

No.	Topic	Category	Explanation of topic and its significance to our organization	Topic boundary and nature of involvement	Limitations of reporting	Our management approach	How we continuously evaluate and improve our management approach	Topic specific requirements
1	Economic Performance	Economic	Financial soundness is key to sustainable development of our organization, as well as our external economic, environmental and social contributions.	Guess?, Inc. is directly responsible for the internal business strategy and operations that support our economic performance.	The scope of this report is internal to the organization, but excludes joint-ventures and licensees that are included in economic performance reporting as required for financial reporting.	Please reference our investor website: <a href="http://investors.GUESS.com">http://investors.GUESS.com</a>	Please reference our investor website: <a href="http://investors.GUESS.com">http://investors.GUESS.com</a>	None
2	Human & Labor Rights (via Social Supplier Assessment)	Social	As a global brand, we source our apparel from hundreds of supplier factories in approximately 30 countries. GUESS does not own any manufacturing facilities and therefore does not have direct visibility over all of the workers making our products. It is imperative that we work with suppliers to ensure that the workers in our supply chain are treated with dignity, paid fairly, and provided with a safe workplaces.	Workers that are hired and managed by factories in our supply chain are external to the organization, and therefore we only have limited, indirect influence, particularly for sub-contracted suppliers with which we do not have a direct relationship.	Workers external to our organization in our supply chain upstream, particularly tier 1 vendors (those which GUESS directly buys from) can be reached in part by our social compliance program, but full visibility, particularly regarding tier 2 and 3 vendors (such as fabric mills) remains a challenge given the indirect nature of our relationship and large network of supply chain operations.	GUESS has adopted and issued a detailed Supplier Code of Conduct and Global Sourcing Vendor Manual, which covers human rights; health and safety; labor, ethics and decent work; and payment and administrative issues in the supply chain. These standards are the foundation of our Social Compliance Program, which is administered through our Corporate Social Responsibility office. We ensure conformance with the standards by focusing on four core areas:  <ul style="list-style-type: none"> <li>• Supplier factory approvals</li> <li>• Supplier education</li> <li>• Supplier factory monitoring</li> <li>• Remediation</li> </ul> <p>On occasion, significant and urgent concerns ("show-stoppers") that cannot be remediated may be identified. In these cases, we will cease working with a supplier factory pending investigation, or terminate the onboarding process.</p>	For tier 1 and increasingly tier 2, we now publicly report findings bi-annually. We use the trends found through audits to better inform our approach to training (content, format, participants and frequency), relationship building, supplier vetting and civil society engagement. We plan to issue vendor comment cards to assess and continuously improve the quality of trainings to ensure its relevance and to monitor if the trends change over time. In some higher risk countries, we know we will have more impact by working with local or industry community groups and plan to join relevant groups to enhance the effectiveness of our program. We will create metrics to assess the impacts we have directly on workers to supplement the audit results.  <p>We also monitor our transparency scores and seek to steadily improve year after year, as transparency will help our own accountability and visibility into this issue, as well as drive larger, systemic industry change.</p> <p>For beyond tier 2 suppliers, please see Water and Materials Sourcing &amp; Product Integrity management approaches.</p>	Signed code of conduct required for new suppliers.
