cotton Leads, a program committed to responsibly produce /source cotton. HanesBrands has corporate staff who interface regularly with yarn suppliers to provide cotton specifications to ensure that they provide yarn in adequate quantities and of acceptable quality. In 2019, in conjunction with a large retailer HanesBrands continued its participation in a project to promote the increased adoption of soil moisture sensors for cotton growers and increase irrigation water use efficiency. Through these interactions, HanesBrands is able to identify potential risks (water-related or otherwise) that could impact cotton crops and therefore have the potential to impact suppliers.
Water utilities at a local level	Relevant, always included	At its Clarksville, Arkansas and Mount Airy, North Carolina, textile facilities in the United States, as well as its Humacao textile facility in Puerto Rico, the water utility (either water supply, wastewater treatment, or both) is also the regulatory authority. Under U.S. regulations, HanesBrands' textile facilities are classified as "industrial users" and are issued wastewater discharge permits by the local authority. These permits specify scheduled sampling and reporting of designated water quality parameters and also set up the frequencies for formal inspections by the water utility in its regulatory role. These formal interfaces are in addition to the informal visits cited in the Clarksville, Arkansas example cited previously in this table of stakeholders. (See "Regulators" response.)
Other stakeholder, please specify	Not relevant, explanation provided	The stakeholders included in this list are believed to be comprehensive with respect to question 3.3c.

W3.3d

(W3.3d) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

HanesBrands identifies, assesses and prioritizes all risks, including those that are water-related, through its Enterprise Risk Management (ERM) process. HanesBrands ERM applies the principles, framework and process described in the ISO 31000:2009 Risk Management Principles and Guidelines.

At the company level, water-related risks that could have a significant impact on the business are identified by the ERM function through quarterly risk identification interviews with senior executive management, business function management and leads, and an annual survey process with employees at the director level and above. The internal risk identification process is supplemented with third-party global risk reporting that highlights emerging risks by industry sector, geography, and velocity.

At the asset level, water-related risks are identified and assessed by staff and through facility inspections carried out by the company's property loss risk control program. Property-loss inspections that may identify physical vulnerabilities to water-related risks span HanesBrands' global manufacturing facilities. Any findings that result from facility inspections are documented and addressed by management, and any significant risks identified are escalated to senior executive leadership and the ERM Steering Committee to inform the company's risk definitions and future action plans.

Substantive financial impacts are defined broadly in the ERM Steering Committee's review process and reviewed quarterly. Each risk is considered for its potential to impact the company. Any risks deemed potentially significant to the company at large are sorted into broader categories (e.g. supply chain network optimization, business continuity, and reputational risk) and identified for ongoing oversight and management. The ERM Steering Committee assigns risk owners to each category to oversee current risk management activities, future action planning, and progress against targets.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

i. Definition of Substantive Impact

Substantive strategic and financial impacts are defined broadly in the ERM Steering Committee's review process, and identified risks escalated and disclosed to the ERM Steering Committee are reviewed quarterly. Each risk is considered for its potential to impact factors, including but not limited to profitability, shareholder return, business reputation, the environment and business continuity. Strategic indicators associated with each risk definition identified through the Enterprise Risk Management process are used to measure performance and potential impact. Substantive impact to the company, climate-related or otherwise, is better represented across multiple metrics rather than by a single quantitative value. However, as an example, an incremental annual profit gain or loss of 1% could be perceived by the investment community as substantive in the well-established and highly competitive apparel industry, especially relative to expectations for the same time period. HanesBrands defines substantive impact from water risk as a condition or set of conditions related to water supply that would result in the curtailment of production at one of its primary operating facilities to the extent that the company's ability to fulfill customer orders is materially impacted.

ii. Description of Quantifiable Indicators

Any risks deemed potentially significant to the company at large are sorted into broader categories (e.g. supply chain network optimization, business continuity and reputational risk) for ongoing oversight and management. The ERM Steering Committee assigns risk oversight owners to each category to supervise current risk management activities, future action planning and progress against targets with forward-looking Key Risk Indicators. The Key Risk Indicators track performance through quantifiable metrics and are reported and monitored internally through our Enterprise Risk Management process. As examples, the company grades itself on supply chain efficiency through metrics like shipping schedule adherence, monitors trends in consumer preferences through metrics like percentage of sales from brick and mortar retail stores versus e-commerce, and monitors third party environmental, social, and governance (ESG) scores as part of assessing its own transparency. Performance on Key Risk Indicators like these inform the company of developments that could lead to substantive financial or strategic impacts.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	According the World Wildlife Fund Water Risk Filter analysis that was completed by the company in 2019 on 95% of the company's overall water usage, HanesBrands has minimal-to-neutral basin-related risks, mainly due to the geographic locations of the company manufacturing and distribution facilities. However, the company monitors daily water usage and has taken steps through its Global Environmental Management System (GEMS) and its Global Energy and Environmental Sustainability Policy to continually conserve water. Additionally, HanesBrands' company-owned global supply chain gives it flexibility to mitigate risks associated with a single facility or site.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	HanesBrands supplier network is located in similar locations as the company's self owned facilities. However, the company recognizes the importance of working closely with its suppliers and has implemented a supplier outreach program that includes capturing water usage data via an annual supplier questionnaire. The intent of the outreach is to identify and share best practices across the company's value chain, as

	<p>well as identify potential environmental concerns at the supplier level.</p> <p>Additionally, HanesBrands requires all suppliers to certify compliance with the company's Global Standards for Suppliers ("GSS") and conducts hundreds of in-person supplier audits in accordance to the accompanying GSS Protocol annually, covering all finished-goods suppliers every 3 years. GSS requires suppliers to commit to protecting the quality of the environment around the world through sound environmental management and complying with all applicable environmental laws and regulations. The company favors suppliers who seek to reduce waste and minimize their environmental impacts. Specific climate-related requirements include tracking energy and water usage, recycling, and having a designated environmental officer for the company. Through certification of compliance, we are inherently limiting exposure to certain environmental risks related to our suppliers.</p>
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W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Efficiency

Primary water-related opportunity

Improved water efficiency in operations

Company-specific description & strategy to realize opportunity

Strategic water reduction projects.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

300,000

Potential financial impact figure – maximum (currency)

400,000

Explanation of financial impact

The financial impact will vary depending on market energy rates and water treatment chemical costs. Saving will be realized from reduced cost to treat process water and waste water, along with reduced energy usage related to heating less water volume. Estimates were based on the 2.4% reduction experienced in 2018, applying the average cost of water experienced by HanesBrands in 2018.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

Scope	Content	Please explain
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Row 1	Company-wide	<p>Description of water-related performance standards for direct operations</p> <p>Reference to international standards and widely-recognized water initiatives</p> <p>Company water targets and goals</p> <p>Commitments beyond regulatory compliance</p> <p>Commitment to water-related innovation</p> <p>Commitment to water stewardship and/or collective action</p> <p>Recognition of environmental linkages, for example, due to climate change</p>	<p>To continuously monitor and improve HanesBrands' environmental performance, the company has instituted its Global Environmental Management System (GEMS) and Global Energy Management Policy which govern the company's management and tracking of environmental and energy performance. In 2018, HanesBrands updated its energy management policy to become an "Energy and Environmental Sustainability Policy" to encompass broader environmental stewardship issues. These company-wide policies detail requirements and procedures for environmental compliance in our owned global supply chain. Water-related topics detailed in these policies include but are not limited to storm water management, wastewater discharge, water conservation, water supply and drinking water procedures. In addition, the company regularly conducts thorough environmental audits of owned facilities. Goals related to water reduction are publicly available through the company's Hanes for Good corporate social responsibility website (http://hanesforgood.com/).</p>
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W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual	Please explain
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Chief Executive Officer (CEO)	<p>ii) Water-related responsibilities: HanesBrands' CEO, who is a member of the company's Board of Directors, sets business strategy and water-related policy for the company. Our environmental and water-related policies are integrated into the company's long-term business strategy, Enterprise Risk Management (ERM) process, environmental management program, and Corporate Social Responsibility (CSR) initiatives. Each of these interlocking areas are led by a team of Hanesbrands' most senior executive management (C suite), up to and including the CEO. The CSR Oversight Committee and ERM Steering Committee meet quarterly and include the CEO and our most senior executive officers--the CFO, Chief Administrative Officer, and the Group Presidents leading all parts of the company. These committees are responsible for overseeing environmental and climate policy implementation and integrating environmental and climate-related issues into our company strategy and risk evaluation framework.</p> <p>ii) Example of water-related decision:</p> <p>With support from the most senior company leadership, including the CEO, HanesBrands hired external sustainability consultants during the reporting period to aid us in developing new sustainability goals and accompanying strategy.</p>
Other, please specify Board / Executive Board	<p>ii) Water-related responsibilities: The Board of Directors is elected by HanesBrands' stockholders to oversee their interests in the long-term health and overall success of the company's business. In carrying out its responsibilities, the Board reviews and assesses HanesBrands' long-term strategy, which includes environmental and climate-related policies. The Board as a whole is also ultimately responsible for the oversight of HanesBrands' risk management function, including those risks that are related to the environment. The Board has delegated primary responsibility for the oversight of HanesBrands' Enterprise Risk Management (ERM) process to the Audit Committee. The Audit Committee receives regular updates from HanesBrands' executive management team regarding key risks facing the company (including water-related risks, as applicable) and management's plans to mitigate such risks.</p> <p>ii) Example of water-related decision</p> <p>Under board oversight, the company's ERM Steering Committee prioritized climate-related risks in the risk identification process through the addition of a dedicated sustainability risk definition during the reporting period. The new sustainability risk definition includes evaluating climate change risks and opportunities per TCFD recommendations (including water-related risks, as applicable). Risks identified in the risk definition will be presented during quarterly meetings for ongoing management and review by the senior executive team and the ERM Steering Committee.</p>

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - all meetings	Monitoring implementation and performance Overseeing acquisitions and divestiture Reviewing and guiding risk management policies Reviewing and guiding corporate responsibility strategy	<p>The Board of Directors is elected by HanesBrands stockholders to oversee their interests in the long-term health and overall success of the company's business. In carrying out the selected governance mechanisms and associated responsibilities, the Board reviews and assesses HanesBrands' long-term strategy, which includes environmental and climate-related policies. The Board as a whole is also ultimately responsible for the oversight of HanesBrands' risk management function, including those risks that are water-related. The Board has delegated primary responsibility for the oversight of HanesBrands' Enterprise Risk Management (ERM) process to the Audit Committee. The Audit Committee receives regular updates from HanesBrands' executive management team regarding key risks facing the company (including water-related risks, as applicable) and management plans to mitigate such risks. Risks related to climate, water, weather, and natural disasters are included in the ERM evaluation and reporting process. Risk owners from executive management also provide updates to the Board as needed, depending on the priority of the risk. Water-related risks are evaluated in accordance to the ERM risk priority category to which they are assigned; proactive risk management strategies and disaster recovery plans are developed. As an example, the late 2017 hurricane activity in the Caribbean directly impacted our textile operations in Puerto Rico. We responded rapidly in accordance to our pre-planned disaster recovery strategy and continued our support of the region into 2018. In late 2018, hurricane-related flooding in eastern North Carolina impacted operations at one distribution center; however, this impact was minimized due to HanesBrands preparation and response, carried out at both the corporate and facility level. Planned shipments to customers were made as required, without significant delays being experienced.</p>

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify

Group President, Global Operations, American Casualwear and E-Commerce

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

HanesBrands' Group President, Global Operations, American Casualwear and E-Commerce is an executive officer of the company and reports directly to the CEO. This officer has responsibility for global supply chain operations, environmental management and strategy, and, as a member of HanesBrands' Enterprise Risk Management (ERM) Steering Committee, is the formal supply chain network optimization and business continuity risk owner. This ownership includes managing water-related risks that could impact the company's supply chain operations. This officer also oversees the development and maintenance of contingency plans to address potential business interruptions caused by storms interrupting our manufacturing operations and shipping lanes in the Caribbean, unseasonal weather disrupting preferred cotton supplies and volatile fuel prices, among others. Updates are prepared quarterly and/or managed more frequently depending on urgency and the nature of the risk.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	Yes	

W6.4a

(W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

	Role(s) entitled to incentive	Performance indicator	Please explain
Monetary reward	Chief Operating Officer (COO)	Reduction of water withdrawals Reduction in consumption volumes	<p>i) Details on indicators: The Group President, Global Operations, American Casualwear and E-Commerce's incentive compensation is linked to performance metrics that are tied to the overall profitability of the company, which includes managing climate-related risks and opportunities. For example, the Group President has set aggressive 2020 goals to reduce greenhouse gas emissions by 40%, reduce energy usage by 40%, reduce water usage by 50%, increase renewable energy usage to 40% and eliminate waste disposal in landfills.</p> <p>The Chief Global Manufacturing Operating Officer who reports directly to the Group President, Global Operations, American Casualwear and E-Commerce, receives monetary incentives linked in part to reducing operating costs, which includes achieving environmental sustainability goals that are set by the Group President. The Chief Global Manufacturing Operating Officer manages the execution of long-range plans designed to achieve the company's goals.</p> <p>ii) Rationale: These goals drive initiatives that result in significant cost savings, which contribute to improving the company's profitability and reduces business interruption risks.</p>
Non-monetary reward	No one is entitled to these incentives		Non-monetary incentives are not explicitly provided to C-suite employees or board members for the management of water-related issues.

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, direct engagement with policy makers

Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

HanesBrands' policy requires every location to conserve water and to treat wastewater to meet or exceed regulatory requirements. To the extent that governments and/or trade associations desire to improve regulations or standards, HanesBrands works to influence policy to ensure changes are feasible and consistent. A current example of the application of this policy is in El Salvador. HanesBrands holds a leadership position in CAESA (Comite Ambiental Empresarial San Andrea), a business environmental association. CAESA is currently engaged with the government of El Salvador to provide input as the government formulates updated general regulations concerning water and updated regulations concerning wastewater discharge.

Mr. Mike Faircloth, Group President, Global Operations, American Casualwear and E-Commerce, serves on the AAFA Executive Committee.

AAFA Mission Statement: "AAFA stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation. AAFA's comprehensive work ensures the continued success and growth of the apparel and footwear industry, its suppliers, and its customers."

The AAFA board voted in the spring of 2020 to create a c-suite level sustainability committee, the first issue committee the industry group has created at the board level.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	5-10	Water related issues are very important to the company's overall business strategy because water is required to manufacture products that the company manufactures and sells. To ensure that HaneBrands operations manage water and environmental issues effectively, the company launched a comprehensive global

			environmental sustainability initiative in 2008 and established new, more aggressive goals in 2013 after meeting the previous ones two years early. The purpose of the initiative was designed to reduce the company's overall environmental impacts. Current goals (on an intensity basis) are to reduce water usage 50%, energy usage 40%, and GHG emissions 40%, by 2020, as compared to a 2007 baseline. These goals include increasing renewable energy usage to 40%, which we achieved in 2018, and eliminating waste disposal in landfills. The water reduction goal is a key element of the company's energy goals because we heat much of the water we use; therefore, energy reductions and CO2e reductions will occur when less water is consumed. As of the end of the reporting year (2019), the company has accomplished 60% of its 2020 water reduction goal of 50%
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	5-10	The company has identified strategic projects that will move the company forward in achieving its 2020 goal to reduce water usage by 50%. In 2018 HanesBrands commissioned, and in 2019 continued, a formal study by a consultant to evaluate options to recycle and reuse wastewater from textile wet processing operations, with the intent of increasing the amount of recycled water usage and reducing both incoming water withdrawals and incoming water costs.
Financial planning	Yes, water-related issues are integrated	5-10	The company develops annual capital plans that incorporate the investments required to implement the projects required to achieve the company's 2020 goal to reduce water usage by 50%

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

14.4

Anticipated forward trend for CAPEX (+/- % change)

Water-related OPEX (+/- % change)

-8.5

Anticipated forward trend for OPEX (+/- % change)**Please explain**

HanesBrands is in the process of implementing a multi-year strategic project to reduce water use intensity. This strategic project required increased capital investment in 2019 in comparison to 2018 and will continue to require a similar level of capital investment over the next two to three years. This project will move the company forward to achieving its 2020 goals.

OPEX spending associated with water is reflected by a lower production volume in 2019 versus 2018

W7.3**(W7.3) Does your organization use climate-related scenario analysis to inform its business strategy?**

Use of climate-related scenario analysis	Comment
Row 1 No plans for the next two years	HanesBrands is aware of CDP's efforts to integrate the Task Force on Climate-related Disclosures (TCFD) recommendations to utilize climate related scenario analysis to inform business strategy, as well as CDP's plans to target specific sectors over the next several years. As with the Science Based Target Initiative, when a sector-specific application is developed for the apparel industry, HanesBrands will consider using climate related scenarios to help influence business strategies related to climate; however, after reviewing TCFD's recommendations as well as various climate related scenario methods including 2DS, IEA and B2DS, we believe that the company's current integrated ERM processes, as well as its environmental goals, are aligned with many of the principles included in the TCFD recommendations and the Science Based Target Initiative, respectively.

W7.4**(W7.4) Does your company use an internal price on water?**

Row 1**Does your company use an internal price on water?**

No, but we are currently exploring water valuation practices

Please explain

HanesBrands has not established a formal internal price on water because of its already high level of awareness of the water sources, water volumes, and water discharges (both wastewater treatment and discharge points). As noted in section 1, HanesBrands utilizes onsite water supplies and full wastewater treatment systems at its major textile facilities. At other HanesBrands textile facilities, there are wastewater pretreatment facilities that are utilized prior to discharge to a third-party. As discussed in previous question 3.3b, HanesBrands is also heavily involved with suppliers, communities, and other groups regarding potential water questions or concerns. Combined, these factors have allowed HanesBrands to remain cognizant of true water value in the regions where it operates without the need for setting a formal internal price. HanesBrands will continue to refine its knowledge of water costs going forward, and may choose to establish a formal internal price in the future..

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Company-wide targets and goals Business level specific targets and/or goals Site/facility specific targets and/or goals	Targets are monitored at the corporate level Goals are monitored at the corporate level	Qualitative goals are established through the implementation of the corporate energy management policy / environmental sustainability process and through regular review of operations with HanesBrands senior management. An example of a qualitative goal is the extension of the HanesBrands Global Environmental Management System (GEMS) to recent new acquisitions. Targets are established through the development of specific KPI's which support the goals. Data to track performance against environmental sustainability targets, including the corporate water intensity target, is collected and monitored monthly.

W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Product water intensity

Level

Company-wide

Primary motivation

Water stewardship

Description of target

The company's water-use target is based on water-use intensity--water used per equivalent finished pound of cloth produced. "Equivalent finished pounds" was selected as the target unit because most water use is associated with the production of pounds of cloth in textile operations. Water use in other types of operations is generally limited to sanitary and utility use.

Quantitative metric

Other, please specify

Water use intensity-usage per unit.

Baseline year

2007

Start year

2009

Target year

2020

% of target achieved

60

Please explain

HanesBrands has established a target to reduce water-use intensity (water withdrawal per production unit) by 50% versus its baseline year of 2007. As of year-end 2019, water-use intensity has been reduced by more than 60% of the goal. Plans are in place to further advance in this area through 2020.

Target reference number

Target 2

Category of target

Other, please specify

Site Specific Target

Level

Site/facility

Primary motivation

Water stewardship

Description of target

HanesBrands Global Environmental Management System (GEMS) requires that individual facilities develop their site-specific environmental KPI's in support of the HanesBrands corporate environmental metrics. As applicable, these KPI's include metrics relative to water usage and wastewater discharge. The annual HanesBrands President's Energy Award program recognizes individual facilities for performance in energy and environmental sustainability: gross water usage or water-use intensity (depending on facility) accounts for 10% of the overall award scoring. Metrics will vary by facility and are re-established annually based on schedule and product mix. As an example, HanesBrands' textile facility in the Dominican Republic set an annual goal of 5% reduction in water-use intensity vs. the previous year in alignment with corporate water goals.

Quantitative metric

Other, please specify

Water use intensity-usage per production unit.

Baseline year

2016

Start year

2016

Target year

2020

% of target achieved

0

Please explain

The facility referenced in this example reviews its performance weekly within the maintenance / utilities group, and on a monthly basis in its Steering Committee meetings, which are chaired by the senior facility manager and involve multiple managers within the facility, as specified in the HanesBrands Global Environmental Management System (GEMS). This Steering Committee has the ability and authority to make improvements and adjustments to positively impact water use metrics. The facility continues to set annual targets in support of the overall HanesBrands corporate target for water intensity reduction by 2020.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Engagement with suppliers to help them improve water stewardship

Level

Company-wide

Motivation

Risk mitigation

Description of goal

As discussed in question W.1.4b, in previous years, HanesBrands engaged its third-party suppliers through requesting water, energy, and other environmental data. The company determined a process to distribute the survey to its global fabric suppliers and collect data on total water use and wastewater discharge measures including chemical oxygen demand, biological oxygen demand, and total suspended solids, among others. The company is also engaging with suppliers directly to improve response rates, with a goal of 100% participation by 2020. In the reporting year, HanesBrands initiated using the Sustainable Apparel Coalitions Higg Index Facility Environmental Module (FEM) to solicit environmental related data from its key suppliers.

Baseline year

2017

Start year

2017

End year

2020

Progress

During 2017, which is also the baseline and start year for the goal, the overall response rate was 29% of companies who received the environmental data survey, with 11% providing data on their water use. The gross number of responses dropped in 2018 compared to 2017, but the accurate and timely completion of this survey will be re-emphasized moving forward to ensure corporate goals are achieved. In 2019 HanesBrands initiated using the Sustainable Apparel Coalitions Higg Index Facility Environmental Module (FEM) to solicit environmental related data from its key suppliers.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, we are waiting for more mature verification standards and/or processes

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Group President Global Supply Chain, Information Technology and E-Commerce	President

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

No

SW. Supply chain module

SW0.1

(SW0.1) What is your organization's annual revenue for the reporting period?

	Annual revenue
Row 1	6,967,000,000

SW0.2

(SW0.2) Do you have an ISIN for your organization that you are willing to share with CDP?

Yes

SW0.2a

(SW0.2a) Please share your ISIN in the table below.

	ISIN country code	ISIN numeric identifier (including single check digit)
Row 1	US	4103451021

SW1.1

(SW1.1) Could any of your facilities reported in W5.1 have an impact on a requesting CDP supply chain member?

No facilities were reported in W5.1

SW1.2

(SW1.2) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?	Comment
Row 1	Yes, for some facilities	

SW1.2a

(SW1.2a) Please provide all available geolocation data for your facilities.

Identifier	Latitude	Longitude	Comment
Clarksville	35.495	-94.09	
Mount Airy	36.499	-80.607	

Oak Summit	36.186	-80.263	
Woolwine	36.775	-80.263	
Autun 1	46.953	4.286	
Autun 2	46.983	4.308	
Cotia	-23.601	-46.91	
Dos Rios	18.782	-70.364	
Dover	39.056	-75.4	
GFS-Commerce	38.953	-94.768	
HAA Truganina Distribution	-37.818	144.741	
HBES Socks	13.81	-89.352	
HBES Textiles	13.808	-89.372	
HEI Cadca	49.438	18.792	
Humacao	18.171	-65.844	
Jiboa	13.46	-89.017	
Perris Distribution	33.823	-114.638	
Phu Bai	16.39	107.696	
Villanueva Sewing	15.504	-88.016	

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

No

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services.

Product name

Apparel: underwear and activewear--multiple types of garments.

Water intensity value

0.032

Numerator: Water aspect

Water withdrawn

Denominator

Finished Pounds of Cloth

Comment

Water-use intensity reported in response to this question is the reported overall 2019 water use intensity for the company in cubic meters per finished pound. Data is not available to break down this water use intensity to reflect only products purchased by individual suppliers requesting the CDP-Water report.

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission
I am submitting my response		Public

Please confirm below