







THE CHILDREN'S PLACE

2020 ENVIRONMENT, SOCIAL & GOVERNANCE REPORT





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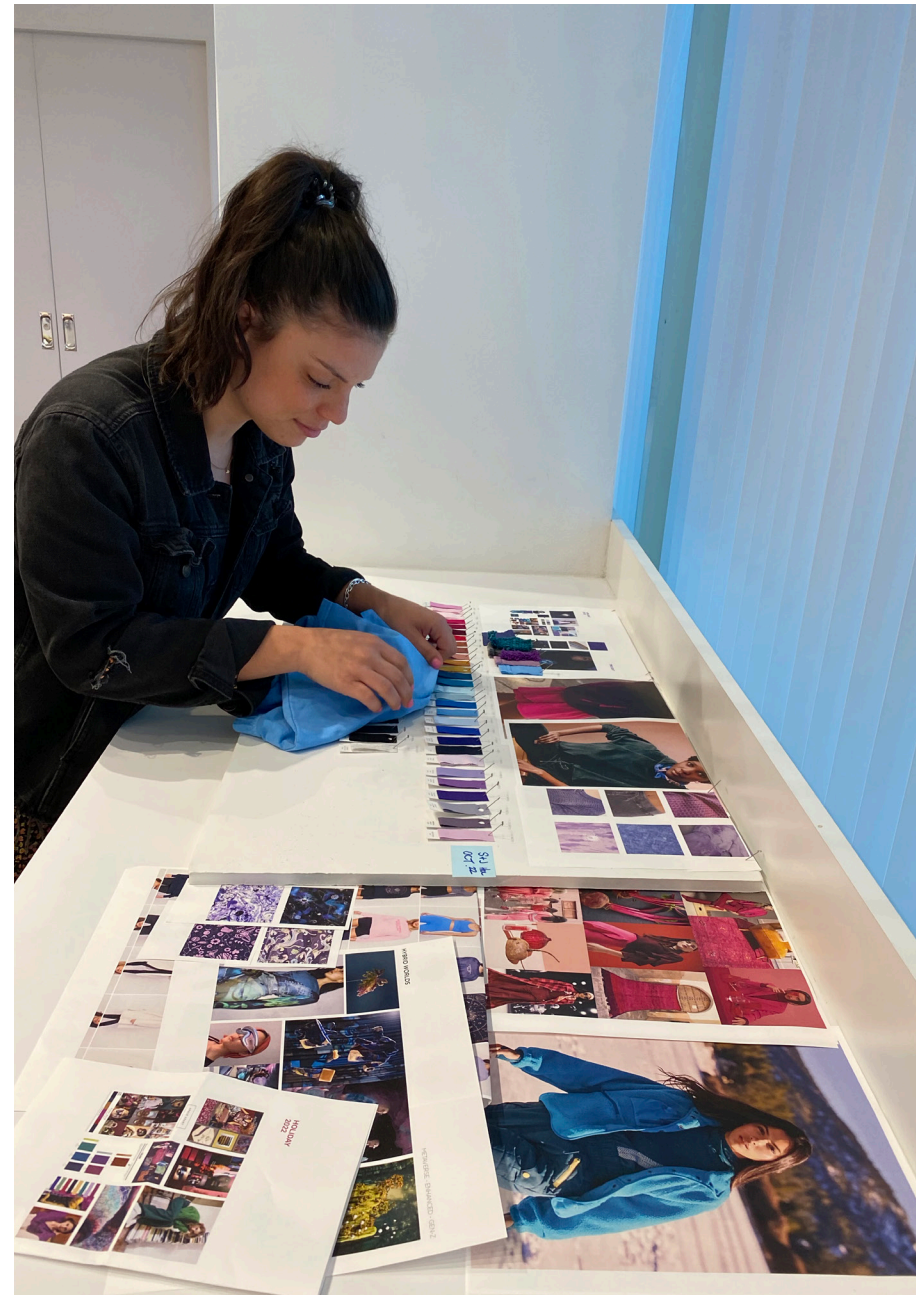



INTRODUCTION

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JANE ELFERS
President and CEO
The Children's Place, Inc.

A MESSAGE FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

2020 was a difficult year and we are thankful for the efforts of all of our associates during this unprecedented period. 2020 magnified the importance of addressing some of the most pressing issues of our time. As you will read in this report, we are focused on mitigating our environmental impact, fostering an equitable and inclusive workplace, and protecting the human rights of the people who make our product.

We remain steadfast in our belief that our business can and must be a force for positive change. Children are at the center of everything we do, and this report focuses on how we plan to positively impact the future of today's and tomorrow's children.

Addressing the impacts of climate change is critical. We are working hard to have our business support a low-carbon economy and drive innovation to positively impact our future. We are embedding sustainability in product design and raw material selection and are working to form strategic partnerships with vendors and other business partners that will help us respond to industry challenges regarding greenhouse gas emissions, water, chemical and energy usage, waste and circularity.

We are focused on advancing and protecting human rights, with an emphasis on diversity, equity and inclusion. We are a women-led company at every level of our organization. 87% percent of our associates are women, over 50% of our Board of Directors and Senior Leadership Team are women, and the vast majority of the people who make our products are women. We have joined with internationally recognized third-party organizations to address women's well-being globally. In 2020, we took the time to pause and reflect on the issues that have negatively impacted diverse communities for too long and this report highlights the progress we have made, and the goals we have set, to foster real and measurable change in building an inclusive environment where all people feel welcomed and valued. We are proud of our diverse team, with associates identifying as racially diverse representing 64% of our workforce, 70% of new hires and 62% of promotions in fiscal 2020.

As we continue to navigate what is a new reality for our Company and for all of our stakeholders, we look back on 2020 as the most transformative year in our Company's history, and we look forward to what we can achieve together. We celebrated our Company's 50th anniversary in 2019, and we are working hard to achieve a more sustainable future for all of our stakeholders for the next 50 years and beyond.

ABOUT THE CHILDREN'S PLACE

The Children's Place was founded in 1969 in Hartford, Connecticut by two Harvard Business School graduates, David Pulver and Clinton Clark. Both men had children and began by selling branded toys, clothing and accessories. In 1980, the founders repositioned the company as a children's clothing specialty retailer serving newborns to pre-teens and began to offer private label products under The Children's Place brand. They sold the company in 1981.

During the 1990's, the company expanded rapidly and began publicly trading on the NASDAQ in 1997 under the ticker symbol PLCE. The company opened its 500th store in 2001, its first store in Canada in 2002, and achieved annual sales of $1 billion in 2004. By 2010, the company operated more than 1,000 stores in the United States and Canada.

Jane Elfers took the helm as President & Chief Executive Officer in 2010 and quickly established a strategic growth plan, including four growth initiatives to maximize long-term value: Superior Product, Business Transformation through Technology, Alternate Channels of Distribution and Fleet Optimization. To support these key strategic initiatives, Jane assembled a best-in-class management team and established a foundation of operational excellence. The successful execution of these initiatives has transformed The Children's Place from a North American brick and mortar retailer to a Global Omni Channel Kids Specialty Retailer.

In 2019, The Children's Place purchased the rights to the Gymboree brand and in early 2020, launched Gymboree product online and in select stores. This iconic brand features colorful designs in playful, bow-to-toe collections that celebrate childhood and help families look their best for any occasion. In late 2021, the Sugar & Jade brand was launched featuring collections tailored to celebrate tween girls' individuality. Together, our three brands inspire kids to live, learn and love their childhood.

THE CHILDREN'S PLACE

GYMBOREE

sugar &jade







WHO WE ARE

Our company services an average of over 420,000 customers each week online and in our stores.



OVER
10,000
ASSOCIATES GLOBALLY



OVER
700 STORES
IN THE US & CANADA

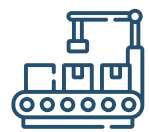


HEADQUARTERS IN
SECAUCUS, NJ



DIVERSE
COMPANY

Female CEO
Over **50%** of the Board and
Senior Leadership team is female;
87% of associates are female, and
64% of associates identify as racially diverse



208
INTERNATIONAL POINTS OF DISTRIBUTION IN **17 COUNTRIES**



$16M
IN PRODUCT AND CASH DONATIONS TO FAMILIES AND CHILDREN IN NEED IN 2020

ABOUT THIS REPORT

This report covers The Children's Place's global operations for the 2020 fiscal year beginning February 2, 2020 and ending January 30, 2021. Report data covers fiscal 2020 unless otherwise noted. Our last report covered fiscal 2019 and is available on our corporate website. This report outlines developments and actions for our key programs, progress toward our goals during fiscal 2020, and newly established goals during this report cycle. The goals and initiatives highlighted in this report are informed by global best practices in alignment with SASB and GRI standards.

This ESG Report contains or may contain forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, including but not limited to statements relating to the Company's strategic initiatives and adjusted net income per diluted share. Forward-looking statements typically are identified by use of terms such as "may," "will," "should," "plan," "project," "expect," "anticipate," "estimate" and similar words, although some forward-looking statements are expressed differently. These forward-looking statements are based upon the Company's current expectations and assumptions and are subject to various risks and uncertainties that could cause actual results and performance to differ materially. Some of these risks and uncertainties are described in the Company's filings with the Securities and Exchange Commission, including in the "Risk Factors" section of its annual report on Form 10-K for the fiscal year ended January 30, 2021. Included among the risks and uncertainties that could cause actual results and performance to differ materially are the risk that the Company will be unsuccessful in gauging fashion trends and changing consumer preferences, the risks resulting from the highly competitive nature of the Company's business and its dependence on consumer spending patterns, which may be affected by changes in economic conditions, the risks related to the COVID-19 pandemic, including the impact of the COVID-19 pandemic on our business or the economy in general (including decreased customer traffic, schools adopting remote and hybrid learning models, closures of businesses and other activities causing decreased demand for our products and negative impacts on our customers' spending patterns due to decreased income or actual or perceived wealth, and the impact of the CARES Act and other legislation related to the COVID-19 pandemic, and any changes to the CARES Act or such other legislation), the risk that the Company's strategic initiatives to increase sales and margin are delayed or do not result in anticipated improvements, the risk of delays, interruptions and disruptions in the Company's global supply chain, including resulting from COVID-19 or other disease outbreaks, or foreign sources of supply in less developed countries, more politically unstable countries, or countries where vendors fail to comply with industry standards or ethical business practices, including the use of forced, indentured or child labor, the risk that the cost of raw materials or energy prices will increase beyond current expectations or that the Company is unable to offset cost increases through value engineering or price increases, various types of litigation, including class action litigations brought under consumer protection, employment, and privacy and information security laws and regulations, the imposition of regulations affecting the importation of foreign-produced merchandise, including duties and tariffs, and the uncertainty of weather patterns. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date they were made. The Company undertakes no obligation to release publicly any revisions to these forward-looking statements that may be made to reflect events or circumstances after the date hereof or to reflect the occurrence of unanticipated events.

2020 HIGHLIGHTS



Climate & Energy

Set science-based targets to reduce greenhouse gas emissions by 30% across our operations and global supply chain by 2030.



Raw Materials

Sourced 46% of the cotton fiber used for our products through Better Cotton.

Our goal is to transition to 100% responsibly sourced cotton for the cotton fibers used for our apparel by 2025.



Sugar & Jade

Began work on our newest brand where sustainability and community are part of the core vision – combining fashion and purpose.



Water Stewardship

Achieved a 17% reduction in water use at our top denim and woven bottom factories.

Our goal is to achieve a 25% reduction by 2023.



Waste

Initiated our first waste materials assessment for our corporate headquarters, distribution centers and retail stores.



Health & Safety

In response to the COVID-19 pandemic, increased safety measures across all locations and provided hero pay for front line workers.



Diversity, Equity & Inclusion

Expanded our Diversity, Equity & Inclusion programs through new awareness and education activities across the entire organization.



Community

Donated cash and over 2 million units of new clothing with a total value of $16M.



Worker Well-Being

Partnered with Plan International USA to establish an early childhood development center near the Hawassa Industrial Park in Ethiopia.



ADRIAN SHERMAN

Adrian Sherman is Vice President of Environment & Social Responsibility at The Children's Place. He is responsible for leading the development and implementation of the company's environmental and social roadmap.

Q&A WITH OUR VICE PRESIDENT
ENVIRONMENT & SOCIAL RESPONSIBILITY

What do you do at The Children's Place?
My responsibilities center around bringing environment, social & governance (ESG) to the forefront of how we think and work. Associates across our company and our customers are passionate about having a positive impact on people and the environment. I work with our senior leaders, associates, industry experts and our partner organizations to implement programs that drive necessary change in our industry.

Why is this work important to you?
Business must play an instrumental role in helping to create a positive and healthy environment for our children. Given the global scale of our organization, we have a significant opportunity to do good. We have an obligation to our customers, investors and associates to do our part to make a positive impact on issues they care about: climate change, pollution, inequality and human rights, just to name a few. It is gratifying to be in a position where I can play an important role and have a positive impact on these important topics.

What are the biggest challenges ahead for the company around ESG?
We have so many opportunities in front of us, and it is important to prioritize each issue based on how we can do the most good for society. It is critical for us to be keenly aware of the constantly evolving macro landscape and to deliver on the strategic impact areas we have defined and where we have set important goals and deliverables.

Where has the company made the most impact to date?
We have made significant progress around the use of responsibly sourced materials in our products. In a short period of time, we have materially increased our percentage of responsibly sourced cotton through Better Cotton. We are aggressively expanding our use of more sustainable raw materials by setting goals in other categories such as polyester, consumer-facing packaging, labels and trim, zippers and other hardware.

Why is ESG so important at this moment?
As a purpose-driven company, we understand and embrace the important role that business plays contributing to the well-being of people and in the health of our planet. Our customers and investors expect us to be purposeful and strategic by operating in a way that benefits society as a whole. We know our customers will increasingly reward us with their loyalty if our actions align with their beliefs and ethics. In addition, investors increasingly believe that companies who focus on ESG will see benefits in their future performance.

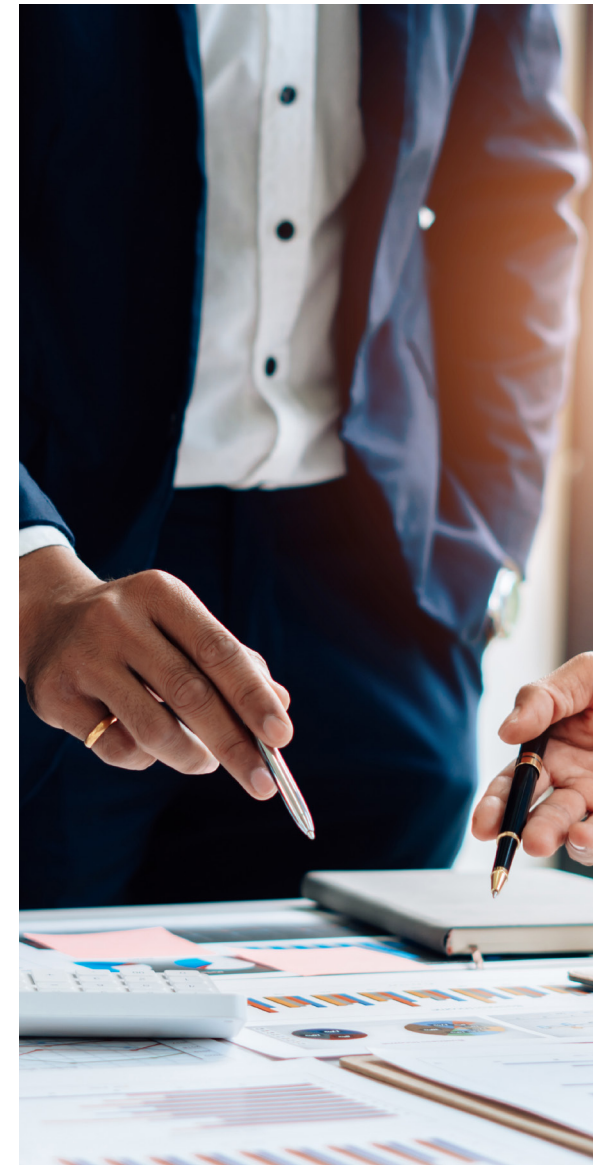
OUR APPROACH TO ESG

After a year of tremendous disruption, we believe that now, more than ever, purpose-led companies will be best suited to meet today's challenges and those of tomorrow. As a company focused on children, it is important that our business contributes to a healthy planet and an equitable and inclusive society for the benefit of future generations. The scope and scale of our operations, in combination with others in our industry, enable us to make a positive impact in areas important to our long term business success. To focus on the issues that are most material to our business and over which we believe we can have the most impact, our ESG strategy aims to:

- Reduce greenhouse gas emissions (GHG) to address climate change
- Deliver responsibly sourced product offerings through a more sustainable value chain
- Reduce water and chemical usage in our global supply chain
- Divert the amount of waste sent to landfill due to our operations and move to a more circular system through reuse and recycling
- Support and empower the third-party factory workers who manufacture our product
- Create a welcoming and inclusive environment for our customers and associates

Customers are increasingly expecting companies to be purposeful and sustainability minded. Recent studies have shown that 89% of consumers believe companies should demonstrate purpose beyond profit. This is increasingly true for younger generations, who think that the apparel and footwear industry must develop robust ESG policies and initiatives. Acknowledging this shift in consumer behavior and aligning with their expectations will help us draw and retain future customers. It also helps us attract and retain our own associates to further foster a diverse and high performing workforce.

This shift toward heightened ESG expectations is mirrored by other stakeholder groups, such as our investor community. Investors have placed significant value on companies that identify and manage their ESG risks. Their viewpoint further reinforces our strong belief that a company that manages its ESG considerations well will enhance its future financial performance. Topics of particular interest to investors today include climate change, workforce diversity and supply chain sustainability, all of which are included in our ESG strategy.