3	Materials Sourcing & Product Integrity	Environmental	Ethical sourcing of high quality materials, and focusing on a high quality product limits unnecessary harm to environment and helps ensure we use sources that are sustainable for years to come. Such efforts improve our responsibility as well as enhance the quality of our products.	GUESS designers internal to the organization directly select fabric for our apparel products. We use fabric choice and vendor communication to indirectly influence our supply chain, but the ultimate practices of raw material production occurs outside our business.	We report on fabric composition chosen internally as part of our product portfolio. We also discuss the qualitative reported impacts, based on industry knowledge for various materials and processes that are outside of our organization.	Prioritize raw materials sourcing policies and initiatives with consideration for the following factors:  <ul style="list-style-type: none"> <li>• Percent composition of overall product portfolio</li> <li>• Environmental and social impact</li> <li>• Stakeholder engagement</li> </ul>	Implementing policies and initiatives starting with highest priority issue areas, and tracking improvements both qualitatively and quantitatively in bi-annual sustainability reporting as well as benchmarking with peers.	None
4	Customers Satisfaction	Social	Customers are key for a successful business, and keeping them satisfied is of utmost importance to the business and brand. We are evolving our loyalty and customer facing experience in store and online, as well as remaining vigilant on customer privacy. We are also starting to engage more with customers on sustainability issues such as product lifecycle and circularity (see Materials Sourcing & Product Integrity) as part of our commitment to advance a circular and more sustainable fashion system. Customers also include wholesalers.	Customers are the center of what we do, and therefore their satisfaction is core to our business. Therefore, any business activity that we directly manage or influence that pertains to customer satisfaction is also key to our business.	Customers in this report mostly refer to our end consumer. We only refer indirectly to Guess?, Inc. business customers that include wholesalers, licensees and JV partners.	We consider the customer's experience with the brand at every touch point, including but not limited to product, in-store, online and mobile-based interactions, events, advertising and social media campaigns. GUESS has a number of mechanisms for both receiving customer feedback and communicating improvements, and rewarding our most loyal customers through our GUESS Loyalty Program.  <p>This approach extends to topics such as sustainability engagement and product stewardship. We seek opportunities that reinforce the brand and our sustainability plan to add value to the consumer while achieving our overall sustainability goals.</p>	We are constantly evaluating product and services to strengthen our relationship with our customer. For example, unifying our loyalty program across all of our brands and improving direct customer communications through our enhanced mobile app functions.  <p>We also engage customers through two way communications such as events, social media and in store product take back programs (like our Blue Jeans Go Green program).</p>	None
5	Chemical Management	Social	It is very important to us that chemicals and dyes used in manufacturing that could pose harm to the health of workers or the environment are properly monitored and managed.	We have direct influence over our internal product quality testing and performance protocol program for our products, seeing this as a fundamental responsibility to our customers.  <p>External chemical testing in our supply chain is not under our direct influence though we are striving to extend our responsibility in this direction.</p>	Our chemical testing program at present includes Tier 1 vendors and inbound logistics quality testing, however we have started pilot projects to expand on-site supply chain testing as part of our environmental initiatives discussed in the report.	We have a chemical management program and in FY17 we adopted a high global standard across brands, ensuring the most stringent requirements in our global markets is the standard for our products.	Our approach to chemical management ensures the safety of our products and our compliance with local regulation. Logging this process according to GRI Standard poses administrative challenges which are currently under evaluation. In seeking to improve this program, GUESS created an updated supplier handbook as well as a new formal list of restricted substances to be required for vendor compliance. The LRSM will be subject to annual internal review and updates. We also address chemical management through our water approach.	None
6	Diversity & Inclusion	Social	The varying backgrounds of over 10,000 associates in more than 100 countries around the world fortifies our inclusive company culture, celebrating diversity and cultivating creativity throughout the business. Diversity and inclusion of all is essential to a healthy business environment that welcomes new ideas.	The diversity of our organization occurs internally within the organization, over which we have direct responsibility for recruitment and hiring.	We report on diversity of associates within our organization to the extent the data can lawfully be collected and reported.	Practice indiscriminate hiring and career advancement policies, offer training and aim to provide a global, multi-cultural environment for all associates.	We review and identify opportunities for improvement as outlined in GRI Standard 405-1, as well as the effectiveness and participation in trainings and events.	None
7	Energy & Climate	Environmental	Climate change is one of society's most important challenges and we know we must play our part in reducing carbon emissions. This is a true risk to all markets, and does have implications for the apparel industry - mostly in extreme weather that disrupts the typical cotton growing seasons and geographies, and in some cases changing weather patterns may affect consumer purchase decisions. Energy consumption as a retailer is directly linked to climate, and also offers cost savings if reduced	Scope 1 (direct) and 2 (indirect, purchased electricity) emissions are considered internal to the organization in that we have operational control and more influence over the energy consumed that is associated with such emissions.  <p>Scope 3 (indirect, other organizational and value chain activities) occur outside the organization and will be addressed per the Guess Sustainability Goals.</p>	Invoices for electricity use were collected internally but when not accessible, we used best available estimates to fill any gaps. This topic also includes Guess Asia operations.	Progress toward achieving company goal of reducing scope 1 and scope 2 energy emissions per square foot by 15% by 2021, and a transition toward science based targets. Also take an approach to identify and pursue projects based on its emission reduction impact as well as financial benefit.	We are aiming for year to year carbon footprint reductions and progressing on our energy efficiency activities tracked through annual global carbon inventory tracking.	Currently, there are no regulations that directly apply to the business; however, we continue to monitor the evolving state and national policies as well as international agreements pertaining to this important issue.
8	Governance & Transparency	Economic	Governance is key to sustainable, good management while transparency internally ensures ethical practices are followed and improves risk management. External transparency is key to environmental and social accountability as well as positive change, as indicated by various standards such as the Bloomberg Environmental, Social and Governance (ESG) Disclosure Criteria.	Good governance practices, training and internal visibility of operations is directly managed by our organization, as is public communication about our activities.	We are not aware of any limitations in reporting our governance.	Please refer to the Corporate Governance section of our investor.GUESS.com website.  <p>ESG scores, good governance and overall management improvement is enhanced by the accountability provided by our bi-annual, externally validated sustainability report.</p>	We currently benchmark our progress through continuous improvement of Bloomberg ESG Score	None
9	Environmental Impacts of Operation	Environmental	We use the measurement of our environmental impact of operations, especially related to waste, energy and the procurement process, as an opportunity for positive impact by promoting its importance culturally within GUESS and as a proxy to gauge efficiency.	This impact occurs internal to the organization through its everyday operations and procurement decisions that are typically under the direct control of our organization.	Procurement practices and logistics described in the narrative. See also waste, energy and carbon.	We take a holistic approach to engage employees and relevant departments on initiatives that improve environmental impact.	We use our Higg Index Environmental Brand Module score and associated improvement plan to evaluate and improve our management approach.	None
10	Water	Environmental	The GUESS brand was founded on denim, a fabric reliant on water from cotton growing to washing during the manufacturing process to customer care. Cotton can be a water intensive crop, and as GUESS' materials portfolio uses approximately 50% cotton, water stewardship, tracking and monitoring is fundamental to our environmental responsibility. We also see it as a risk management opportunity and part of our business planning processes.	Corporate water use occurs internal to the organization and is something over which we have direct influence, although given the nature of the retail business, is relatively small.  <p>The company's significant water impact occurs external to the organization throughout the product lifecycle from raw material sourcing to production to consumer wash, and is something over which we have indirect control. However, we are seeking to improve and manage this impact through decisions related to fabric choice and vendor partnerships.</p>	Corporate water use measurements are limited to GUESS US and Canada only and are based on available store level data. Estimates of value chain water measurements are external to the organization and rely on best available data, estimation techniques and vendor reporting.	Targeted, strategic approach to reduce water impact of products, with an emphasis on denim, throughout its lifecycle based on areas of highest impact and opportunities for influence and improvement.	We conducted a product water footprint and lifecycle assessment this year, and will now be measuring improvements throughout the lifecycle according to this baseline going forward.	None
11	Employees & HR	Social	We owe our iconic brand and global presence to our passionate and talented associates, and we aim to create a great place for them to work by offering benefits and various trainings and education opportunities.	Our human resources program exists internally to the organization and is something over which we have direct control.	Retention numbers considered confidential and therefore a GRI omission for this report.	Focused to create an inclusive, cohesive and productive work environment through various policies and practices such as employee training and development, employee recognition, special programs and events.	We track the growth and improved quality of our benefits, education, career advancement opportunities and employee participation in our engagement programs. We also internally track retention.	None
12	Waste	Environmental	Waste is a natural result of our operation, but is also a direct impact we can work to improve, particularly as it relates to product, paper and packaging. Waste also exists throughout the product lifecycle and has prompted an industry-wide effort to address this issue.	Our corporate activities that occur internally as part of our day to day activities is something over which we have direct influence. Our handling of our unused or unsold product is also our responsibility to properly dispose of. This is a significant impact and is therefore what we aim to report on.  <p>Waste also occurs external to our organization, for example, fabric waste as a natural part of production or procurement practices. Post-consumer product life is also an impact related to waste, which is why GUESS has committed to advance a circular economy. However, it should be noted that we have limited, indirect influence over our customer's decisions on what to do with the product at the end of life.</p>	Internal operations that currently are being tracked. External waste impacts not currently estimated.	Engaging relevant departments on initiatives that improve environmental impact.	Tracking corporate waste is a first step for us. We have also started tracking and measuring paper use in GUESS Europe, and will extend this program to US. We see this as an opportunity to implement best practices at the retail level for packaging, and for the reduction of corporate waste. We ensure that unsold or unused GUESS products are responsibly disposed of. We will use our Higg Index Environmental Brand Module scores on related topics and our associated improvement plan.  <p>Product circularity activity currently focuses on customer engagement and extending product life. We are proud to have made a pledge to the Global Fashion Agenda Call to Action for a Circular Fashion System which will include a new GUESS product take back program.</p>	None
13	Environmental Impacts of Supply Chain	Environmental	The apparel industry is known for its adverse impact on the environment, particularly in the raw materials and manufacturing phases. This has indirect impacts on the health and welfare of workers and the surrounding environment. The stringency and enforcement of environmental laws vary from country to country, which is why the industry, through the Sustainable Apparel Coalition (SAC), is making a unified effort to address this topic.	Supply chain impacts of raw material sourcing, supplier operations and transportation occur outside our organization and is something over which we have limited, indirect influence. We seek to influence this area through policies, testing and improved training and business relationships, as well as by using industry tools to encourage improved practices.	This topic covers supplier factories external to our organization as part of our directly sourced products; joint ventures or licensee factories are excluded from the scope at present.	Focus on top suppliers by volume or business relationship to engage them to participate in environmental surveys and performance improvements.	As part of our membership with the Sustainable Apparel Coalition, we will continue to engage our suppliers to complete the Higg Index's Facility Environmental Module survey and will implement specific programs to support performance improvement.	None
14	Deforestation	Environmental	Forest-derived products exist both at the corporate level through paper use and packaging and in the supply chain through use of raw materials that contain wood-based fiber (such as cellulose).	The impact of forest-derived products occurs external to the organization and is something over which we do not have control, but we can seek to influence the industry through our procurement policies and choices.	Reported in qualitative nature per GRI Sustainability Materiality Assessment	For corporate activities, relevant departments are engaged regularly on opportunities for improvement.	Internal: Increased use of sustainability harvested paper such as FSC certified or increased recycled content of paper, in addition to aiming to reduce overall paper use.  <p>External: With many forests around the world under threat, we have established a company policy to trace the origin of the rayon in our products and implement a system to eliminate rayon sources from any currently endangered forests</p> <p>In recognition that cellulosic fibers - certain rayon/viscose, modal, lyocell fabric - may be linked to the rapid deforestation of the world's endangered forests, GUESS is implementing</p>	None
15	Animal Welfare	Social	We make our products from a variety of natural and man-made materials, and therefore we must monitor our material sourcing to ensure that no animal is harmed for any material in our products.	The impact of animal welfare occurs external to the organization and is something we do not have control over. We can, however, control our selection of materials to influence supply chain partners.	Reported in qualitative nature per GRI Sustainability Materiality Assessment	We use internal supply chain oversight and communication to ensure responsible sourcing policies are followed in accordance to our vendor agreements.	Starting in 2016, we published and implemented our policy banning Angora fur from our products.	None
16	Biodiversity	Environmental	Fashion relies on the natural environment for much of its materials and processes. This in turn requires the continued existence of a healthy ecosystem.	The impact of biodiversity occurs external to the organization and is something we do not have control over. We do strive to address this topic through our other topic-specific initiatives identified in the management approach	Reported in qualitative nature per GRI Sustainability Materiality Assessment	Addressed through Materials Sourcing & Product Integrity, Water, Environmental Impacts of Supply Chain, Animal Welfare, and Deforestation.	N/A	None
17	Local Community	Social	Our role in the global fashion community gives us the opportunity to promote responsible fashion, raise awareness of important social issues and facilitate positive social change in our communities.	Local communities are external to our organization and something over which we have indirect influence through partnerships, fundraising, or volunteering efforts. Local communities in areas in which we source are also a part of this category, and are addressed through other topic-specific initiatives identified in the management approach	Reported in qualitative nature per GRI Sustainability Materiality Assessment	Integrating existing philanthropic and volunteer activities with overall sustainability plan efforts related to education and engagement.  <p>Local communities of our supply chain operations are also considered as part of the management of Social Supply Chain Assessments, Environmental Impacts of Supply Chain and Water.</p>	Our longstanding relationship with many local partners, the cultivation of our 'give back to the community' mindset and corporate culture helps make a positive impact. For our employee GUESS Cares initiative, we are currently developing KPIs to enhance measurement and reporting of our program's impact from year to year.  <p>Currently exploring additional opportunities as related to the topics identified in our management approach.</p>	None
18	Air	Environmental	Particularly relevant to our stakeholders in Asia, our organization's impact on air occurs through our logistics and external factory operations.	Air impacts are external to our organization and are something we have indirect influence over, however we seek to address this through other topic-specific initiatives identified in the management approach.	Reported in qualitative nature per GRI Sustainability Materiality Assessment	Addressed through Energy & Climate, Water and Chemical Management. Best practices in those categories may contribute to the improvement of air quality.	N/A	None