tapestry

COACH | kate spade | STUART WEITZMAN

GRI
Index

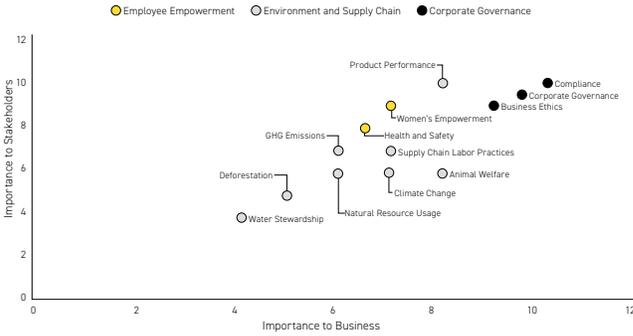## *Fiscal Year*
2018

DISCLOSURE NUMBER	DISCLOSURE TITLE	TAPESTRY RESPONSE
ORGANIZATIONAL PROFILE		
102-1	Name of organization	Tapestry, Inc.
102-2	Activities, brands, products and services	We own the Coach, kate spade new york and Stuart Weitzman brands, and market a variety of goods under these nationally and internationally known and licensed brands. More information is available at www.tapestry.com, www.coach.com, www.katespade.com, www.stuartweitzman.com.
102-3	Location of headquarters	10 Hudson Yards, New York, NY 10001
102-4	Location of operations	Fiscal 2018 Form 10-K ("Form 10-K), page 22, www.coach.com/stores, www.katespade.com/stores and www.stuartweitzman.com/service/store_locator.
102-5	Ownership and legal form	Tapestry, Inc. is a publicly traded company listed on the New York Stock Exchange under ticker symbol "TPR."
102-6	Markets served	Form 10-K pages 2-12
102-7	Scale of the organization	Form 10-K, pages 2-12
102-8	Information on employees and other workers	**GLOBAL EMPLOYEES BY REGION** **GLOBAL GENDER DIVERSITY (FISCAL YEAR 2018)**
102-9	Supply Chain	Fiscal 2018 Corporate Responsibility Report, pages 24-25, 39-41
102-10	Significant changes to the organization and its supply chain	No significant changes.

102-11	Precautionary principle or approach	We consider the precautionary principle a key component of Tapestry's risks related to Our People, Our Planet and Our Communities. This is particularly notable in the development and maintenance of our Restricted Substances List and our work with the Leather Working Group.
102-12	External initiatives	UN Global Compact UN Women's Empowerment Principles American Apparel & Footwear Association Leather Working Group Human Right's Campaign Corporate Equality Index McKinsey's Lean In Study Business for Social Responsibility (BSR)
102-13	Membership of associations	United Nations Global Compact, American Apparel and Footwear Association Product Safety and Environmental Committee, Retail Industry Leaders Association, Leather Working Group, Complex Leadership Forum

STRATEGY

102-14	Statement from senior decision maker	Fiscal 2018 Corporate Responsibility Report, pages 5
102-15	Key impacts, risks and opportunities	Form 10-K, pages 13-21 Fiscal 2018 Corporate Responsibility Report

ETHICS & INTEGRITY

102-16	Values, principles, standards and norms of behavior	Tapestry's Supplier Code of Conduct (https://tapestry.gcs-web.com/static-files/9ba31554-aabb-4e54-ba2a-28ab0bd759a5) Tapestry's Code of Conduct (https://tapestry.gcs-web.com/static-files/f96f781b-9420-409a-89a1-77b9c38fab4e) Tapestry's Anti-Corruption Policy (https://tapestry.gcs-web.com/static-files/8c62eb3e-225a-43e9-be86-9e06b7aa0d4b)
102-17	Mechanisms for advice and concerns about ethics	In order to monitor adherence to our corporate policies, Tapestry maintains an Ethics and Compliance Reporting System (www.tapestry.ethicspoint.com) as a forum for employees, business partners, suppliers and their employees and members of the general public to report concerns of misconduct. These reports can be made confidentially. All reports submitted are received by our third party provider, EthicsPoint, and then routed to the appropriate persons within Tapestry who will ensure that each report is handled in a professional manner. Any reports relating to accounting violations or other matters specified in the Sarbanes Oxley Act of 2002 or other items required by applicable law will also be reported directly to the appropriate members of our Board. Additionally, reports can be made by calling 1-800-396-1807. International numbers can be found at www.tapestry.ethicspoint.com.
102-18	Governance structure	Form 10-K

STAKEHOLDER ENGAGEMENT

102-40	List of stakeholder groups	Tapestry employees, investors, service providers, raw materials suppliers, workers in our supply chain, non-governmental organizations ("NGOs"), industry associations and multi-stakeholder initiatives, labor unions, governments, communities, wholesale accounts and customers.

102-41	Collective bargaining agreements	Tapestry has no collective bargaining agreements.	

102-42	Identifying and selecting stakeholders	**STAKEHOLDER TYPE**	**ENGAGEMENT TYPE**
		Customers	Face-to-face engagement with sales associates Company websites Social Media & E-Mail
		Employees	Internal Intranet (The Loop) Internal Communications Employee Engagement survey Meetings (Store Manager conferences, company Town Hall, department Town Hall)
		Communities	Giving time and resources through the Coach Foundation and the kate spade new york foundation *on purpose* Team-building meetings with a service component Regional employee volunteering
		Suppliers	Supplier summits Adherence to the Supplier Code of Conduct, Global Operating Principles, Animal Welfare Policy and Anti-Corruption Policy Supplier training for business ethics and anti-corruption Audits
		Non-Profits/NGOs	Direct engagement on corporate responsibility objectives Focused feedback on corporate responsibility activities
		Investors/Media	Regular financial reporting (SEC filings) Press releases Meetings and briefings Quarterly earnings calls Annual stockholder meeting Stakeholder engagement discussions

102-43	Approach to stakeholder engagement	Customer satisfaction is paramount in our retail operations and we consider it is our responsibility to ensure that the customer's needs are met whenever possible. We attempt to take the same approach when engaging with all of our internal and external stakeholders. We identify our stakeholders as those groups or individuals who are impacted, and influenced by, or who can impact, our company. They are a diverse group, each with specific needs. We work hard to engage all of our stakeholders in sincere and honest dialogue, and when requested and if feasible, to provide accurate and actionable information through public channels in a timely fashion. We engage with each of our stakeholders as often as required by the relationship

REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	See consolidated financial statements Form 10-K, Exhibit 21.1
102-46	Defining report content and topic boundaries	Tapestry is a global organization with offices in Asia, Australia, Europe, and North America and a global store network. Wherever possible, this Corporate Responsibility Report provides performance data for Tapestry owned, operated, and leased office and distribution facilities, as well as leased North America stores. In some instances, performance data from some of our larger office facilities in Asia is included. The scope of quantitative values reported as well as the associated time period that the data represents have been defined throughout the Corporate Responsibility Report. At a minimum, data will represent the most recent full fiscal year, fiscal year 2018, which ended on June 30, 2018. Tapestry uses data-collecting methodologies based on specific criteria, procedures, and processes outlined by business needs. These include, but are not limited to, computer software applications (e.g., SAP, Energy Management Systems, and Building Management Systems), surveys, GAAP (Generally Accepted Accounting Principles), and manual data collection.
102-47	List of material topics	In September 2017, we conducted a comprehensive materiality analysis to identify the Corporate Responsibility issues of most importance to our company and stakeholders. As part of this process we surveyed our leadership for all brands (defined here as Senior Vice President and above) and assessed external stakeholder perspectives as well as current and emerging sustainability issues that may have evolved since our previous assessment in 2015. The analysis is reflected in a matrix below, outlining which aspects were most commonly mentioned as important issues by our stakeholders. We evaluated issues for their importance to our stakeholders, potential impact on our business, and our degree of influence on the issue. **MATERIALITY MATRIX** Our 2017 materiality analysis largely reinforced our previous materiality assessments and validated that the most important Corporate Responsibility issues to our company and stakeholders are topics such as product performance, compliance, corporate governance, supply chain labor practices, animal welfare and climate change. We plan to conduct our next materiality assessment for our fiscal year 2019 report.

102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	There are no changes in reporting from previous years.
102-50	Reporting period	Fiscal Year 2018 – July 1, 2017 through June 30, 2018
102-51	Date of most recent report	April 22, 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Investor Relations: Andrea Resnick Global Head of Investor Relations, Corporate Communications & Interim CFO aresnick@tapestry.com Christina Colone VP – Investor Relations ccolone@tapestry.com Aimée Leabon Director, Corporate Communications aleabon@tapestry.com Sustainability: Amanda Lechenet Sr. Manager, Sustainability & Legal Compliance alechenet@tapestry.com
102-54	Claims of reporting in accordance with GRI Standards	In accordance "Core"
102-55	GRI Content Index	www.tapestry.com/responsibility
102-56	External assurance	This report has not received external assurance.

IDENTIFIED MATERIAL ASPECTS & BOUNDARIES

ECONOMIC PERFORMANCE

103 (Parts 1,2 and 3)	Management Approach	Form 10-K, pages 2-12
201-1	Direct economic value generated and distributed	Form 10-K, pages 2-12, 27-51, 60-64
201-2	Financial Implications and other risks and opportunities due to climate change	Form 10-K, pages 13-21 CDP Climate Change Disclosure
201-4	Financial assistance received from government	No financial support was needed from the US Government in 2018.

ANTI-CORRUPTION

103 (Parts 1,2 and 3)	Management approach	At Tapestry, we understand the importance of implementing strong policies and procedures around bribery and anti-corruption. Tapestry anti-corruption program contains the following measures to ensure compliance: conducts due diligence on third parties deemed to be high risk by the organization, anti-bribery and corruption clause included in contracts, specific anti-corruption training for employees, and specific anti-corruption training for suppliers and third parties. In addition to our Anti-Corruption Policy, we also have a Corporate Gifting Policy and software, which requires employees to report receipt and giving of certain gifts, as required under the policy. Our legal department has oversight of this policy. We have an EthicsPoint Hotline, where employees and non-employees can report suspicions or incidences of bribery and corruption for investigation. Our Internal Audit team conducts hotspot analysis and ongoing risk assessments, as well as internal and third party periodic reviews of our anti-corruption programs. Senior management and our Board of Directors are updated on the results of analysis and reviews regularly. We engage senior management, legal, audit, HR and key business stakeholders in all geographies to assist with the dissemination and socialization of policies and procedures. Our efforts in this area align with United Nations SDG 16, promoting peaceful and inclusive societies for sustainable development and accountable and inclusive institutions at all levels.
205-1	Operations assessed for risks related to corruption	We have identified our supply chain as the main risk area of our operations.
205-2	Communication and training about anti-corruption policies and procedures	We require that all full-time Tapestry employees certify our Code of Conduct annually and take our more in-depth online Business Ethics Training at least biennially, both of which cover key areas of compliance, including anti-bribery and anti-corruption, insider training and conflicts of interest. Additionally, employees who have been identified as working in potentially high-risk areas for corruption, are identified and given specific annual anti-corruption training. This training focuses on situations where corruption could occur and compliance with global anti-corruption legislation. We also provided in-person compliance and anti-corruption training to over 120 Tapestry suppliers and manufacturers in Fiscal Year 2017 and 2018.

MATERIALS

103 (Parts 1,2 and 3)	Management approach – materials	At Tapestry, our materials are procured at both the brand and parent company level. All information is stored in a proprietary program called ECVision. This program allows for us to manage supplier information and material information, including country of origin. Our brands have taken the lead on initiating the procurement of synthetic or recycled fibers, with a view to scale these efforts, where appropriate. We are committed to responsible sourcing of animal-based materials and principles and practices that require animals in our supply chain to be treated with respect. In 2015, we adopted our Animal Welfare Policy. This policy addresses animal-based materials. When we acquired the Kate Spade brand in July 2017, they had their own animal sourcing policies, including a ban on fur. The Coach brand announced it would be going fur-free in October 2018 starting with its Fall 2019 collection. Our company is a major user of leather, and it is our most important raw material component in the design of the brands' products. Because of this importance, we have committed to sourcing 90% of our leather from Leather Working Group Silver and Gold certified tanneries by 2025. We believe the Leather Working Group audit system is the best benchmark in regards to environmentally sound practices at tanneries. By aligning with this initiative, we can increase our traceability and lessen the impact the production of our leather has on the environment. Additionally, we have had a long-standing commitment to not using leather sourced from the Amazon biome. We do this by having our tanneries certify the country of origin of the hides. This ensures that we are not contributing to deforestation in the region. Our efforts in this area align with the United Nations SDGs 12 and 15. SDG 12 is a global commitment to accelerating the shift to responsible consumption and production in developed and developing countries, and SDG 15 is a commitment to protecting forest and terrestrial ecosystems. We have a robust conflict minerals program. Annually, we report to the SEC our use of 3TGs (Tin, Tungsten, Tantalum and Gold), the smelters and country of origin of these minerals. This is done as required by the SEC, but also in support of SDG 16, promoting peaceful and inclusive societies for sustainable development by doing our part to promote responsible mineral sourcing.

301-1	Materials used by weight or volume	**MATERIAL CONSUMPTION BY TYPE (FISCAL 2018)**		
		MATERIAL TYPE	**FISCAL 2018 USAGE**	**UNITS**
		Leather	101,952,088	Square feet
		Fabric-Shell	2,073,839	Meters
		Fabric-Lining	10,368,741	Meters
		Fabric-Webbing	6,555,912	Meters
		Hardware	432,166,513	Pieces

301-2	Recycled input materials used	In fiscal 2018, the Kate Spade brand began using Repreve fibers in the linings of handbags. Repreve by Unifi fibers are made from recycled material, including plastic bottles. Because this program is new, we do not have any significant volume to report at this time.

WATER

103 (Parts 1,2 and 3)	Management approach	Water is used at every stage of our product lifecycles – from growing raw materials (such as cotton and cattle) to dyeing, tanning, and finishing garments, to the way consumers clean our products. We believe it is imperative that we take steps to safeguard water resources in our sourcing countries as well, especially in light of the growing world population. In 2015, we announced our first water goal, which focused on understanding and tracking our water usage, which we have achieved. For 2025, we have adopted a water goal focusing on reducing our water usage across our direct operations and our supply chain by 10%. This goal will be the cornerstone of our water strategy that is currently in development. Access to safe water is a human right. The United Nation's SDG 6 sets a target for achieving safe, sustainably managed water for all by 2030.
303-1	Water withdrawal by source	a. All water from municipal water suppliers/other water utilities in fiscal 2018: 11,221,131 gallons b. Figure covers municipal water consumed by offices, retail facilities, and distribution centers where we have actual data.

EMISSIONS

103 (Parts 1,2 and 3)	Management approach	At Tapestry, we are committed to playing our part in reducing GHG emissions in line with the United Nations Framework Convention on Climate Change's (UNFCC) Paris Climate Accord. We are actively reducing our footprint by cutting energy consumption, increasing efficiency and using more renewable energy at our facilities. Our 2025 emissions reductions efforts extend beyond Scope 1 and Scope 2 emission and into our Scope 3 by reducing the energy used in association with the shipping of our products. Our Scope 1 and Scope 2 emissions reduction were developed using guidance from the Science Based Targets Initiative (SBTi). These reduction goals support the United Nations SDG 13, which is a commitment to combatting climate change and is impacts by regulating emissions and promoting developments in renewable energy.

305-1	Direct (Scope 1) GHG emissions	a. 1048.12 metric tons of CO2e.
		
		b. CO2, CH4, N2O
		
		c. n/a
		
		d. Fiscal 2017. 1,060.86 metric tons of CO2e. 2017 was the first year that we were able to include all of our brands in our carbon footprint. Scope 1 emissions decreased between 2017 and 2018 due to:
		  • Decreased consumption of natural gas
		  • Increased primary data availability (improved tracking of natural gas for North America retail and replaced some modelling figures)
		
		e. WRI's Corporate GHG Accounting Protocol
		
		f. IPCC 5th Assessment Report (AR5), 100-year GWP (AR5)
		
		g. Operational Control
		  • Data covers fuel and natural gas consumed by offices, distribution centers and retail facilities globally.
		  • Scope 1 = 901.91 MT CO2e
		  • Scope (1 & 2)
		    Offices = 35.67
		    Retail = 803.85
		    Distribution Centers = 62.39

302-2	Energy indirect (Scope 2) GHG emissions	a. Scope 2 – 57,255.45 MT CO2e b. 2017 baseline: 62,211.65 MT CO2e
305-3	Other indirect (Scope 3) GHG Emissions	a. Scope 3 – 92,740.21 MT CO2e b. 2017 baseline: 94,632.87 MT CO2e

EFFLUENTS AND WASTE

103 (Parts 1,2 and 3)	Management approach	Our approach to handling our waste and the waste materials from our products varies by location and where in the value chain the waste is occurring. Within our manufacturing processes, we utilize pattern cutting approaches that minimize the amount of waste materials when our brand's products are made. When we have leftover leather scraps at the factory, we make those scraps into bonded leather and use that in some of our Coach brand products, saving leather from going into the landfill. We have worked to reduce the amount of packaging that goes to our retail stores through de-packaging initiatives at our warehouses. Point of sale shoppers and boxes for all of our brands are made from 40% post-consumer recycled material, and are recyclable and reusable. At our corporate offices, we have been driving waste reduction through various recycling initiatives increase our diversion rate, such as including recycling bins in desk areas, coffee bars and in our cafeterias. In our cafeterias, we have directed our partners to source compostable or recyclable materials. We also encourage our employees to use real flatware and plates instead of opting for disposable options. We have made two commitments regarding waste and packaging by 2025: Increase the amount of recycled content in our shoppers and boxes to 75% and reduce our waste diversion rate by 25%. These efforts align with United Nations SDG 12, which focuses on responsible production and consumption.
306-2	Waste by type and disposal method	a. Total waste from offices and distribution centers: 3,957 tons b. % of waste diverted from landfill through recycling: 86.2% c. Information collected from waste disposal contractors. Data covers select facilities in North America.

EMPLOYMENT

103 (Parts 1,2 and 3)	Management approach	At Tapestry, we are creating an engaging work environment where exceptional talent thrives. We strive to nurture our employees to be their very best. Through our comprehensive benefits, employee development programs, and our diverse and inclusive workplace, we have made significant investments in our culture and people. Our efforts in this area support United Nations SDG 3 and 8 which focus on good health and well-being for people and decent work and economic growth.
401-2	Benefits provided to full-time employees that are not provided to part-time employees	Benefits for full-time & part-time employees: • 401k eligibility for all corporate and retail employees, with Company matched contributions. • Financial education content and training through our 401(k) administrator. • Medical benefits for part-time employees at corporate and retail. • Paid sick leave for all corporate and retail employees

OCCUPATIONAL HEALTH & SAFETY

103 (Parts 1,2 and 3)	Management approach	We place strong emphasis on the health and safety of our employees and their work environments. Whether in our repair shops, sample-making facility, distribution center, or one of our retail locations, we strive to provide a workplace and store environment free from health and safety hazards. We make every effort to integrate health and safety programming throughout the organization. Our Environmental Health & Safety (EHS) team aspires to eliminate all workplace hazards, accidents, and incidents. We have also developed workplace health and safety policies customized for all Tapestry work environments, conducted assessments of our compliance with these standards, and developed action plans to address any gaps. We monitor workplace incidents to identify and systematically work to eliminate root causes and related hazards.
403-9	Work-related injuries	Total # of safety/injury incidents reported: 591 Rate of injury per 200,000 hours worked: 1.02
403-10	Work-related ill health	No work-related ill-health reports were made.

TRAINING & EDUCATION

103 (Parts 1,2 and 3)	Management approach	Learning starts on the first day at Tapestry and continues throughout each employee's career with the company. We are committed to helping our employees develop the knowledge, skills, and abilities needed for continued success, and encourage employee develop¬ment at all levels and every career stage.
		At Tapestry, our in-house People & Organizational Development team offers a diverse curriculum focused on professional development for leaders, managers, and individual contributors. The programs facilitated by this team educate employees about different parts of our business, and target skill building and team effectiveness sessions for intact teams where appropriate.
		We have partnerships with the Tuck Executive Program and Dartmouth College that help to develop current and future leaders within our organization, which aids in our transformation to a global, multi-brand company.
		Our efforts in this area support United Nations SDG 4, ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all.
404-2	Programs for upgrading employee skills and transition assistance programs	Open Enrollment Offerings – internal knowledge and skill building courses • Inside Tapestry • Leader's Perspectives • The Common Thread (People Leaders) • Communicate with Impact • Presentation Skills • Recharge Your Batteries (More Energy, Less Stress) • Steer Yourself Through Change • Putting First Things First • Exercising Influence For leaders, we offer the following: • Tuck Executive Program
404-3	Percentage of employees receiving regular performance and career development reviews	100% of corporate, distribution center employees 100% of full-time retail employees 100% of part-time retail employees

DIVERSITY AND EQUAL OPPORTUNITY

103 (Parts 1,2 and 3)	Management approach	We believe in a diverse and inclusive workplace, and warmly welcome all people, embracing our differences and inviting a diversity of perspectives. We believe in the dignity of all people. Essentially, we welcome diversity in all forms and emphasize personal accountability and professionalism in a respectful and fair work environment. We have a robust Inclusion & Diversity (I&D) program, which is led by a human resources partner who has a special emphasis on inclusion and diversity. We also have an Inclusion & Diversity Council that includes a diverse group of employees from across the Company and champions efforts that continue to build on our core belief in the importance of inclusion and diversity, and having a respectful and welcoming environment for everyone. We solidify our commitment through participation in a variety of internal and external initiatives. Internal • Working Parents Community • Unscripted Series External • CEO Action Pledge for Diversity & Inclusion • McKinsey's Women in the Workplace Survey • The Glass Runway Study • Forbes Best Employers for Diversity & Inclusion • Human Right's Campaign Corporate Equality Index • United Nations Women's Empowerment Principles Our efforts in this area support United Nations SDGs 5 and 10, achieving gender equality and reducing inequalities.
405-1	Diversity of governance bodies and employees	**ETHNICITY DATA: US & PUERTO RICO (FISCAL 2018)**

NON-DISCRIMINATION

103 (Parts 1,2 and 3)	Management approach	We are committed to a policy of equal opportunity and are an affirmative action employer. We pride ourselves on hiring and developing our employees. All employment decisions – from recruitment, hiring, promotion, compensation, mobility, training, discipline, and termination– are based on the individual's qualifications as they relate to the requirements of the position. These decisions are made without regard to age, sex, race, color, creed, religion, ethnicity, national origin, sexual orientation, gender identity and expression, alienage, citizenship status, disability, marital status, genetic characteristics, military status, pregnancy, or other legally recognized protected basis prohibited by applicable law. Additionally, we investigate all complaints of discrimination, harassment and retaliation, and take appropriate action, which may include disciplinary action up and including termination of employment. Our efforts in this area support United Nations SDGs 5 and 10, achieving gender equality and reducing inequalities.

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

103 (Parts 1,2 and 3)	Management approach	We require our suppliers to support workers' rights to freedom of association through our Supplier Code of Conduct. This is also assessed in our social audit program.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Tapestry Supplier Code of Conduct includes Freedom of Association and Collective Bargaining and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supper Code of Conduct.

CHILD LABOR

103 (Parts 1,2 and 3)	Management approach	Under our Supplier Code of Conduct, we will not knowingly use suppliers who use child labor.
408-1	Operations and suppliers at significant risk for incidents of child labor	Our Supplier Code of Conduct includes child labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.

FORCED OR COMPULSORY LABOR

103 (Parts 1,2 and 3)	Management approach	Under our supplier Code of Conduct, we will not knowingly use suppliers who use forced labor.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Supplier Code of Conduct includes forced labor restrictions and covers all suppliers. Our finished goods providers undergo labor and human rights audits against our Supplier Code of Conduct.

HUMAN RIGHTS ASSESSMENT

103 (Parts 1,2 and 3)	Management approach	We are in the process of developing a human rights assessment program, which is aligned with the United Nations Guiding Principles on Human Rights. Tapestry has had a Supplier Code of Conduct since 2001(previously called Supplier Selection Guidelines). Our Supplier Code of Conduct addresses the expectations we have of our suppliers when it comes to social and environmental compliance. Our compliance and legal teams work hand-in-hand to maintain and update the Supplier Code of Conduct.
412-1	Operations that have been subject to human rights reviews or assessments	Fiscal 2018 Corporate Responsibility Report, page 40-41 Total number of finished goods providers assessed in Fiscal 2018: 182 **FACILITY AUDITS BY COUNTRY**

LOCAL COMMUNITIES

103 (Parts 1,2 and 3)	Management approach	At Tapestry, giving is embedded in our culture, and we are committed to creating positive change in the communities where we work and live. To do so, we have two Foundations – the Coach Foundation and the kate spade new york foundation. In fiscal 2018, the Foundations made grants to various organizations totaling over $4 million dollars. The Coach Foundation was founded in 2008 and supports non-profits that work with young people at the grassroots level, providing resources, coaching and support to unlock their potential. The kate spade new york foundation was founded in 2014 and supports philanthropic initiatives that empower women economically and emotionally. The Coach and kate spade new york Foundations also support Tapestry and its brands in our volunteering efforts and other philanthropic employee engagement initiatives. Kate Spade's on purpose program is a social enterprise initiative that has set up a manufacturer in Abahizi, Rwanda. The factory is employee owned, and has over 250 employees, 93% of whom are women. They offer empowerment training, leadership development and financial and health training that is focused on empowering women. These efforts align with the United Nations SDG 3, 5, 8, and 12, promoting good health and wellbeing, gender equality, decent work and economic growth and responsible production and consumption.
413-1	Operations with local community engagement, impact assessments and development programs	Tapestry has engagement in the communities where we have major office and retail presence. In fiscal 2018, the company sponsored 2,000 employee volunteers with 6,000 volunteer hours.

PUBLIC POLICY

103 (Parts 1,2 and 3)	Management approach	Tapestry has a Political Activities and Contributions policy. The company does not make political contributions, no funds or assets of the company may be used for contributions to any ballot initiative, referendum or other question, political action committee (PAC), political party or candidate. A political contribution includes both direct (i.e. money) and in-kind contributions. In-kind contributions include the purchase of fundraising tickets, contribution of products, volunteer work by company employees within normal business hours and the use of company facilities for fundraising or political purposes. This is overseen by the Law Department. Individual employees remain free to make political contributions to candidates or parties of their choice.
415-1	Political contributions	Tapestry made no political contributions, in line with its Political Activities and Contributions Policy.

CUSTOMER PRIVACY

103 (Parts 1,2 and 3)	Management approach	Tapestry recognizes the importance of the collection, use and processing of customer and employee personal data in its business, and considers it essential that any such personal data is protected. Accordingly, we foster data privacy protection across Tapestry; reinforcing awareness, ownership and accountability relating to the protection of all personal data. To achieve this, Tapestry's data-privacy management approach, revolves around several core functions administered by a central privacy office, including but not limited to: ensuring that privacy requirements are integrated into all projects and initiatives; policy development; legal compliance; complaint resolution; training and awareness; and audit and monitoring. This process is overseen by the board of directors and senior business and legal management.