EVOLUTION & TIMELINE

Since 2015, we have continuously expanded our ESG programs, policies and partnerships. This work began with an enhanced focus in our global supply chain on social considerations such as compliance and worker well-being. We then expanded our programs in 2018 to encompass environmental issues, and have continued to establish new partnerships, initiatives and goals each year. We are fully committed to this important work and will continue to evolve our ESG strategy to ensure it reflects changing circumstances, new knowledge and opportunities to increase our impact.

	2015-2017	2018-2020	2021-2022	2023-2025
APPROACH	**Strengthening our social compliance program and establishing factory worker well-being programs**	**Establishing our first environmental initiative roadmap and launching new sustainability goals**	**Expanding the scale and impact of our Environment & Social initiatives**	**Working to achieve our goals and become a leader in our industry**
FOCUS AREAS	Supply Chain Compliance, Worker Well-Being	Supply Chain, Compliance, Worker Well-Being, Climate + Energy, Raw Materials, Water Stewardship, Chemical Management	Supply Chain Compliance, Worker Well-Being, Climate + Energy, Raw Materials, Water Stewardship, Chemical Management, Waste, Circularity, Diversity Equity & Inclusion	Supply Chain Compliance, Worker Well-Being, Climate + Energy, Raw Materials, Water Stewardship, Chemical Management, Waste, Circularity, Diversity Equity & Inclusion; New Focus Area(s) As Needed
HIGHLIGHTS	• Published our first comprehensive Vendor Code of Conduct • Established an in-house social compliance audit team • Joined the ILO's BetterWork program to enhance factory capacity building • Sponsored worker well-being programs on women's health, nutrition and financial literacy	• Published our first Corporate Environmental Policy • Published our first Vendor Environmental Policy • Joined the Sustainable Apparel Coalition (SAC) and Better Cotton • Established our first environmental goals on GHG emissions reduction, responsibly sourced cotton, water conservation and chemical management	• Published our first Human Rights Policy • Strengthened our commitment to build an equitable and inclusive culture through awareness and education • Established new company goals on Raw Materials, Waste, Circularity and Diversity, Equity & Inclusion • Sponsored the launch of an early childhood development center in Ethiopia	• Complete 2023 goals on water reduction, chemical management and worker well-being • Assess and adjust roadmap as needed • Set timing for zero discharge of hazardous chemicals in the supply chain • Complete 2025 goals on responsibly sourced cotton and trim, waste diversion, packaging and associate diversity

ESG FOCUS AREAS

As we continue to build our long-term ESG strategy, we utilize international frameworks and recognized standards such as the Sustainability Accounting Standards Board (SASB) guidelines for apparel and footwear, Global Reporting Initiative (GRI) standards and UN Sustainable Development Goals (SDGs) to prioritize environmental and social issues material to our business. We also consult external stakeholders and conduct periodic assessments of industry initiatives to ensure our ESG roadmap reflects the evolving competitive landscape. Through these efforts, we have identified the following strategic focus areas where we believe we can have the most impact.

ENVIRONMENT



Climate + Energy: Reducing GHG emissions across our operations and global supply chain.



Raw Materials: Increasing the use of more sustainable materials in our products.



Water Stewardship: Working with vendors to reduce water consumption in manufacturing and processing.



Chemical Management: Supporting implementation of responsible chemical management and wastewater systems.



Waste: Diverting the amount of our waste sent to landfill.



Circularity: Helping to avert product and material disposal through reuse and recycling.

SOCIAL: PEOPLE



Workplace Health & Safety: Safeguarding our associates and customers.



Talent: Investing in the people that make our business possible.



Diversity, Equity & Inclusion: Building an inclusive environment where all people feel welcomed and valued.



Community: Supporting children and families in need.

SOCIAL: SUPPLY CHAIN



Supply Chain Compliance: Helping to improve the lives of third-party factory workers and protect their rights in the workplace.



Worker Well-Being: Moving beyond the factory walls to improve the well-being of workers and their families.

GOVERNANCE



Board Composition: Continuing Board refreshment, prioritizing diversity and relevant experience.



Board Oversight and Risk Management: Expanding Committee responsibilities to enhance oversight of ESG.



Ethics & Integrity: Operating in an ethical and responsible manner in all aspects of our business.



Cybersecurity & Privacy: Protecting the information we receive about our customers, associates and other third-party partners

ENVIRONMENTAL GOALS

On track · New · