

Tapestry's 2025 Corporate Responsibility Goals

In 2019, we are excited to announce our 2025 Corporate Responsibility goals that align with the U.N. SDGs:

Our People

- Build diversity in North America Tapestry and brand leadership teams by increasing the number of NA-based ethnic minority leaders to better reflect our general corporate population.
- Reduce differences in our Employee Inclusion Index scores based on gender and ethnicity.
- Demonstrate focus on career progression, development and mobility by filling 60% of leadership roles (VP+) internally.
- Enable all employees to manage both their work and personal life balance by achieving a global core benefit standard for self-care, parental and family care leave policies.

Our Planet

- 20% reduction in absolute Scope 1 and Scope 2 CO₂e emissions and 20% reduction in absolute Scope 3 CO₂e emissions from freight shipping over a 2017 baseline.
- 95% traceability and mapping of our raw materials to ensure a transparent and responsible supply chain.

- 90% of leather comes from Silver- and Gold-rated *Leather Working Group* tanneries.
- 75% recycled content in packaging and 25% reduction in North America corporate and distribution center waste.
- 10% reduction in water usage across Tapestry and the supply chain.

Our Communities

- 100,000 volunteer service hours completed by our employees around the globe.
- \$75,000,000 in financial and product donations to non-profit organizations globally.
- 50,000 people crafting our products will have access to empowerment programs during the workday.