



FASHIONED
RESPONSIBLY

GUESS 2014 SUSTAINABILITY REPORT





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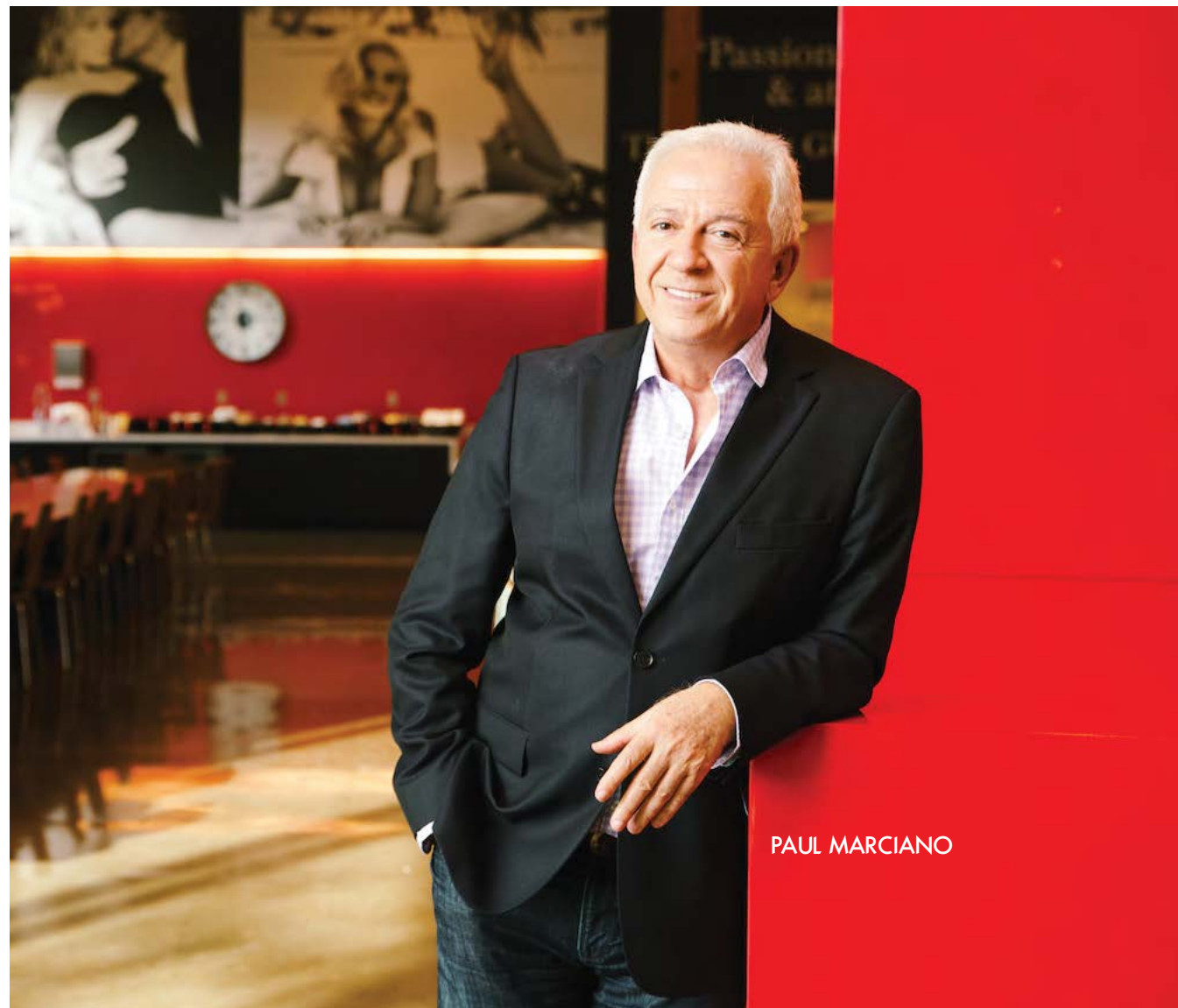


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This document contains forward-looking statements based on management's current expectations as of the date of publication of this report. These forward-looking statements are indicated by words or phrases such as "expect," "project," "believe," "will," "aim," "intend," "look forward to," "vision" and similar words or phrases. These forward-looking statements are based largely on our current plans and expectations and are subject to a number of risks, uncertainties or other factors that may cause actual results or performance to be materially different from our current expectations. Please refer to our most recent Annual Report on Form 10-K as filed with the U.S. Securities and Exchange Commission for a more complete list of risk factors. We do not undertake any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.

Unless otherwise indicated, all data and other sustainability information contained in this report pertains exclusively to operations in the United States, Canada and Europe that are run directly by Guess?, Inc. (Guess US) or its applicable subsidiaries, mainly Guess? Canada Corporation (Guess Canada) and Guess Europe Sàrl (Guess Europe). Any use of "GUESS," "we" or "our" herein refers collectively to Guess US, Guess Canada and Guess Europe unless otherwise indicated.

“Globalization and growth have made us increasingly conscious of our social and environmental responsibilities.”



It is with a sense of pride that I present our first GUESS sustainability report.

Since founding Guess?, Inc. in 1981, my brothers and I have never forgotten our roots and always remained true to our values. We have sought to foster a culture of trust, respect and integrity at GUESS. Today everyone in the GUESS family knows we have strong values guiding our relationships with one another, our customers and our business partners.

Without doubt, we have seen dramatic changes in our industry. Fashion has become inexorably faster, each season bringing the creative flair of our designers into stores more and more rapidly. At the same time, fashion is more accessible than ever, giving our customers a combination of value and quality previously unimaginable.

As a result, we are now a truly global company. GUESS sources from 27 countries, and we have stores in more than 90 countries worldwide.

Globalization and growth have made us increasingly conscious of our social and environmental responsibilities. Sustainability in our supply chain is more than ever a priority for us. We are already working to protect the workers who make our garments, and we will increasingly be targeting long-lasting solutions by providing training at factories. Our recent membership with the Sustainable Apparel Coalition will give us sharper intelligence on the risk areas in our supply chain and allow even better focus for our supplier auditing and engagement. At the same time, we are raising environmental issues with our suppliers, requiring compliance with regulations but also looking to incentivize use of sustainable and recycled materials.

Focusing on water, we have also begun the journey of extending environmental awareness deeper into our supply chain, to the mills that make our textiles. We are testing samples of the wastewater from our main cotton mill suppliers in China to assure compliance with environmental regulations. The data allows us to have constructive discussions with the mill and request environmental improvement where necessary.

This report also emphasizes our investment in our people, communities and partners. We support the careers of our employees with an outstanding talent development program and have consistently supported our communities for many years. Our popular and successful wellness program, launched at our Los Angeles headquarters, has been extended to our Kentucky distribution center and New York showroom.

We encourage employee community outreach through initiatives like our GUESS Cares volunteering program. Through the GUESS Foundation we have proudly supported social, health and educational opportunities globally since 1994.

In 2014, GUESS became the official fashion sponsor of Denim Day, a national campaign created by nonprofit Peace Over Violence, to support awareness of sexual violence and offer support for those affected. We will continue our commitment to this important cause.

As I hand over the role of CEO to Victor Herrero, I am confident that as GUESS becomes ever more global, we will remain true to our tradition of integrity, compassion and global citizenship.

PAUL MARCIANO
Co-Founder and Executive Chairman
Guess?, Inc.

“I believe that the way we make our garments is part of our brand value and that protecting workers and conserving the environment are investments in our future.”



I am happy to be at Guess?, Inc. and to become the custodian of our global brand.

I see tremendous opportunity for growth, creating long-term value for our shareholders in the years ahead. Our new five-point strategy includes: elevating the quality of our sales and merchandising, rejuvenating the brand experience through digital marketing, investing in key stores while improving efficiency and stock control, creating a yearly calendar for every store and aligning pricing across categories and markets. Looking ahead, we will also build on our current retail presence in Asia, and we will create a strong culture of purpose and accountability. Corporate social responsibility will be a key component of this culture, a central part of our corporate conscience and integrated into our business model.

Corporate social responsibility is not an option— it is a corporate imperative that is very consistent with the core values of GUESS. My experience in Asia has given me a global outlook and a clear appreciation of the social and environmental challenges we face in our supply chain. I believe that the way we make our garments is part of our brand value and that protecting workers and conserving the environment are investments in our future. By understanding and prioritizing our social and environmental impacts, we create a stronger brand that will continue to be a worldwide leader in the fashion industry.

From a business perspective, sustainability management promotes efficiency, reduces risks, enhances brand reputation, supports talent recruitment objectives, and cuts costs.

For example, we are confident that our program to retrofit LED lighting across our stores will significantly cut our electricity costs and generate a worthwhile return on investment.

Notable achievements in 2015 included joining the Sustainable Apparel Coalition to leverage industry collaboration and potentially introduce greater efficiencies in our supply chain auditing efforts. We undertook our first carbon footprint calculation for 2014 and are now better placed to target reductions in our greenhouse gas emissions. Our main distribution centers in Louisville, Kentucky, and Piacenza, Italy, are eliminating waste from our logistics operations, introducing returnable transit packaging, and promoting higher recycling rates. These measures are good for the environment and reduce our waste disposal costs.

GUESS has always emphasized social responsibility, environmental sensitivity and charity. Moving forward, these values will serve us well. I am determined that we stay true to the founders' vision, monitoring performance and actively ensuring compliance with the spirit of the law, ethical standards and international norms.

I look forward to the acceleration of our sustainability program and reporting our progress again in future years.

A handwritten signature in black ink, appearing to read "V. Herrero".

VICTOR HERRERO
Chief Executive Officer and Director
Guess?, Inc.

ABOUT THIS REPORT



The GUESS 2014 Sustainability Report is Guess?, Inc.'s first report exclusively covering social and environmental topics related to our business. This report aims to provide greater transparency on sustainability activities and overall operations, and was prepared using the Global Reporting Initiative (GRI) G4 Core guidelines as a reference. This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines which are included in the GRI Index on pages 72-76.

For internal management and financial reporting purposes, Guess?, Inc. business operations are grouped into the following segments: Americas Retail, Americas Wholesale, Europe, Asia and Licensing. However, the scope of this first sustainability report covers mainly apparel products and corporate offices, distribution centers, warehouses and retail stores directly-owned and operated by Guess?, Inc.'s headquarters in the United States (Guess US) and its subsidiaries in Canada (Guess Canada) and Europe (Guess Europe), unless otherwise indicated. Data for licensee operations, third parties to which Guess?, Inc. grants the right to manufacture, distribute or sell Guess?, Inc. branded items (such as the majority of accessories¹), are not included in this report.

The content and scope of this report was identified based on the following: 1) significance to stakeholders and the company as determined by our materiality assessment (see

"Materiality Assessment" section on page 10); and 2) size, number of employees and overall impact of our largest business units based on revenue. Directly-owned operations and retail stores in the United States, Canada, and Europe (collectively referred to in this report as "GUESS") represent 84% of revenue², 93% of full time and temporary employees, and 94% of directly operated retail stores.

We take responsibility for the completeness, accuracy and validity of the metrics contained in this report and for the conformity of the metrics with our reporting criteria. KPMG LLP reviewed the metrics included in the Key Metrics and Reporting Criteria table on pages 69-71 of this sustainability report and as identified throughout the report with the '+' symbol (see Independent Accountants' Report on page 68).

As the sustainability program continues to grow, Guess?, Inc. plans to expand future reports to cover our Asian and Latin American operations. In future years, we plan to include data from the operations of our licensees as well. In addition, we will continue to engage stakeholders, evaluate the materiality of metrics and information presented in this report, and track our progress in addressing key environmental and social issues.

Please contact ir@guess.com if you have a question or feedback on sustainability at GUESS.

² As of January 31, 2015

¹ In addition to accessories (watches, handbags, footwear, and eyewear), other licensee product categories include but are not limited to fragrance, swimwear, outerwear, and kids' and infants' apparel.

STAKEHOLDER ENGAGEMENT METHODS AND TOPICS RAISED

STAKEHOLDER	ENGAGEMENT METHODS	TOPICS RAISED
EMPLOYEES	Volunteer opportunities Training opportunities Interviews with business unit leaders Board of director meetings	Employee engagement Training and career development Supply chain management Community relations Energy management
CUSTOMERS	Social page on Guess.com Blog sites Customer feedback mechanisms GUESS Foundation	Community relations / charitable donations Local manufacturing Supply chain: labor, water, resource management
SUPPLIERS / VENDORS	Direct product sourcing and business relationships Social compliance program Relationship with denim mills	Energy management Water management Material sourcing Supplier environmental and labor issues
INVESTORS	Investor relations communications	Supply chain management: labor issues
REGULATORS	Engagement on regulatory reporting and compliance	Material sourcing compliance Health and safety
COMMUNITIES	GUESS Foundation Get In Touch Foundation Charitable donations	Community relations
NONGOVERNMENTAL ORGANIZATIONS (NGOs)	Engagement via community relations and events	Community relations Animal welfare / material sourcing
INDUSTRY PEERS	Industry associations and meetings	Energy management Supply chain management

ABOUT THIS REPORT



MATERIALITY ASSESSMENT

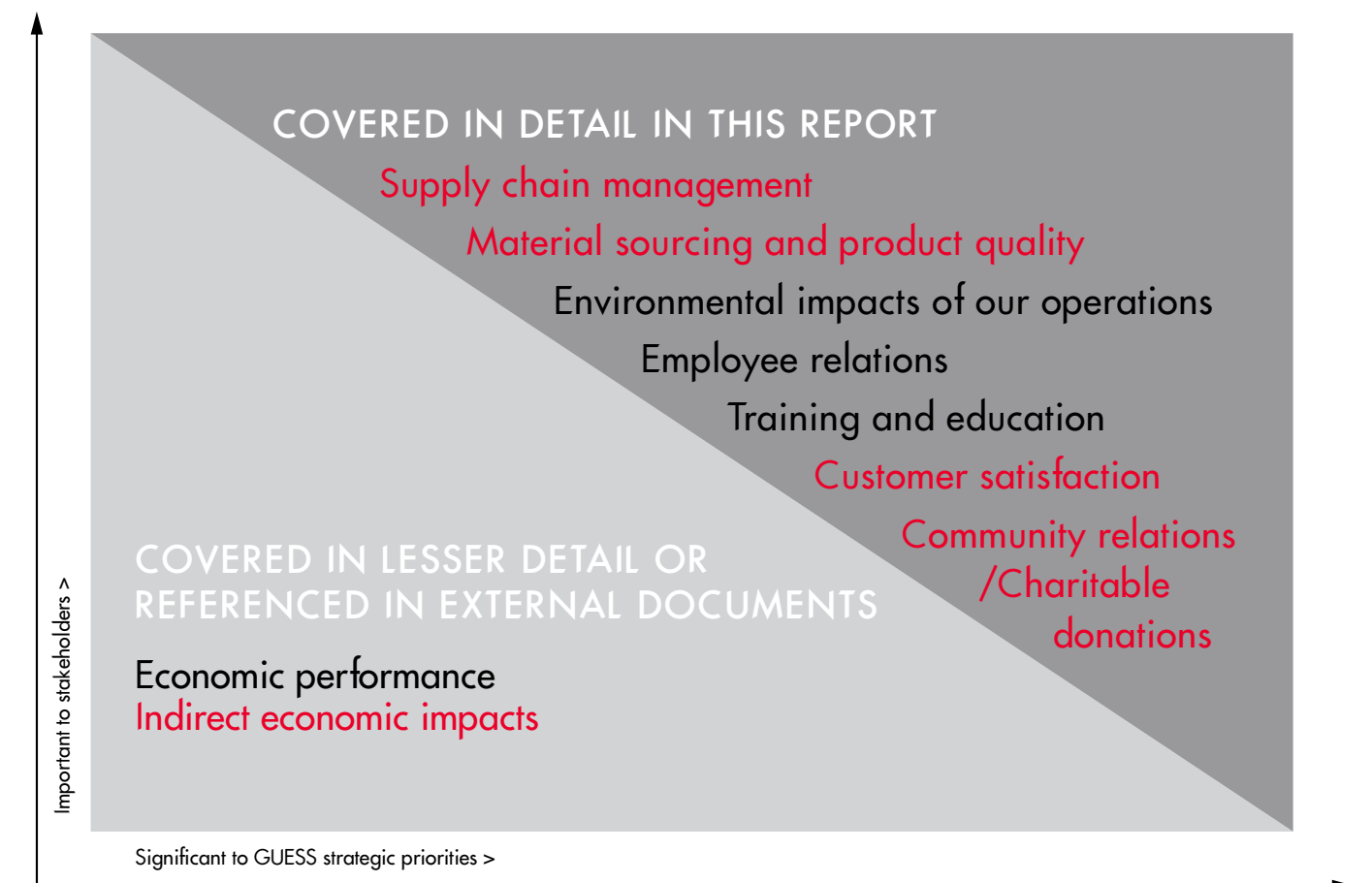
GUESS conducted a materiality assessment aligned with principles set forth in the Global Reporting Initiative (GRI) G4 standards to determine issues that are important to both our stakeholders and to our business.

The material issues were identified through engagement with a wide range of stakeholders, which include investors, customers, suppliers, nongovernmental organizations and industry peers. We summarized and prioritized the topics raised by stakeholders as part of our regular engagements, such as employee surveys, town halls and volunteer events; routine business relations and interactions with our vendors, customers and investors; specific requests and inquiries received from community groups and not-for-profit organizations.

The material issues identified were evaluated by management and subsequently prioritized as the key risks and opportunities related to sustainability that Guess?, Inc. has addressed for this reporting period. Each material issue identified brings with it the measurement for future benchmarking and opportunity for improvement. In addition, GUESS also reviewed best practices within our industry and confirmed the most material issues with our Sustainability Steering Committee (as described on page 23 of this report). After identifying these material issues, we used the GRI-G4 guidelines to select corresponding data points, known as GRI indicators.

The materiality assessment identified seven areas that are considered a priority by both stakeholders and the company. These seven areas are depicted in the Materiality Matrix and represent the focus areas of GUESS for its first corporate Sustainability Report.

MATERIALITY MATRIX



Impact areas of our material issues:
 Black = Internal to the organization Red = External to the organization



ABOUT GUESS

Guess?, Inc. was established in 1981 by the Marciano brothers who left the south of France to build their vision in Los Angeles, California. Influenced by their European background and California style, they created an iconic global lifestyle brand with strongly held values.

GUESS?, INC. KEY FACTS

Number of employees	14,100
Number of global stores	+1,600
Global retail presence	+90 countries
Total sales in 2014 ¹	\$2.4 Billion
GUESS Foundation total 2014 contributions	+\$800,000

¹ As of January 31, 2015

GUESS STORES

GUESS

Guess?, Inc. is a lifestyle collection of contemporary apparel, denim, handbags, watches, footwear and other related consumer products. Guess?, Inc. products are distributed through GUESS stores as well as better department and specialty stores around the world.

guess.com



GUESS FACTORY

GUESS Factory, under the Guess?, Inc. umbrella, follows suit in true GUESS style with apparel and accessories at must-shop prices. GUESS Factory designs, markets and distributes full collections of men's and women's apparel as well as accessories.

guessfactory.com



G BY GUESS

Vintage California lifestyle makes G by GUESS fashion for the next generation. As the latest brand from denim pioneer Guess?, Inc., G by GUESS was created for young, hip and trendy men and women with an eye for the freshest looks and hottest styles. Award-winning retail concepts celebrate the best of fashion and design, while the on-line store offers the very latest products with destination pages that always let you know what's next in your world.

gbyguess.com



MARCIANO

Marciano, the first brand extension from Guess?, Inc., follows suit in true GUESS style with apparel and accessories that are on the edge of the fashion forefront. The Marciano brand offers a fashion-forward collection designed for trend-setting women and men. Marciano designs, markets and distributes full collections of apparel as well as accessories. Marciano boutiques are located in North America, as well as international metropolitan centers throughout the globe. The Marciano collection can also be found in select flagship GUESS store locations, specialty stores and online at

marciano.com



GUESS ACCESSORIES

GUESS Accessories stores sell GUESS and Marciano-labeled accessory products.

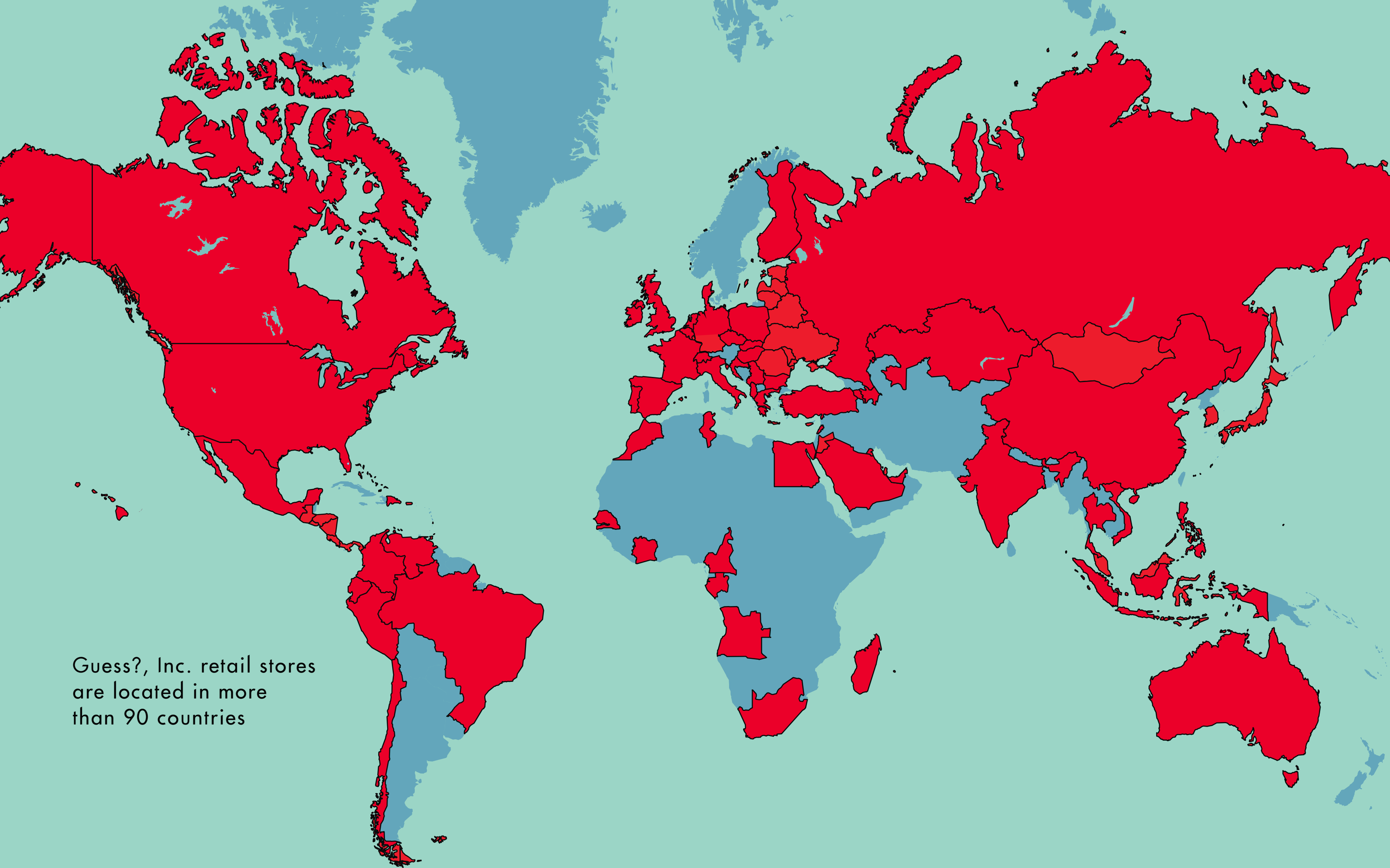


SHOP.GUESS.COM

In addition to retail, we sell products online and through wholesale and licensing channels.

shop.guess.com





Guess?, Inc. retail stores
are located in more
than 90 countries

ABOUT THE BUSINESS



Our global headquarters is located in Los Angeles, California, where most of Guess?, Inc. branded apparel² for men, women and children is designed, marketed and licensed.

For more on our global business operations, visit our [investor website](#) available at [shop.guess.com](#).

GUESS creates value throughout its business operation life cycle, starting with design and continuing through the supply chain, transportation and distribution - all the way until it reaches our customer. Each stage of this value chain is described below:

Design

GUESS, G by GUESS and MARCIANO apparel products are designed by our in-house design teams located in Los Angeles, California and Florence, Italy. The Guess?, Inc. brand design teams specify the requirements for the apparel products, including the selection of fabric and materials used in the production process.

Global Sourcing and Supply Chain

Our apparel products are manufactured by a network of contracted suppliers around the world. GUESS is responsible for the sourcing and quality control of raw materials used in our apparel products.

It is standard practice to acquire apparel through package purchases where we first create the design and select the raw materials, and then the vendor procures the raw materials and manufactures and delivers the finished product accordingly.

²Apparel product lines include clothing items, or units, such as jeans, pants, skirts, dresses, shorts, blouses, skirts, jackets, knitwear and intimate apparel.

Logistics

Our largest distribution center, which handles product for Guess US, is a 506,000 square-foot facility in Louisville, Kentucky. Both the Guess Canada distribution center in Montreal, Quebec and the Guess Europe distribution center in Piacenza, Italy are owned and operated by third parties. Additionally, several third parties are contracted to operate distribution warehouses in Hong Kong, South Korea and China that service the Asia region.

Direct-to-Consumer Distribution and Retail Channels

The Guess?, Inc. brand's direct-to-consumer network is made up of both directly operated brick and mortar retail stores and e-commerce.

- Directly Operated Stores and Concessions. As of January 31, 2015, we directly operated a total of 481 stores in the U.S. and Canada and 356 stores outside of the U.S. and Canada, plus an additional 244 smaller-sized concessions in Asia and Europe.
- e-Commerce. As of January 31, 2015, we operated retail websites in the U.S., Canada, Europe and South Korea. These websites act as virtual storefronts that both sell our products and promote our brands.

Wholesale Distribution

Guess?, Inc. and its subsidiaries sell through both domestic and international wholesale distribution channels as well as licensee operated retail stores and concessions.

- Wholesale. The Company's wholesale customers consist primarily of major department stores, select specialty retailers and upscale boutiques.
- Licensee stores and concessions. As of January 31, 2015, international licensees of the Guess?, Inc. brand operated 831 stores located outside the U.S. and Canada, plus 261 smaller-sized licensee operated concessions located in Asia.

Licensing

The Guess?, Inc. brand selectively expands its product offerings and global markets through trademark licensing arrangements. International licenses and distribution agreements allow for the sale of Guess?, Inc. branded products in major department stores and upscale specialty retail stores.

The Guess?, Inc. brand has 15 domestic and international licenses that include footwear, kids' and infants' apparel, jewelry and other fashion accessories; and include licenses for the manufacture of Guess?, Inc. branded products in markets which include Africa, Asia, Australia, Europe, the Middle East, Central America, North America and South America.



Mission Statement

AT GUESS, WE ARE COMMITTED TO BEING A WORLDWIDE LEADER IN THE FASHION INDUSTRY.

We deliver products and services of uncompromising quality and integrity consistent with our brand and our image.

We are committed to listening and responding to the needs of our customers, associates, and business partners, and to honoring their individual values.

We are dedicated to personal and professional enrichment through an environment of open communication, teamwork, trust and respect.

We continue to give back to the community, support humanity, and protect the environment as part of our responsibilities.

We remain committed to an entrepreneurial spirit that fuels the growth of our company and increases shareholder value.

Through principled leadership, we embrace diversity, and we cultivate strength, pride, and passion to align our personal lives with our professional lives.



Personal Values

Belief

Hope. Never Give Up

Destiny

Trust

Never Forget Your Roots

Respect Others

P.H.

GOVERNANCE



Sustainability is a priority at GUESS, and this is our first report communicating our actions and plans to stakeholders. We are encouraged by the excitement and enthusiasm within our company for formalizing our sustainability efforts.

To ensure that sustainability is embedded into our decision-making process, we've created a Sustainability Steering Committee to oversee our sustainability strategy, identify priorities and discuss opportunities.

The committee meets regularly and consists of executive leadership and key departmental directors from Guess US and Guess Europe. Members include the Chief Financial Officer, Chief Operating Officer, Legal Counsel, VP of Internal Audit, VP of Human Resources, Director of GUESS Foundation, Director of Social Compliance, Director of Supply Chain-Finance and International Director of Internal Audit.

In 2015, Guess?, Inc. joined the [Sustainable Apparel Coalition](#) to leverage industry collaboration in support of sustainable production, and we are in the process of developing a comprehensive sustainability program with specific goals and initiatives. As we develop our sustainability program, information will be made available at www.guess.com/sustainability.

ETHICS AND INTEGRITY

Ethical conduct is a foundation of our company and essential to how we do business. We strongly believe that honesty and integrity builds lasting relationships and is important in our rapidly evolving industry.

We hold every Guess?, Inc. director, officer and employee to high standards of ethical conduct. [The Guess US Code of Ethics](#) (the "Code") applies to all facets of our business, guiding how we operate internally and externally with suppliers and business partners. The Code, which is used globally but with some minor regional differences, is explained to all new employees at new-hire orientation and continuously available on our intranet portal.

RISK ASSESSMENT

Guess?, Inc.'s internal audit department annually conducts a global risk assessment which encompasses all of the organization's business functions. This risk assessment considers likelihood and impact as a basis for risk management in addition to inherent risk and residual risk. The results of the risk assessment are communicated to the Board of Directors, Audit Committee, Senior Management, and our external auditors. The risk assessment is used to identify the areas of the organization that will be audited for the upcoming year.



PROTECTING WORKERS

We share a connection with the people around the world who farm the cotton, work in the mills and cut and sew our garments with skill and dedication. GUESS is committed to ensuring that the workers in our supply chain are treated with dignity, paid fairly and provided with safe and healthy workplaces.



.....
In India and China alone, the global textile and clothing industry employs more than 13 million people.
.....

AN OVERVIEW OF OUR SUPPLY CHAIN



In 2014, GUESS apparel was sourced from 355 suppliers* in 27 countries* (see table on page 27). Each supplier may contract with one or more supplier factories to manufacture our apparel; GUESS does not own any manufacturing facilities and uses a combination of global and local sourcing. As a global brand, we maintain skilled sourcing teams in North America and Europe, and have established long-term relationships with several of our suppliers — some for more than a decade. These efforts help us achieve efficient,

timely delivery of high-quality products. The majority of our apparel is designed at GUESS, with the finished item manufactured and delivered by our supplier. We believe that a balanced global supply chain, with deep supplier partnerships, provides us with a competitive advantage and the flexibility to respond to increased demand throughout the world.

In 2014, we continued our global sourcing and product-development plan to support worldwide growth in our e-commerce, retail and wholesale channels. We worked to streamline our supplier base and achieve a geographic balance that optimizes costs and improves speed to market.

Strategically we aim to react more quickly to emerging fashion trends. This requires us to improve our speed to market and our ability to design and produce closer to the delivery date. We recognize that reduced certainty about future labor requirements could introduce additional pressure on the factories producing for us. We are working with our suppliers to ensure that this does not result in a drop in labor standards. Our global range of core products continues to be an important part of our business with more predictable order patterns for our suppliers.

2014 GUESS DIRECTLY SOURCED APPAREL BY COUNTRY (by units purchased)*

%	COUNTRY	REGION
42.6%	CHINA	Asia
10.7%	GUATEMALA	Central America
10.0%	INDIA	Asia
7.8%	MEXICO	Central America
5.3%	PERU	South America
4.1%	VIETNAM	Asia
3.0%	INDONESIA	Asia
3.0%	UNITED STATES	North America
2.8%	TURKEY	Middle-East
2.6%	TUNISIA	North Africa
1.7%	ITALY	Europe
1.3%	PHILIPPINES	Asia
1.0%	MAURITIUS	Africa
< 1.0%	UNITED ARAB EMIRATES	Middle-East
< 1.0%	PORTUGAL	Europe
< 1.0%	ROMANIA	Europe
< 1.0%	BULGARIA	Europe
< 1.0%	CAMBODIA	Asia
< 1.0%	MOROCCO	North Africa
< 1.0%	ALBANIA	Europe
< 1.0%	UNITED KINGDOM	Europe
< 1.0%	BANGLADESH	Asia
< 1.0%	SPAIN	Europe
< 1.0%	SOUTH KOREA	Asia
< 1.0%	SRI LANKA	Asia
< 1.0%	CANADA	North America
< 1.0%	PAKISTAN	Asia

HOW WE PROTECT WORKERS



SOCIAL COMPLIANCE PROGRAM

We are committed to sourcing GUESS apparel in a responsible manner, respecting the countries in which we conduct business, our business partners and the workers who produce our clothing. Although local laws and customs vary in different regions of the world, we believe that issues of business ethics, human rights, health, safety and environmental stewardship transcend geographical boundaries.

As a condition of doing business, GUESS requires that suppliers comply with all laws applicable to the country in which the merchandise is manufactured, including but not limited to laws against child or forced labor and unsafe working conditions. To further ensure the protection of workers, GUESS has adopted and issued a clear statement of standards in a detailed Supplier Code of Conduct and Global Sourcing Vendor Manual.

The GUESS Supplier Code of Conduct is the foundation of our Social Compliance Program, which involves supplier factory approval, monitoring, remediation and continuous improvement.

SUPPLIER FACTORY APPROVAL

The supplier factory approval process is the first step of our Social Compliance Program to ensure our apparel is made in an ethical and safe working environment. Before a factory is authorized to work with GUESS, management is required to subscribe to our Supplier Code of Conduct. In addition, we require the factory to provide evidence of its

social compliance record with audit reports and certificates issued by peer companies, third-party certification bodies or multi-stakeholder organizations.

When we identify risk factors at a supplier factory we require an initial social compliance audit to be performed in accordance with the GUESS Supplier Code of Conduct. Audits not only assess compliance, but are also a key way to educate suppliers and build strategic relationships based on continuous improvement of labor and environmental standards.

SUPPLIER FACTORY MONITORING

Supplier factory monitoring is an important component of our Social Compliance Program. Finished product manufacturing factories, excluding licensee and private label vendor factories, are assessed for compliance. Generally required annually, the frequency of audits is based on the supplier or specific supplier factory's compliance history and level of risk. We use internal or accredited third-party auditors to conduct audits reflecting standards outlined in the Supplier Code of Conduct. In addition, the GUESS Social Compliance team conducts oversight audits on a regular basis at key supplier factories.

Guess US also conducts security audits of its overseas factories in cooperation with U.S. Customs and Border Protection, an agency of the Department of Homeland Security, as part of the Customs-Trade Partnership Against Terrorism (C-TPAT) Program. Guess US has been part of this program since 2006. The goal of these audits is to further improve security measures of our production sites and throughout the supply chain.



INDUSTRY COLLABORATION

Sustainable solutions to underlying social challenges can only be achieved when all stakeholders work together. For example, garment factories frequently make products for several brands. If these brands work together with a consistent voice and process, the supplier is more strongly incentivized to achieve compliance, and the remediation process is more efficient.

Since 2012, we have explored the potential of sharing audits with other like-minded brands that use the same factories. Whenever possible, we reach out to these brands to coordinate efforts on shared audits and remediation.

We also recognize factory certificates issued by the non-profit Worldwide Responsible Accredited Production (WRAP) and have accepted WRAP certificates for several years. We have been a member of the Apparel and Footwear Brand Collaboration Forum (AFBCF) in Hong Kong since 2013, and joined the [Sustainable Apparel Coalition \(SAC\)](#) in 2015. The SAC is a trade organization working to reduce the environmental and social impacts of apparel and footwear products around the world.

HOW WE PROTECT WORKERS



AUDIT FINDINGS

In 2014, there were 317 audits conducted for 287 supplier factories covering labor, health, safety and environmental compliance. Our approach to factory audits is as global as our approach to sourcing, with more than 85% of the audited factories located in China, Guatemala, India, Mexico, Vietnam, Indonesia, Turkey, Tunisia, Italy, Portugal, Romania, Bulgaria and Cambodia. Fifty-three percent (53%) of the audits were conducted according to the GUESS Social Compliance Program standard and performed either by our own personnel or by accredited external auditors appointed by us. Industry partner audits account for the remaining 46% of audits that were conducted by certification organizations such as Sedex, WRAP and SA8000, or by select, like-minded peer companies. GUESS only accepts industry partner audits that provide up-to-date, comprehensive documentation that proves the audit meets or exceeds GUESS standards.

In 2014, the most frequently cited compliance issues identified by audits were health and safety, fire safety, machinery safety, hours of work and benefits other than wages (see chart on page 32). Examples of industry health and safety issues include availability of first aid kits, chemical management, hygiene and sanitation, etc.

We also noted that in 2014 the issues identified under “underage workers” were related to inappropriate policies and procedures or juvenile workers that are of legal age to work in their home country but are not legal adults

SUPPLIER FACTORY SOCIAL COMPLIANCE AUDITS (2014)*

AUDITOR	NUMBER	PERCENTAGE
2014 GUESS Supplier Code of Conduct Audits		
GUESS auditor	23	7%
External auditor	144	46%
2014 Industry Partner Audits		
Third-party certification auditor	112	35%
Peer auditor	38	12%
TOTAL AUDITS	317	

according to global standards. Issues identified under “harassment” related to procedure or policy deficiencies — no actual harassment cases were found.

CONTINUOUS IMPROVEMENT

With the exception of “show-stopper” issues, we view our Social Compliance Program as an ongoing process, recognizing that it can take time for supplier factories to address labor issues. Many opportunities for improvement or issues related to noncompliance reflect wider social conditions such as a culture of excessive working hours or local labor shortages. When supplier factories are not able to address issues immediately, we encourage them to develop realistic goals to achieve continuous improvement and to report progress in a transparent way.

GUESS SOCIAL COMPLIANCE PROGRAM: SHOW-STOPPERS

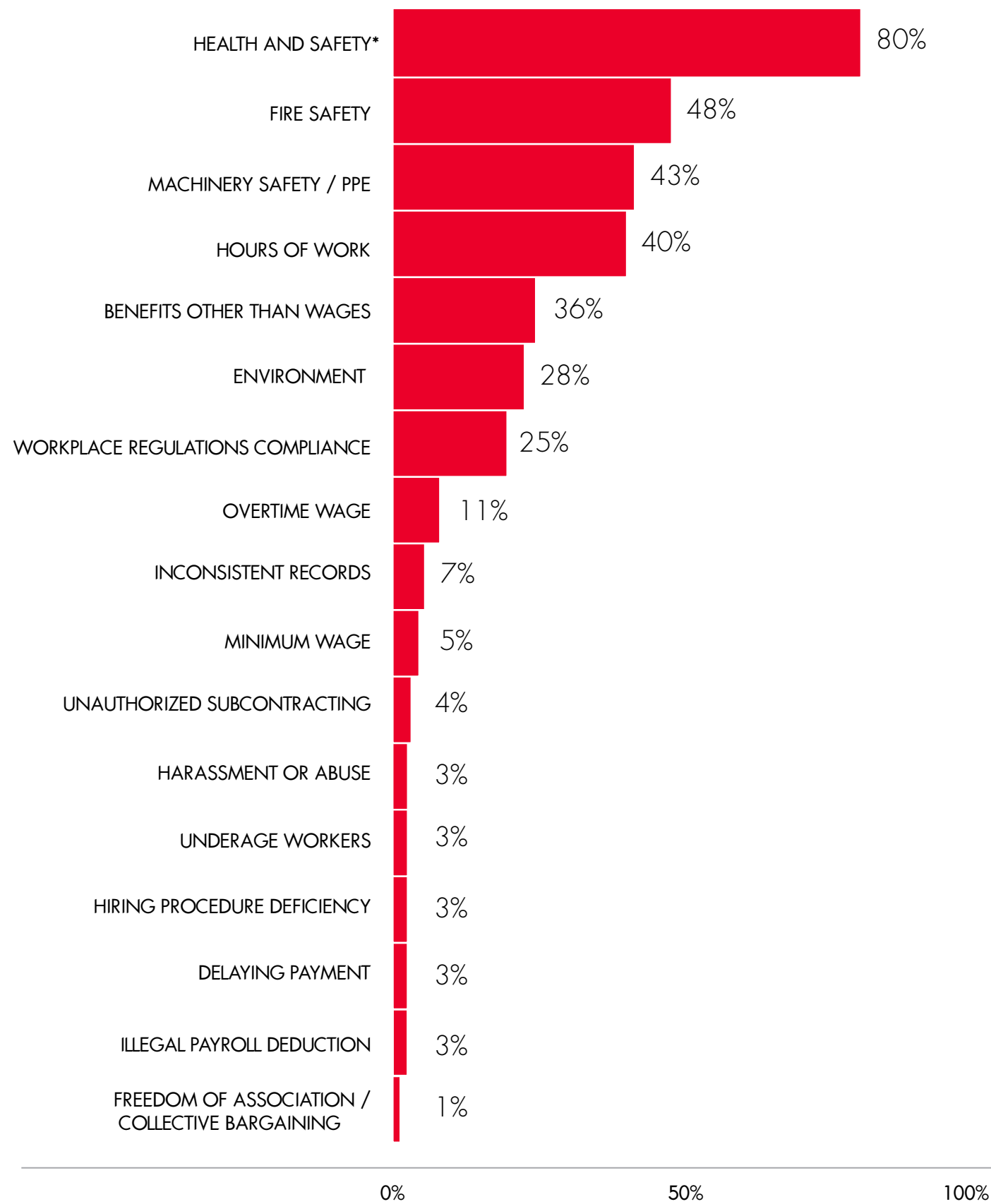
1. Use of forced, prison, indentured or bonded labor, including human trafficking and slavery
2. Use of child labor
3. Corporal punishment, mental or physical disciplinary actions
4. Harassment of workers, including sexual harassment
5. Discrimination of any kind
6. Unsafe working or living conditions
7. Workers are not paid
8. Unethical conduct

REMEDIATION

We believe that remediation of issues is preferable to termination of our relationship. We work with supply chain partners to build trusting relationships where compliance issues can be identified openly and remedied in collaboration. This effort involves working closely with suppliers, and sometimes factories directly, on the remediation process including root cause analysis, corrective action planning, follow-up and on-site training.

Rarely, when specific serious issues (“show-stoppers”) are found that cannot be remediated, we cease working with a supplier factory pending investigation or terminate the onboarding process. In 2014, six supplier factories were eliminated from our supply chain due to noncompliance with our Supplier Code of Conduct, including unauthorized subcontracting.

% OF AUDITS REPORTING COMPLIANCE ISSUES (2014)*



*Examples of industry health and safety issues include availability of first aid kits, chemical management, hygiene and sanitation, etc.



HOW WE PROTECT WORKERS

LOOKING FORWARD

We have made significant progress in partnership with our suppliers and intend to continue to build a collaborative process of performance improvement and capacity building, which includes performance gap analysis, root cause identification and supplier factory training. We believe these measures will produce better long-term results in factories than can be achieved by auditing alone.

In 2015, we will enhance our supplier training program and dedicate more resources to working with suppliers. Our vision is also to expand our collaboration program to include joint training and capacity building. In November 2015, we will conduct a series of social and environmental compliance training events for agents, suppliers and factories in China.

In Europe, we intend to launch a pilot program, to identify and focus on key suppliers based on the volume purchased and the risk level determined at both the factory and country level. We assess factory risks by taking into account industry knowledge of global labor conditions, current events and concerns reported by nongovernmental organizations (NGOs) or other stakeholders.

We will also launch a new approach to factory auditing, focusing our resources on the key supplier factories where we have the most influence. We believe this will result in the largest compliance improvement. Built into this

approach is the concept of rewarding good social performance. High-performing suppliers will have less frequent oversight and will be rewarded with improved scores on our Supplier Evaluation Score Cards, which have social compliance as a component.

In 2015, we will also expand our program beyond tier one suppliers, those from which we source directly, to include select fabric mills that contract with our suppliers.

CONFLICT MINERALS COMPLIANCE

Increased awareness of violence and human rights violations in connection with the mining of tantalum, tin, tungsten and gold ("conflict minerals") from the Democratic Republic of the Congo (the "DRC") and adjoining countries led to the requirement for U.S. companies to report the use of conflict minerals to the U.S. Securities and Exchange Commission (SEC).

Guess?, Inc. does not directly source conflict minerals from mines, smelters or refiners, and is in most cases many tiers of our supply chain removed from these activities. In January 2014, GUESS adopted a conflict mineral policy as part of our efforts to encourage suppliers to respect human rights and not contribute to conflict. We therefore require supplier cooperation in the implementation of our conflict mineral policy and in enabling Guess?, Inc. to meet its SEC compliance obligations.

HOW WE PROTECT WORKERS



CONFLICT MINERALS SUPPLIER REQUIREMENTS

Companies that supply or manufacture components, parts or products containing conflict minerals are expected to purchase those minerals from socially and environmentally responsible sources that do not directly or indirectly contribute to conflict.

Our conflict minerals policy applies to conflict minerals contained in components or parts of products supplied to or manufactured for GUESS. Suppliers are also expected to:

- Implement and communicate to their personnel and suppliers policies that are consistent with our policy;
- Familiarize themselves with the Conflict Minerals Rule and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (the "Guidance");
- Put in place procedures for the traceability of conflict minerals, working with their suppliers as applicable;

- Where possible, source tantalum, tin, tungsten and gold from smelters and refiners validated as being conflict free;
- Maintain reviewable business records supporting the source of conflict minerals;
- From time to time, at our request, provide to us written certifications and other information concerning the origin of conflict minerals included in products, components and parts supplied to GUESS and the supplier's compliance with this policy generally;
- Adopt a risk-management strategy with respect to identified risks in the supply chain that is consistent with this policy.

Suppliers also are encouraged to support industry efforts to enhance traceability and responsible practices in global minerals supply chains.



CONSERVING WATER



The effects of climate change and growing populations are causing water shortages in many regions. The fashion industry uses a lot of water in manufacturing processes, which can be detrimental to local water sources if not properly managed. To help address these issues, GUESS is focusing on testing and conserving water resources at key mills and is working to continuously expand these efforts.



One pound of cotton can take up to 2,400 gallons of water to produce.

AN OVERVIEW OF THE MATERIALS WE USE



We make our products from a range of natural and man-made materials. Cotton — including denim — accounts for over half of the materials used by GUESS. Synthetic materials such as nylon, polyester and spandex are the second largest category.

2014 GUESS MATERIALS OVERVIEW (by units purchased)⁺



NATURAL MATERIAL

Cotton: 60.35%

Leather: 1.46%

Angora: 0.04%

Other: 1.70%



MAN-MADE FIBER

Synthetic: 25.22%

Cellulosic and Tencel: 11.09%

Other*: 0.12%

*other man-made fibers include acrylic and metallic material

PROTECTING AND CONSERVING WATER IN MILLS



We believe that the strength of our supply chain relationships and our ability to help our suppliers improve their environmental performance are the keys to our success.

As a company known for denim and apparel, a major component of our supply chain's environmental impact is the water used and discharged by mills and supplier factories during production.

We encourage tier one suppliers, those from which we purchase directly, for Guess US and Guess Canada to be aware of their water impact and work towards full compliance and continuous improvement. We offer resources and direct on-site support to help them improve their wastewater management practices. For example, in Mexico we assisted one of our largest denim suppliers to implement a wastewater quality testing system in their on-site treatment facility, allowing the factory to monitor the quality of its effluent daily. The factory is currently increasing its wastewater recycling efforts and is exploring a new initiative to reduce water use in production.

We are increasing our focus on supply chain areas where we have the most influence, starting with wastewater compliance at our key mills. This effort extends our supplier engagement to second tier suppliers — that supply materials to our tier one suppliers — such as fabric mills. We frequently require our suppliers to purchase textiles from fabric mills selected by Guess US. By reaching out to these mills we are strengthening our partnerships with our suppliers and responding to the concerns of NGOs that have called attention to water pollution issues in apparel production.

WASTEWATER MANAGEMENT PROGRAM

NON-DENIM

The majority of Guess US non-denim fabric mills are located in China, where we have initiated a wastewater management program. As the first phase of the program, we distributed a Fabric Mill Environmental Compliance Questionnaire (focusing on effluent) to 12 key mills* in our supply chain. These 12 mills, that Guess US designates for supplier use, manufacture 79% of non-denim raw material sourced by Guess US in 2014*.

After analyzing the questionnaires completed by the mills, we partnered with a third-party lab to conduct wastewater testing for compliance with local regulatory standards. The test samples were taken by the lab independently from the mills.

In January 2015, samples were taken from the effluent at four mills, one of which was found to exceed local requirements on chemical oxygen demand. After we informed the mill of the result, the mill submitted a corrective action plan. Our team is working with the mill to introduce an internal effluent monitoring system to help prevent further unacceptable discharges to water. Lab tests for the remaining eight mills are due for completion in the second half of 2015.

WE CONTRACTED A THIRD-PARTY LAB TO TEST EFFLUENT FOR 14 POLLUTANTS:

1. PH Value
2. Chemical Oxygen Demand
3. Five-Day Biochemical Oxygen Demand
4. Total Suspended Solids
5. Color
6. Nitrogen (Ammonia)
7. Total Nitrogen
8. Total Phosphorus
9. Chlorine Dioxide
10. Adsorbable Organic Halogen (AOX)
11. Sulfide
12. Aniline Compounds
13. Chromium
14. Total Antimony*

*Pollutant added mid-program due to new regulatory updates and was included in 2/3 of testing.

DENIM MILLS

After completing our first round of effluent testing at our key non-denim mills, we plan to extend the program to our denim mills. Through this reporting process, we also learned that two of our denim producers that supply 14% of denim* for Guess US and Guess Canada, or 4% of total production*, are already implementing environmental improvements, and is an opportunity area for improvement that we are currently exploring.

Candiani Denim in Italy uses two innovative dyeing processes that cut down on water, waste, energy and chemicals used — N-Denim and Indigo Juice. N-Denim employs nitrogen to save about 33% of the water and 50% of the chemicals used in conventional dyeing. The Indigo Juice dyeing technology aims to minimize the amount of water needed in washing.

Cone Denim®, with mills in Mexico and the United States, produces fabrics containing recycled fibers in its Sustainblue™ Collection at its White Oak Plant in North Carolina. The recycled yarn contains fibers recovered from black microwave food trays. Cone Denim's proprietary spinning process blends these fibers into yarns, creating fabrics that provide superior performance, softness and wearability. While only a small portion of the denim we purchase from Cone Denim® contains this yarn (1.5%), we are optimistic that as we strengthen our partnership with this mill, we can use more of this recycled material in the future.

CARING FOR CUSTOMERS AND COMMUNITIES

As part of the global fashion community, we want to connect with our customers about responsible fashion, raise awareness of issues and join together to promote social change.



More than 18 million people in the United States and Canada were reached by GUESS Denim Day in 2014.



Left to right: Los Angeles Police Chief **Charlie Beck**; Sexual Assault Survivor / Peace Over Violence Communication and Events Manager **Britni Soto**; Congresswoman **Lucille Roybal-Allard**; Peace Over Violence Executive Director **Patti Giggans**; Musician **Aloe Blacc**; Los Angeles Mayor **Eric Garcetti**; Musician **Maya Jupiter**; Guess?, Inc. Founders **Paul Marciano** and **Maurice Marciano**

CARING FOR CUSTOMERS



Across the world, our customers are at the heart of what we do. Caring for customers means protecting their safety and privacy, and having an uncompromised approach to quality.

PRODUCT QUALITY AND SAFETY

We thoroughly inspect products before they reach our customers. As part of our quality control program, we test and inspect garments at each stage of the value chain: from raw materials and prototype testing to contractor manufacturing and distribution center arrival. Additionally, we perform random, in-line quality control checks during and after production, as well as before distribution. This strict protocol not only maintains the quality and reputation of our products but ensures the safety and satisfaction of our customers overall.

Guess Europe strictly adheres to the EU REACH regulation that restricts chemical substance use to protect human health and the environment. In addition to submitting a declaration of compliance with EU REACH, all GUESS suppliers must comply with our EU Global Sourcing Vendor Manual, which reflects our Code of Ethics.

To report a complaint or concern regarding our products and services, please contact [Customer Care](#).

CUSTOMER PRIVACY

GUESS is strongly committed to protecting customers' personal and financial data. As of 2014, there have been no serious incidents related to the security of our online information systems and customer databases.

In Guess US and Guess Canada, we not only comply with Payment Card Industry Standards, but we are taking steps toward providing full, end-to-end encryption of customer credit card data to ensure further transactional protection. Additionally, we protect customer information in accordance with our [Privacy Policy](#) as described on our website.

CARING FOR COMMUNITIES

GUESS FOUNDATION

[The GUESS Foundation](#) was established in 1994 with the mission of furthering social, educational and health opportunities for all. By using our global reach and iconic brand, we strive to leverage change that enhances the well-being and development of people everywhere. In 2014, the GUESS Foundation contributed more than \$800,000 to a diverse group of nonprofit organizations including Peace Over Violence for Denim Day, Make-A-Wish® Foundation, Providence Saint John's Health Center and the World Heart Federation. This year, GUESS Foundation Europe was developed to launch its first European program in Italy.

GUESS SCHOLARS PROGRAM

The GUESS Foundation also supports the GUESS Scholars Program in partnership with the Fashion Institute of Design & Merchandising (FIDM). Every year, the program grants two outstanding FIDM students a scholarship covering full tuition for the academic year.

"I believe there is nothing more valuable than a fresh and creative mind flourishing in education... the GUESS Scholars Program is just another way we can stand behind and support the next generation of fashion."

– Paul Marciano, President of the GUESS Foundation



Inc. and the GUESS Foundation became the official fashion sponsor of Denim Day, with a combined donation of \$100,000 and a cross-brand philanthropic marketing campaign.

Denim Day on April 23, 2014, in the United States was GUESS Foundation's largest cause marketing initiative to date, with more than 400 participating stores across GUESS, GUESS Factory and G by GUESS brands. We invited customers to pledge to wear jeans in solidarity with the cause through email, print, public service announcement, digital and social media. As part of a day-long event, founders Paul and Maurice Marciano hosted a press conference at our headquarters in Los Angeles, California, where they spoke about the campaign's goal and message. Ultimately, the Denim Day campaign reached more than 18 million people in the United States and Canada, 78,000 of whom signed the pledge.

DENIM DAY US

Years of meaningful community work have led the GUESS Foundation to become an integral part of the Guess US culture and vision. In 2014, the GUESS Foundation hosted its first annual Denim Day, an educational awareness campaign to prevent sexual violence. Started in 1999 by LA-based nonprofit organization Peace Over Violence, Denim Day was founded to support survivors of sexual assault and raise awareness of sexual violence. In 2014, Guess?



DENIM DAY

"Having Guess?, Inc. and GUESS Foundation US as the Official Fashion Sponsor of Denim Day 2014 allowed Peace Over Violence to bring the message of rape prevention to the mainstream. We reached more than 10 million registered participants in all 50 states and 110 foreign countries and garnered more than 120 million media impressions, largely attributable to GUESS' sponsorship of campaign print, radio and digital media public service announcements. GUESS' financial support enabled Peace Over Violence to expand our staffing on the campaign through the addition of a Development and Communications Manager.

We also benefitted from GUESS analysis of the campaign — specifically the tracking of the campaign on (social) media through tools that remain cost prohibitive for nonprofits to use. We shared these new outcome measurements/results with our supporters and with the government and foundation funders who support our sexual assault programs. This has been a critical advance for our agency in providing more quantitative data on the reach of the campaign and its ability to change the misconceptions that continue to surround sexual violence."

— Patti Giggans, Executive Director, Peace Over Violence and Founder of Denim Day USA

In 2015, GUESS Foundation continued its partnership with Peace Over Violence and expanded the Denim Day campaign to reach customers in Canada and to four brands, including Marciano, GUESS, GUESS Factory and G by GUESS. As part of our efforts, Guess US and Guess Canada donated \$2 per denim unit sold and \$2 per designated accessory sold between April 20 and 29.



DENIM DAY EUROPE

On May 29, 2015, GUESS Foundation Europe hosted its first European Denim Day at 90 locations across Italy. In partnership with The Circle Italia, a group of women fighting poverty and injustice through fundraising and awareness, GUESS Foundation Europe promoted Denim Day across various platforms, urging customers to take a pledge and donating 10% of all sales generated between May 17 and 30 to Italian charity D.i.R.e. Women's Network against Violence. Founded in 2008, D.i.R.e. currently operates 73 centers throughout Italy, providing support to women and children who are victims of violence. We are working to expand Denim Day across key European countries and GUESS brands in years to come.



CARING FOR COMMUNITIES



2014 DONATIONS THROUGH GOOD360®

	SUM OF UNITS	SUM OF RETAIL VALUE*
Women's Apparel	72,688	\$5,085,020
Men's Apparel	16,988	\$1,017,230
Footwear	3,157	\$106,287
Kids	2,984	\$75,921
Accessories	4,809	\$71,232
Other**	271	\$160
Grand Total	100,897	\$6,355,850

*Original retail value

**Other includes Gift With Purchase and Giveaways

GOOD360®

Choosing from their network of more than 40,000 organizations, Good360® facilitates partnership and product donations between local stores and community-based nonprofits. In 2014, Guess US and Guess Canada donated more than 100,000 items with a total retail value of more than \$6.3 million, through Good360®.



GUESS CARES

Established in 1996, the GUESS Cares program in the United States encourages employees to dedicate their time, passion and expertise to challenges happening close to home. An employee-driven environmental and community initiative, GUESS Cares strives to provide employees with a platform for making a meaningful impact. Whether it's preparing dinner for families at the Ronald McDonald House® or knitting scarves for troops overseas through Operation Gratitude, the GUESS Cares program reinforces that giving back is an integral part of the company culture. Reflecting the diversity of Guess US, community partners have included the Los Angeles Food Bank, Make-A-Wish® Foundation, Violence Intervention Program and Autism Speaks®.

Guess US is expanding its deep commitment to service and responsibility to include environmental issues. In 2015, GUESS Cares is launching GUESS Recycles, a program designed to educate and engage associates around sustainability. GUESS Recycles will communicate the benefits of recycling, provide easy access to recycling facilities and familiarize associates with on-site best practices for discarding hazardous material (paint, oil and electronics). Collection bins will be placed throughout Guess US campuses for recyclable items such as eyeglasses and electronics to donate to community partners.



BEST BUDDIES CHALLENGE®

Since 2012, employees at our Los Angeles headquarters have fundraised more than \$130,000 for the Best Buddies Challenge®, an annual 100 mile cycling event in Central California that supports Best Buddies® International, a nonprofit dedicated to enhancing the lives of people with intellectual disabilities.

DEVELOPING EMPLOYEES



We appreciate the prolific talents, loyalty and commitment of our people and aim to provide employees with ongoing opportunities for professional and personal growth. Our wide range of benefits includes talent development, educational resources and a robust corporate wellness program.



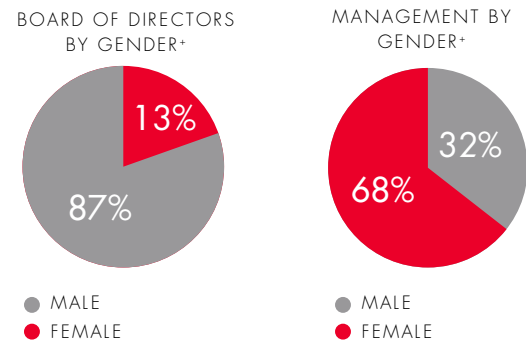
75 million — the number of people employed by the global apparel industry.

DEVELOPING EMPLOYEES



DIVERSITY

Guess?, Inc. and its subsidiaries employ approximately 14,100 people worldwide, so diversity runs deep in our company. Since founding Guess?, Inc., the Marciano brothers have drawn creative inspiration from cultures around the world. Within our company, we embrace their love for diversity, promoting an inclusive culture and celebrating our differences. Our employees' unique backgrounds fortify our creativity, continually bringing new perspectives critical to our business success.

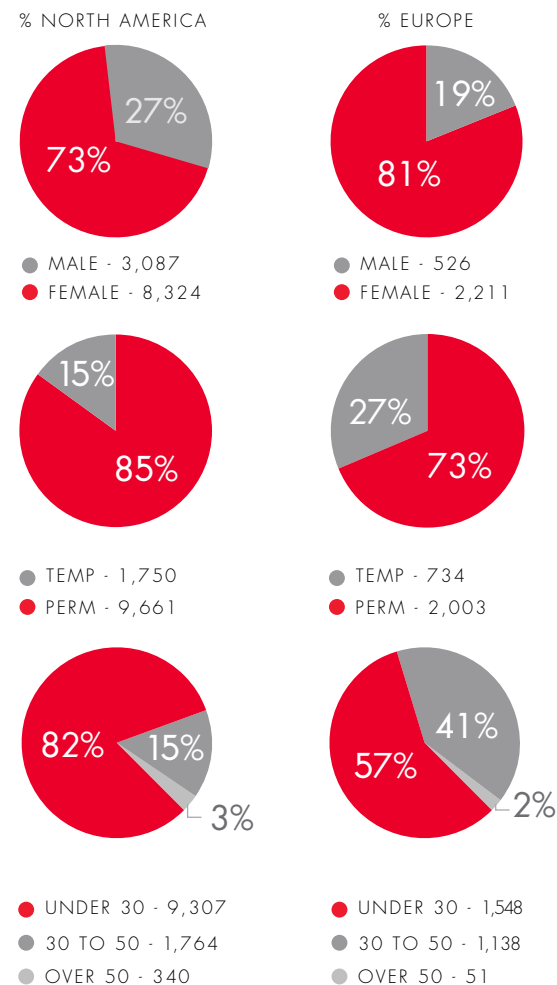


GUESS is an equal opportunity employer, committed to fair practices in recruiting, hiring, training, promoting, mobility, compensation and termination. We comply with applicable laws prohibiting discrimination based on the following: race, color, religion, gender, sex, sexual orientation, age, national origin, disability, covered veteran status, gender identity or expression, domestic violence victim status, genetic predisposition, marital status or any other protected status as defined by federal, provincial, state or local law.

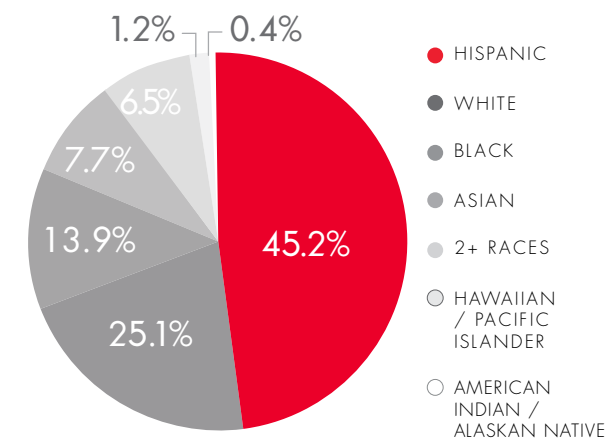
Our employees have a right to come to work in an environment free from harassment, retaliation or discrimination. We expect everyone to do their part in fostering a fair and inclusive workplace, and promptly investigate and when necessary take action on reports of possible discrimination.

Creating an atmosphere of open communication is important when issues arise, which is why we maintain an "open door policy." We welcome all employees to communicate work-related concerns with management or with human resources and also maintain a global whistleblower hotline program where employees can report unethical behavior or other concerns.

OUR EMPLOYEES (2014)*



EMPLOYEE ETHNICITY IN THE UNITED STATES (2014)*



PERFORMANCE MANAGEMENT AND TALENT DEVELOPMENT

We support and encourage our employees in their professional growth through annual performance reviews and training opportunities. Employees attend new-hire orientation and performance appraisal training so that they understand our human resources facilities and processes.

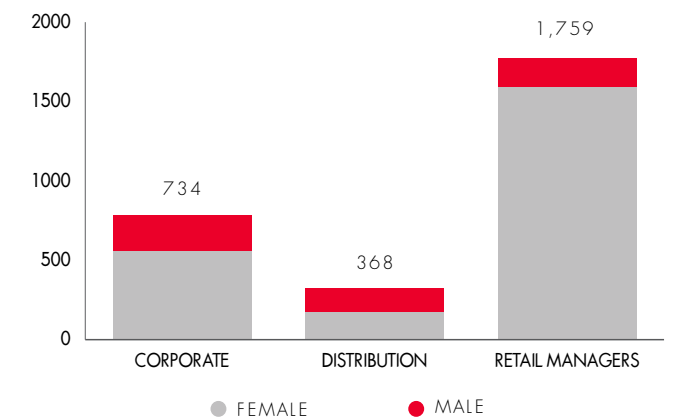
PERFORMANCE REVIEWS

Our annual performance reviews bring our employees and their managers together to discuss career progression. Standard topics covered include job responsibilities, recog-

nizing strengths, identifying opportunities, training and other methods for improving performance, and establishing goals for the future.

In the United States and Canada, all of our eligible full-time employees received annual reviews in 2014. In total, we conducted 2,861 performance reviews* for our eligible corporate, distribution center and retail manager employees, and a gender breakdown for these reviews is provided below. Most of our full-time employees are sales associates who do not receive annual reviews; therefore in 2014, 35% of our total permanent employees received a performance review. Our temporary sales associates hired for seasonal work at our retail stores do not receive a performance review. Involvement across Europe varied by country — participation ranged from 90-100% for corporate employees and 40-60% for retail manager employees.

PERFORMANCE REVIEWS IN NORTH AMERICA (2014)**



* Figure excludes employees not eligible for a performance review due to hire date or resignation.

DEVELOPING EMPLOYEES

TALENT DEVELOPMENT

We offer our employees a comprehensive range of training opportunities in leadership development, management skills and delegation, presentation skills, industry knowledge, compliance, professional development and communication. Our training programs are delivered through one-on-one settings, instructor-led classroom sessions, online learning resources and external seminars.

Our corporate employees have access to training in communication skills, business acumen and foreign language skills. Our managers are encouraged to continue development in supervisory skills, recruiting, coaching, communication, writing, leadership, time management and selling skills. We support employees with an online library of content to encourage development in multiple areas of the business.



Guess US has several targeted training programs that support career advancement for our most committed employees. Some of these programs include:

TOP TALENT PROGRAM

The Top Talent Program was created for top district managers who have achieved proven results. The program is a two-day meeting in Los Angeles with the objective of recognizing and leveraging talent and further developing the skills and competencies of our top performing district managers.

DISTRICT TRAINING MANAGER PROGRAM

The District Training Manager (DTM) Program recognizes store managers with a passion for training and the ability to deliver exceptional results in-store. These managers receive continuous development in leadership and training to support their role of onboarding new managers.

FUTURE LEADERS PROGRAM

FOR STORE MANAGERS

The Future Leaders Program develops the most capable store managers into multi-management roles. More than 50% of our new district and area managers hired in 2014 went through this program.

FOR ASSOCIATES

The Future Leaders Program develops the most promising sales associates into management roles. The program is designed to help build the strength of the store team and encourage internal promotions.

GUESS Rules

Attitude

Common Sense

Courage

Get Things Done

Sense of Urgency

Be a Good Teammate

P.H.

DEVELOPING EMPLOYEES



Additional topics are added to the library every year for ongoing training and development. In 2015, we will offer several of these trainings in the form of eLearning modules. All of our sales associates receive training in goal setting, selling techniques, product knowledge and safety. The robust training includes daily and monthly meetings, flashcard practice for knowledge building and informational materials on trends and products.

Across all our locations, we support professional growth by providing a tuition reimbursement program and work flexibility to attend external courses.

BENEFITS

Our attractive benefits package is designed to build long-term employee loyalty and attract top talent.

In the United States, we offer full-time and eligible part-time employees medical, dental and vision coverage, flexible spending accounts and retirement savings plans. We also offer an employee stock purchase plan, life and accident insurance, disability coverage and employee assistance programs. In addition, our wellness program promotes a healthy, balanced lifestyle and supports employees' personal wellness goals. We also have a fully equipped gym at our headquarters campus that offers classes daily in activities like cycling, yoga and kickboxing.

In Europe, benefits are country specific and include health care, disability coverage, adoption and parental leave, retirement provisions, lunch allowances, discount cards and, in some cases, bonus plans.

GUESS WELLNESS PROGRAM

Our United States incentive-based wellness program encompasses both physical and mental wellness. Employees receive points for engaging in health-related activities and are rewarded based on the points they earn.

Examples of our point-based activities include:

- Gym visits
- Healthy cooking demonstrations or nutrition seminars
- Medical physical exam
- Meditation classes

The GUESS Wellness Program has 149 participants, approximately 20% of our corporate staff, and spans all age groups — from age 22 to 65+. Dedicated walking groups are a popular part of the program with small groups taking walks at 15-minute intervals — earning points during their lunch, morning and afternoon breaks. To support healthy food choices, the GUESS Café at our headquarters provides fresh lunch options at cost-only prices.

Based on the success of the GUESS Wellness Program in Los Angeles, we launched similar programs at the corporate level at our Kentucky distribution center and New York showroom. Employees at these locations are embracing healthier lifestyles, reducing health issues and earning the company local awards for its success.

Our GUESS Wellness Program also helps to reduce the cost of health care premiums in the United States. We introduced our health carriers to the program in 2014 and our medical carrier has provided additional contributions to help support preventative care.

HEALTH AND SAFETY

We take an uncompromising approach to safety, prioritizing the safety of our customers and employees in our stores, distribution centers and headquarters.

We strive for zero accidents and injuries and support this goal with a program of employee education and workplace audits. We evaluate our safety progress internally and also benchmark amongst peers in the industry to understand our relative performance. In 2014, we had zero work-related fatalities.

In 2014, we had a personal injury rate of 2.25 incidents per 100,000 hours worked in the United States and 4.53 incidents per 100,000 hours work in Canada.





MEASURING OUR CARBON FOOTPRINT

Climate change is one of society's most important challenges, and we know we must do our part to reduce carbon emissions. To better understand the nature of our impact, we performed our first carbon footprint analysis for North America that will help us make decisions on how to grow our company without growing our carbon footprint.



~~~~~  
A tree can capture up to 0.9 metric tons of carbon dioxide by the time it reaches 40 years old.  
~~~~~

MEASURING OUR CARBON FOOTPRINT



To calculate our carbon footprint and greenhouse gas (GHG) inventory, we referenced the Greenhouse Gas Protocol Corporate Accounting Standard published by the World Business Council for Sustainable Development and the World Resources Institute. Our analysis covers directly leased or owned facilities on which we have operational control, and includes both direct (Scope 1) and indirect (Scope 2) emissions. Scope 1 emissions refer to emissions generated as a result of building and space heaters, and Scope 2 emissions refer to emissions generated as a result of purchased electricity from utilities and other energy providers. Going forward, to continue to improve GHG disclosure, we will be evaluating the impact that other Scope 1 sources, such as back-up generators or refrigerants, could have on our GHG footprint.

We hired third party carbon accounting specialists to collect and process our direct metering reports from utilities and/or energy supplier invoices. When these reports were unavailable, estimates were created based on reports or invoices from other buildings comparable in size and energy consumption; this estimation technique was used for over 40% of our energy use.

GUESS Carbon Footprint for North America (2014)⁺

	Metric Tons CO ₂ e
Direct GHG emissions (Scope 1)	1,275
Indirect GHG emissions (Scope 2)	33,186

GUESS US AND GUESS CANADA'S CARBON FOOTPRINT IS EQUIVALENT TO:

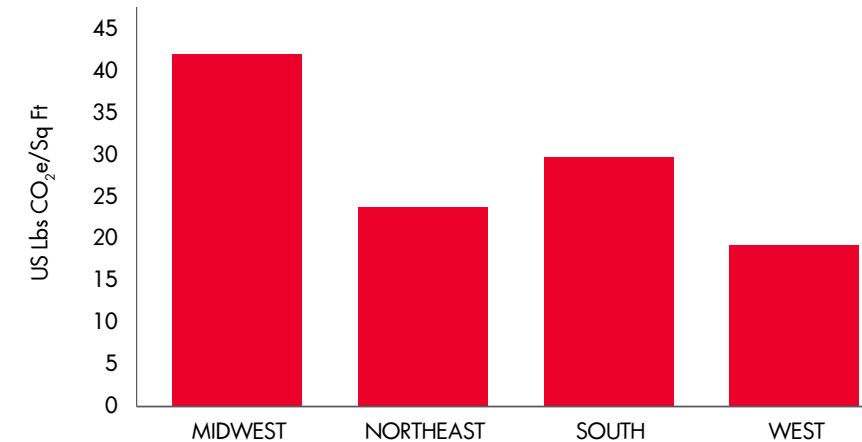
82,050,000 miles driven by an average passenger vehicle

80,142 barrels of oil consumed

Carbon captured by 28,247 acres of U.S. forests in one year

Source: EPA (2015) Greenhouse Gas Equivalencies Calculator, September 2015

GUESS US Regional Lbs of CO₂e per Square Foot



Our total carbon footprint in 2014 for North America was 34,461 metric tons CO₂e. Electricity consumption had the largest overall impact on our carbon footprint and accounted for 97% of total emissions. For Guess US, stores in the Midwest and South regions had the largest amount of CO₂e per square foot. We will use this and other informa-

tion gained from this assessment to help us reduce electricity use at our stores, distribution centers and headquarters, which will be a focus area for our company in the future.

Records for Guess Europe GHG emissions were limited at the time of publication of this report, and therefore the Guess Europe GHG data was omitted. We look forward to including this information in our next sustainability report.



GREENING OUR OPERATIONS

Fashion relies on the natural environment for much of its materials and processes. The environment is not only crucial to our business, but to our customers and employees that value a healthy world now and for generations to come. With environmentally minded programs at our corporate headquarters, distribution centers and retail stores, we are working to build a company culture that considers the environment throughout its business.



On average, lighting accounts for more than half of all electricity use in retail stores.

GREENING OUR OPERATIONS



ENERGY EFFICIENCY

Stores

Cutting our electricity reduces our carbon footprint and saves money — a win-win for us and the environment. In 2014, our focus was improving store energy efficiency by replacing existing lighting systems with LED lighting. Replacing fluorescent and incandescent lamps with LED lighting achieves significant electricity savings.

LED LIGHTING IN ROME, ITALY

As a result of our LED lighting upgrades in Europe, one of our stores in Rome, Italy reduced electricity use by 60%, from 82 MWh to 32 MWh in 2014.

By the end of the year, we retrofitted a total of 210 retail stores in the United States, Canada and Europe. Though the exact savings may vary, we estimate that these upgrades will save 48% of electricity use for the 210 retail stores. We plan on retrofitting an additional 106 stores in 2015.

In the United States and Canada, we worked with our lighting vendors to design all-LED lighting specifications for our new and remodeled retail and factory stores and plan on using this efficient lighting design going forward. In California, we are complying with Title 24 requirements and installed several lighting upgrades in our stores. These include occupancy sensors, light dimmers and separate storefront lighting controls to maximize the use of natural daylight and minimize electricity use.

ENVIRONMENTAL IMPROVEMENTS

Distribution Centers

In addition to our stores, we also manage the environmental impacts of our three distribution centers (DC) in the United States, Canada and Europe. The two largest — located in Louisville, Kentucky, and Piacenza, Italy — handle more than 85% of our shipments.

Louisville, Kentucky

Our primary U.S. distribution center in Louisville, Kentucky, is a 506,000 square-foot facility that processes more than 27 million units per year for U.S. retail stores, e-commerce and wholesale customers and a limited amount of overseas wholesale customers.

In 2014, we replaced our HVAC units and upgraded metal halide lighting to more efficient fluorescent lamps. These initiatives are projected to reduce annual electricity use at our Louisville DC by 4.4 million kWh, a 25% reduction in the DC's total electricity use.

Our Louisville DC began reusing and recycling vendor cartons in 2006, and, in 2014, out of a total of 1,407,540 cartons received, we reused 734,600 vendor cartons, recycled 672,940 cartons that were unsuitable for shipping and sent nothing to landfill.

We also recycled 67,900 pounds of steel from various projects in the DC.

Piacenza, Italy

Our distribution center in Piacenza, Italy, managed by XPO Logistics, has achieved ISO 14001, a certification for its environmental management system. Certification is a part of XPO's wider commitment to good environmental management.

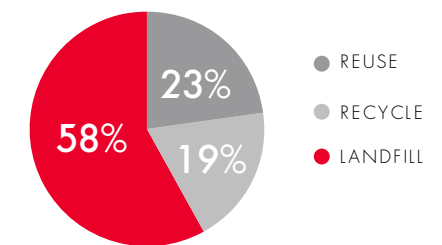
The facility uses approximately 1,800 MWh of electricity, 1.9 million cubic feet of natural gas and produces roughly 1,100 tons of waste annually. Almost all (97%) of this waste is recycled and consists of mainly paper, plastic, wood and iron.

Headquarters

At our Los Angeles headquarters, which also has a small shipping warehouse on site, we are progressively upgrading to LED lighting and reducing the amount of waste we send to landfill.

In 2014, we reused 23% of our waste and recycled a further 19%, in total diverting more than 17.5 tons of waste from landfill. We reused 90% of our cardboard boxes and recycled a range of materials including cardboard boxes (that could not be reused), metal from retired rolling racks, store fixtures, furniture, paper and batteries from electronic devices.

WASTE AT OUR HEADQUARTERS IN 2014



We landfill roughly 465 tons of waste, a number we aim to continuously reduce.

Transportation and Distribution

We select logistics partners that demonstrate a commitment to environmental performance. UPS, which handles all of our U.S. e-commerce and outbound distribution center shipping, is proactive in enhancing fleet efficiency, optimizing deliveries and improving road safety. Measures such as their proprietary route optimization software — which calculates the most fuel-efficient route — and their fleet of 4,518 low-emissions vehicles enable UPS to cut the environmental impact of our logistics operation.

UPS also makes safety a priority with more than 180 safety-training courses providing each tractor-trailer driver with roughly 80 hours of computer-based and on-road training.

GREENING OUR OPERATIONS

PAPER USE AND SOURCING

Our paper use

Reducing the amount of paper we use helps to conserve energy and water needed for paper production. To decrease our reliance on paper, we're moving to electronic systems wherever possible, which also makes our business operations more effective.

We handle purchase orders, delivery documentation, invoicing and payments for goods through a paperless electronic system. Our U.S. stores process payments using electronic signatures and our Canada registers have stopped printing duplicate receipts when possible. In Europe, the majority of our nongoods invoices are tracked electronically.

We also receive nongoods payments in Europe and Asia through electronic transfers, and in the United States and Canada we are in the process of converting our vendors to electronic transfers.

Responsible paper sourcing

Guess US purchases a large amount of premium paper for catalogs, magazine inserts and direct mailings. Guess US supports sustainable paper production practices, purchasing 418 tons of premium coated papers — 70% of our total advertising spend* — from Appleton Coated® in 2014.

Appleton Coated, a U.S. producer, is one of only 25 companies worldwide recognized by the World Wildlife Fund® Environmental Paper Company Index for transparency in environmental reporting. Appleton Coated is also an Environmental Protection Agency (EPA) Green Power Partner® and requires all of its outbound carriers to be EPA Smart-Way certified.

Of the Appleton Coated paper we purchased, 6% was made with Green-e® certified green power¹, and all was made with at least 10% post-consumer waste. The Environmental Paper Network Calculator estimates that we saved 32 metric tons of CO₂ equivalent, 837 trees and 391,000 gallons of water through our purchases.

¹ For all grades that carry the Green Power designation, 100% of the electricity used to manufacture these products is matched with renewable energy credits (RECS) from Green-e® certified sources — primarily wind.



INDEPENDENT ACCOUNTANTS' REPORT



KPMG LLP
Suite 2100
1003 Bishop Street
Honolulu, HI 96813-6400

Independent Accountants' Report

Guess?, Inc. Board of Directors and Management:

We have reviewed the metrics identified in the Key Metrics and Reporting Criteria table on pages 69-71 of the Guess 2014 Sustainability Report (Metrics). Guess?, Inc.'s management is responsible for the Metrics and for the Reporting Criteria.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. A review is substantially less in scope than an examination, the objective of which is the expression of an opinion on management's assertion. Accordingly, we do not express such an opinion.

Greenhouse gas data are subject to measurement uncertainties resulting from limitations inherent in the nature and methods of determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Based on our review, nothing came to our attention that caused us to believe that the Metrics referred to above are not presented, in all material respects, in conformity with the Reporting Criteria as described in the Key Metrics and Reporting Criteria table on pages 69-71 of the Guess 2014 Sustainability Report.

KPMG LLP

Honolulu, Hawaii
December 15, 2015

KPMG LLP is a Delaware limited liability partnership, the U.S. member firm of KPMG International Cooperative ("KPMG International"), a Swiss entity.

KEY METRICS AND REPORTING CRITERIA

NUMBER	IMPACT AREA	METRIC	REPORTING CRITERIA	PAGE NUMBER
1	SUPPLY CHAIN MANAGEMENT	NUMBER OF SUPPLIERS FROM WHOM GUESS APPAREL WAS SOURCED	NUMBER OF CONTRACTED SUPPLIERS FROM WHOM FINISHED APPAREL PRODUCTS WERE SOURCED BY GUESS US, GUESS CANADA AND GUESS EUROPE IN CALENDAR YEAR 2014	26
2	SUPPLY CHAIN MANAGEMENT	NUMBER OF COUNTRIES FROM WHERE GUESS APPAREL WAS SOURCED	NUMBER OF COUNTRIES IN WHICH THE CONTRACTED SUPPLIERS IDENTIFIED IN (1) ABOVE ARE LOCATED	26
3	SUPPLY CHAIN MANAGEMENT	2014 GUESS DIRECTLY SOURCED APPAREL BY COUNTRY (BY UNITS PURCHASED)	FOR EACH COUNTRY WHERE A SUPPLIER FACTORY IS LOCATED, FINISHED APPAREL PRODUCTS UNITS PURCHASED FROM THE SUPPLIER FACTORY AS A PERCENTAGE OF THE TOTAL FINISHED APPAREL PRODUCT UNITS PURCHASED BY GUESS US, GUESS CANADA AND GUESS EUROPE IN CALENDAR YEAR 2014	27
4	SUPPLY CHAIN MANAGEMENT	SUPPLIER FACTORY SOCIAL COMPLIANCE AUDITS (2014)	NUMBER OF GUESS SUPPLIER FACTORY CODE OF CONDUCT AUDITS COMPLETED BY GUESS EMPLOYEES AND PERCENTAGE OF TOTAL SUPPLIER FACTORY AUDITS NUMBER OF GUESS SUPPLIER FACTORY CODE OF CONDUCT AUDITS COMPLETED BY EXTERNAL AUDITORS CONTRACTED BY GUESS AND PERCENTAGE OF TOTAL SUPPLIER FACTORY AUDITS NUMBER OF SUPPLIER FACTORY AUDITS COMPLETED BY THIRD-PARTY CERTIFICATION AUDITORS FOR COMPLIANCE WITH WRAP, SEDEX, OR SA8000 RESPECTIVE STANDARDS AND PERCENTAGE OF TOTAL SUPPLIER FACTORY AUDITS OBTAINED DIRECTLY FROM THE THIRD-PARTY AUDITOR NUMBER OF SUPPLIER FACTORY AUDITS REVIEWED BY GUESS THAT WERE COMPLETED BY A LIKE-MINDED PEER COMPANY WHOSE AUDIT DOCUMENTATION MEETS OR EXCEEDS GUESS' SUPPLIER CODE OF CONDUCT STANDARDS AND PERCENTAGE OF TOTAL SUPPLIER FACTORY AUDITS.	30
5	SUPPLY CHAIN MANAGEMENT	% OF AUDITS REPORTING COMPLIANCE ISSUES (2014)	PERCENTAGE OF ALL SUPPLIER FACTORY AUDITS THAT HAVE REPORTED COMPLIANCE ISSUES WITH THE GUESS SUPPLIER CODE OF CONDUCT BY COMPLIANCE ISSUE TYPE	32

SEE ACCOMPANYING INDEPENDENT ACCOUNTANTS' REPORT ON PAGE 68.

KEY METRICS AND REPORTING CRITERIA (CONTINUED)

NUMBER	IMPACT AREA	METRIC	REPORTING CRITERIA	PAGE NUMBER
6	SUPPLY CHAIN MANAGEMENT	WASTEWATER MANAGEMENT PROGRAM FOR NON-DENIM MILLS IN CHINA	NUMBER OF NON-DENIM MILLS IN CHINA IDENTIFIED IN 2014 TO PARTICIPATE IN GUESS' WASTEWATER MANAGEMENT PROGRAM	40
7	SUPPLY CHAIN MANAGEMENT	% OF NON-DENIM MATERIALS SOURCED FROM NON-DENIM MILLS IN CHINA PARTICIPATING IN THE WASTEWATER MANAGEMENT PROGRAM	NON-DENIM MATERIAL PURCHASED IN UNITS FROM NON-DENIM MILLS PARTICIPATING IN GUESS' WASTEWATER MANAGEMENT PROGRAM AS A PERCENTAGE OF TOTAL NON-DENIM MATERIAL PURCHASED UNITS IN CALENDAR YEAR 2014	40
8	MATERIAL SOURCING AND PRODUCT QUALITY	2014 GUESS MATERIALS OVERVIEW (BY UNITS PURCHASED)	RAW MATERIAL UNITS PURCHASED FOR THE MANUFACTURING OF APPAREL PRODUCTS BY TYPE AS A PERCENTAGE OF THE TOTAL RAW MATERIALS PURCHASED FOR THE MANUFACTURING OF APPAREL PRODUCTS BY GUESS US, GUESS CANADA AND TOTAL PRODUCTION IN CALENDAR YEAR 2014	39
9	MATERIAL SOURCING AND PRODUCT QUALITY	PERCENT OF DENIM PROVIDED BY TWO SUPPLIERS IDENTIFIED AS SUSTAINABILITY LEADERS	DENIM UNITS PURCHASED FROM TWO OEKO-TEX STANDARD 100 CERTIFIED SUPPLIERS AS A PERCENTAGE OF TOTAL DENIM UNITS PURCHASED AND AS A PERCENTAGE OF TOTAL UNITS PURCHASED BY GUESS US AND GUESS CANADA IN CALENDAR YEAR 2014	41
10	EMPLOYEE RELATIONS	BOARD OF DIRECTORS BY GENDER	PERCENTAGE OF MALES AND FEMALES SERVING ON THE BOARD OF DIRECTORS OF GUESS?, INC. AS OF DECEMBER 31, 2014	52
11	EMPLOYEE RELATIONS	MANAGEMENT BY GENDER	PERCENTAGE OF GUESS NORTH AMERICA AND GUESS EUROPE MALE AND FEMALE MANAGERS (INDIVIDUALS WITH MANAGER TITLES OR RESPONSIBILITIES) AS OF DECEMBER 31, 2014	52
12	EMPLOYEE RELATIONS	OUR EMPLOYEES (2014)	PERCENTAGE OF MALE AND FEMALE GUESS NORTH AMERICA AND GUESS EUROPE EMPLOYEES AS OF DECEMBER 31, 2014 PERCENTAGE OF GUESS NORTH AMERICA AND GUESS EUROPE PERMANENT AND TEMPORARY EMPLOYEES OF AS OF DECEMBER 31, 2014 PERCENTAGE OF GUESS NORTH AMERICA AND GUESS EUROPE PERMANENT AND TEMPORARY EMPLOYEES AS OF DECEMBER 31, 2014 AGED UNDER 30, 30-50 AND OVER 50	52
13	EMPLOYEE RELATIONS	EMPLOYEE ETHNICITY IN THE UNITED STATES (2014)	PERCENTAGE OF PERMANENT AND TEMPORARY U.S. EMPLOYEES AS OF DECEMBER 31, 2014 BY SELF-DECLARED ETHNICITY	53
14	EMPLOYEE RELATIONS	PERFORMANCE REVIEWS IN NORTH AMERICA	NUMBER OF NORTH AMERICAN EMPLOYEES THAT COMPLETED PERFORMANCE REVIEWS IN 2014 BY BUSINESS FUNCTION (CORPORATE, DISTRIBUTION, AND RETAIL MANAGER) AND GENDER. ONLY PERMANENT EMPLOYEES ARE ELIGIBLE FOR PERFORMANCE REVIEWS WHEN THEY ARE EMPLOYED BY THE COMPANY AFTER APRIL 2014 FOR AT LEAST 6 MONTHS	53

SEE ACCOMPANYING INDEPENDENT ACCOUNTANTS' REPORT ON PAGE 68.

KEY METRICS AND REPORTING CRITERIA (CONTINUED)

NUMBER	IMPACT AREA	METRIC	REPORTING CRITERIA	PAGE NUMBER
15	ENVIRONMENTAL IMPACTS OF OUR OPERATIONS	DIRECT GHG EMISSIONS (SCOPE 1)	GHG EMISSIONS FOR CALENDAR YEAR 2014 FROM THE USE OF NATURAL GAS IN GUESS OWNED AND DIRECT OPERATED RETAIL STORES, HEADQUARTERS, DISTRIBUTION CENTERS, AND WAREHOUSES IN NORTH AMERICA. ENERGY USAGE WAS DERIVED FROM INVOICES. EMISSIONS FACTORS APPLIED FOR NATURAL GAS FOR GUESS U.S. SITES WERE FROM THE CLIMATE REGISTRY'S (TCR) U.S. DEFAULT FACTORS FOR CALCULATING CO2 EMISSIONS FROM FOSSIL FUEL COMBUSTION (TABLE 12.1 AND TABLE 12.9) (TCR, 2015). EMISSIONS FACTORS APPLIED FOR NATURAL GAS FOR GUESS CANADA SITES WERE FROM THE ENVIRONMENT CANADA NATIONAL INVENTORY REPORT 1990-2011 (2013 SUBMISSION) ANNEX 8, TABLE 8.1 AND THE RESIDENTIAL, CONSTRUCTIONS, COMMERCIAL/ INSTITUTIONAL, AGRICULTURE CHART FROM APPENDIX 8, TABLE 8-2. GLOBAL WARMING POTENTIALS USED ARE THE 100 YEAR GWP FROM THE INTERNATIONAL PANEL ON CLIMATE CHANGE SECOND ASSESSMENT REPORT.	60
16	ENVIRONMENTAL IMPACTS OF OUR OPERATIONS	INDIRECT GHG EMISSIONS (SCOPE 2)	GHG EMISSIONS FOR THE CALENDAR YEAR 2014 FROM PURCHASED ELECTRICITY AND CHILLED WATER IN GUESS OWNED AND DIRECT OPERATED RETAIL STORES, HEADQUARTERS, DISTRIBUTION CENTERS, AND WAREHOUSES IN NORTH AMERICA. ENERGY USAGE WAS DERIVED FROM A COMBINATION OF INVOICES AND WHEN INVOICES WERE NOT AVAILABLE ESTIMATION TECHNIQUES. ESTIMATES WERE CREATED BASED ON DATA FROM OTHER BUILDINGS COMPARABLE IN SIZE AND ENERGY CONSUMPTION. EMISSIONS FACTORS APPLIED FOR THE UNITED STATES WERE FROM US EPA EGRID 9TH EDITION V1.0 (YEAR 2010 DATA), FOR CANADA FROM THE CLIMATE REGISTRY 2013 DEFAULT EMISSION FACTORS TABLE 12.1. FOR CHILLED WATER, U.S. ENERGY INFORMATION ADMINISTRATION, FORM EIA-1065 APPENDIX N. EMISSIONS FACTORS FOR STEAM AND CHILLED/HOT WATER. GLOBAL WARMING POTENTIALS USED ARE THE 100 YEAR GWP FROM THE INTERNATIONAL PANEL ON CLIMATE CHANGE SECOND ASSESSMENT REPORT.	60
17	ENVIRONMENTAL IMPACTS OF OUR OPERATIONS	PERCENT OF PAPER PURCHASED FROM SUPPLIER APPLETON COATED FOR ADVERTISING IN 2014	DOLLAR AMOUNT OF PAPER PURCHASED FOR ADVERTISING MATERIALS FROM APPLETON COATED, WHO WAS RECOGNIZED BY WORLD WILDLIFE FUND'S ENVIRONMENTAL COMPANY PAPER INDEX FOR TRANSPARENCY IN ENVIRONMENTAL REPORTING, AS A PERCENTAGE OF THE TOTAL DOLLAR AMOUNT OF PAPER PURCHASED FOR ADVERTISING MATERIALS IN CALENDAR YEAR 2014 BY GUESS U.S. HEADQUARTERS	66

SEE ACCOMPANYING INDEPENDENT ACCOUNTANTS' REPORT ON PAGE 68.

GRI INDEX

GENERAL STANDARD DISCLOSURES

INDICATOR	LINK (REPORT SECTION OR EXTERNAL LINK)
STRATEGY AND ANALYSIS	
G4-1	INTRODUCTIONS
ORGANIZATIONAL PROFILE	
G4-3	COMPANY NAME: GUESS?, INC.
G4-4	ABOUT GUESS
G4-5	HEADQUARTERS: LOS ANGELES, CA
G4-6	ABOUT GUESS
G4-7	GUESS?, INC. IS A PUBLICLY TRADED COMPANY ON THE NEW YORK STOCK EXCHANGE, UNDER THE TICKER SYMBOL GES.
G4-8	ABOUT GUESS
G4-9	ABOUT GUESS
G4-10	DEVELOPING EMPLOYEES > DIVERSITY
G4-11	IN MOST EUROPEAN COUNTRIES, AND SIMILAR TO OTHER INDUSTRIES, WE HAVE COLLECTIVE BARGAINING AGREEMENTS REQUIRED BY LAW, AS IN ITALY, FRANCE, NETHERLANDS AND SPAIN. IN NORTH AMERICA, GUESS?, INC. DOES NOT HAVE ANY UNION EMPLOYEES OR EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS.
G4-12	PROTECTING WORKERS > AN OVERVIEW OF OUR SUPPLY CHAIN
G4-13	ABOUT GUESS
G4-14	PROTECTING WORKERS > AN OVERVIEW OF OUR SUPPLY CHAIN CONSERVING WATER > PROTECTING AND CONSERVING WATER IN THE SUPPLY CHAIN GREENING OUR OPERATIONS
G4-15	ABOUT GUESS
G4-16	ABOUT GUESS
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES	
G4-17	ABOUT GUESS
G4-18	ABOUT THIS REPORT > MATERIAL ISSUES
G4-19	ABOUT THIS REPORT > MATERIAL ISSUES
G4-20	ABOUT THIS REPORT > MATERIAL ISSUES
G4-21	ABOUT THIS REPORT > MATERIAL ISSUES
G4-22	NOT APPLICABLE, FIRST SUSTAINABILITY REPORT
G4-23	NOT APPLICABLE, FIRST SUSTAINABILITY REPORT
STAKEHOLDER ENGAGEMENT	
G4-24	ABOUT THIS REPORT > MATERIAL ISSUES
G4-25	ABOUT THIS REPORT > MATERIAL ISSUES
G4-26	ABOUT THIS REPORT > MATERIAL ISSUES
G4-27	ABOUT THIS REPORT > MATERIAL ISSUES
REPORT PROFILE	
G4-28	ABOUT THIS REPORT
G4-29	NOT APPLICABLE, FIRST SUSTAINABILITY REPORT

INDICATOR	LINK (REPORT SECTION OR EXTERNAL LINK)
G4-30	INTEND TO REPORT EVERY TWO YEARS (NEXT REPORT FOR 2016)
G4-31	ABOUT THIS REPORT
G4-32	ABOUT THIS REPORT
G4-33	ABOUT THIS REPORT
GOVERNANCE	
G4-34	FOR MORE INFORMATION ABOUT GUESS GOVERNANCE STRUCTURE, CLICK HERE: http://investors.guess.com/phoenix.zhtml?c=92506&p=irol-govBoard ABOUT GUESS > GOVERNANCE
ETHICS AND INTEGRITY	
G4-56	ABOUT GUESS > ETHICS AND INTEGRITY

SPECIFIC STANDARD DISCLOSURES

INDICATOR	LINK	IDENTIFIED OMISSION	REASON(S) FOR OMISSION(S)	EXPLANATION FOR OMISSION(S)
CATEGORY: ECONOMIC				
MATERIAL ASPECT: ECONOMIC PERFORMANCE				
G4-DMA	FY2015 FORM 10-K > SELECT FINANCIAL DATA, PAGE 27			
G4-EC1	ABOUT GUESS > KEY FACTS FY2015 FORM 10-K > SELECT FINANCIAL DATA, PAGE 27			
MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS				
G4-DMA	CARING FOR CUSTOMERS AND COMMUNITIES > CARING FOR COMMUNITIES			
G4-EC8	CARING FOR CUSTOMERS AND COMMUNITIES > CARING FOR COMMUNITIES			
CATEGORY: ENVIRONMENTAL				
MATERIAL ASPECT: MATERIALS				
G4-DMA	CONSERVING WATER > AN OVERVIEW OF THE MATERIALS WE USE			
G4-EN1	CONSERVING WATER > AN OVERVIEW OF THE MATERIALS WE USE			
MATERIAL ASPECT: ENERGY				
G4-DMA	MEASURING OUR CARBON FOOTPRINT			
G4-EN3	MEASURING OUR CARBON FOOTPRINT			
MATERIAL ASPECT: EMISSIONS				
G4-DMA	MEASURING OUR CARBON FOOTPRINT			
G4-EN15	MEASURING OUR CARBON FOOTPRINT			
G4-EN16	MEASURING OUR CARBON FOOTPRINT			
MATERIAL ASPECT: PRODUCTS AND SERVICES				
G4-DMA	CONSERVING WATER > PROTECTING AND CONSERVING WATER IN THE SUPPLY CHAIN			
G4-EN27	CONSERVING WATER > PROTECTING AND CONSERVING WATER IN THE SUPPLY CHAIN			
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT				
G4-DMA	CONSERVING WATER > PROTECTING AND CONSERVING WATER IN THE SUPPLY CHAIN			
G4-EN33	CONSERVING WATER > PROTECTING AND CONSERVING WATER IN THE SUPPLY CHAIN			

INDICATOR	LINK	IDENTIFIED OMISSION	REASON(S) FOR OMISSION(S)	EXPLANATION FOR OMISSION(S)
CATEGORY: SOCIAL SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
MATERIAL ASPECT: EMPLOYMENT				
G4-DMA	DEVELOPING EMPLOYEES > BENEFITS			
G4-LA2	DEVELOPING EMPLOYEES > BENEFITS			
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY				
G4-DMA	DEVELOPING EMPLOYEES > HEALTH AND SAFETY			
G4-LA6	DEVELOPING EMPLOYEES > HEALTH AND SAFETY	GUESS EUROPE INJURY RATES	THE INFORMATION IS CURRENTLY UNAVAILABLE.	GUESS EUROPE DATA IS CURRENTLY DIFFICULT TO OBTAIN. WE PLAN ON OBTAINING THIS INFORMATION IN THE NEAR FUTURE.
MATERIAL ASPECT: TRAINING AND EDUCATION				
G4-DMA	DEVELOPING EMPLOYEES > PERFORMANCE MANAGEMENT AND TALENT DEVELOPMENT > PERFORMANCE ASSESSMENTS			
G4-LA11	DEVELOPING EMPLOYEES > PERFORMANCE MANAGEMENT AND TALENT DEVELOPMENT > PERFORMANCE ASSESSMENTS			
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY				
G4-DMA	DEVELOPING EMPLOYEES > DIVERSITY			
G4-LA12	DEVELOPING EMPLOYEES > DIVERSITY			
MATERIAL ASPECT: SUPPLIER ASSESSMENT OF LABOR PRACTICES				
G4-DMA	PROTECTING WORKERS > HOW WE PROTECT WORKERS			
G4-LA15	PROTECTING WORKERS > HOW WE PROTECT WORKERS > AUDIT FINDINGS			
CATEGORY: SOCIAL SUBCATEGORY: HUMAN RIGHTS				
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT				
G4-DMA	PROTECTING WORKERS > HOW WE PROTECT WORKERS			
G4-HR11	PROTECTING WORKERS > HOW WE PROTECT WORKERS > AUDIT FINDINGS			
CATEGORY: SOCIAL SUBCATEGORY: SOCIETY				
MATERIAL ASPECT: LOCAL COMMUNITIES				

INDICATOR	LINK	IDENTIFIED OMISSION	REASON(S) FOR OMISSION(S)	EXPLANATION FOR OMISSION(S)
G4-DMA	CARING FOR CUSTOMERS AND COMMUNITIES > CARING FOR COMMUNITIES			
G4-SO1	CARING FOR CUSTOMERS AND COMMUNITIES > CARING FOR COMMUNITIES			

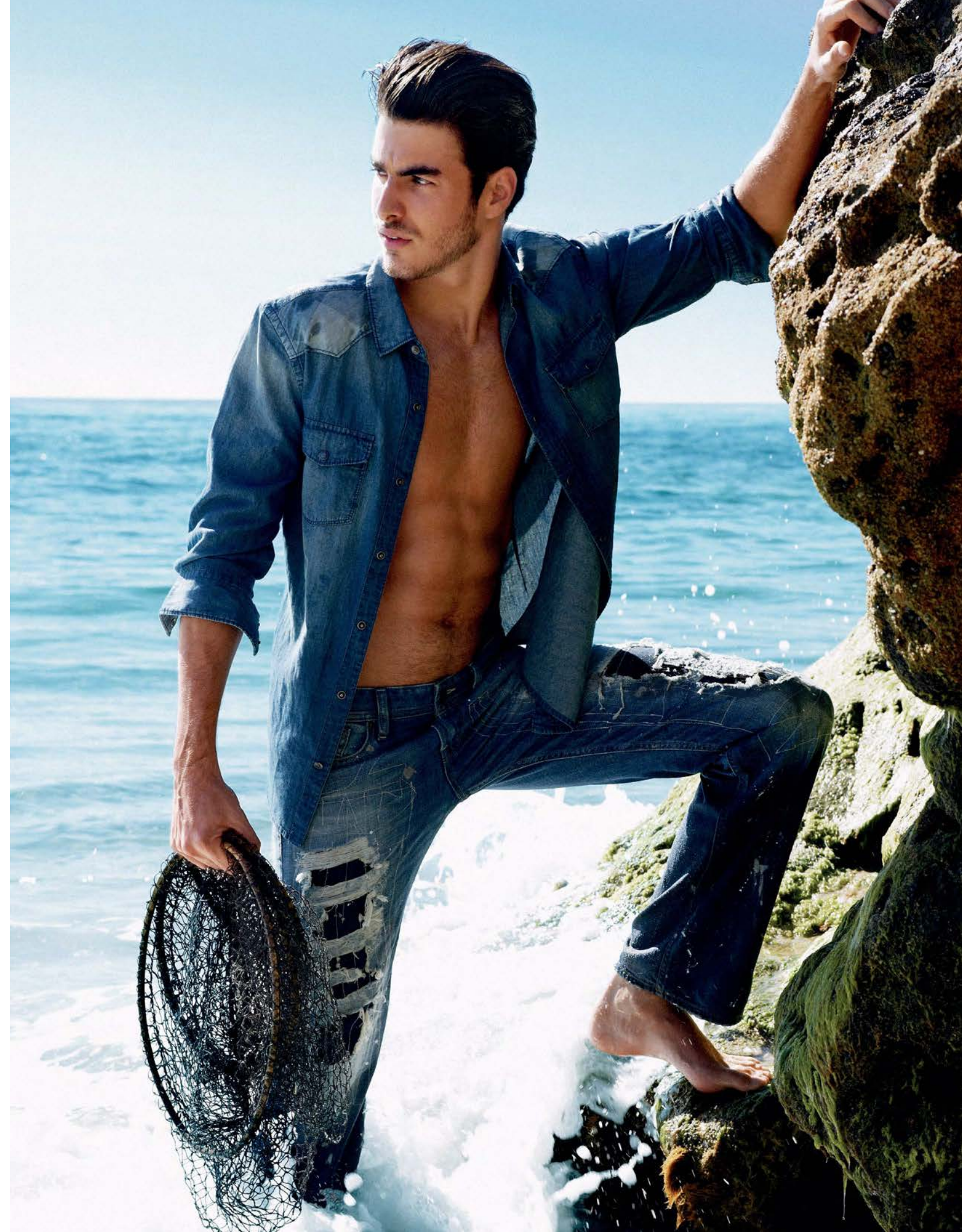
CATEGORY: SOCIAL
SUBCATEGORY: PRODUCT RESPONSIBILITY

MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY

G4-DMA	CARING FOR CUSTOMERS AND COMMUNITIES > ENGAGING CUSTOMERS > PRODUCT QUALITY AND SAFETY			
G4-PR1	CARING FOR CUSTOMERS AND COMMUNITIES > ENGAGING CUSTOMERS > PRODUCT QUALITY AND SAFETY	PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENTS	THE INFORMATION IS CURRENTLY UNAVAILABLE.	GUESS?, INC. STRIVES TO HAVE 100% OF OUR APPAREL GO THROUGH OUR QUALITY AND SAFETY PROCESS. THE DATA IS DIFFICULT TO ESTIMATE AND ANALYZE, SO WE DO NOT PLAN ON OBTAINING THIS INFORMATION IN THE NEAR FUTURE.

MATERIAL ASPECT: CUSTOMER PRIVACY

G4-DMA	CARING FOR CUSTOMERS AND COMMUNITIES > ENGAGING CUSTOMERS > CUSTOMER PRIVACY			
G4-PR8	CARING FOR CUSTOMERS AND COMMUNITIES > ENGAGING CUSTOMERS > CUSTOMER PRIVACY			



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GUESS 2014 SUSTAINABILITY REPORT

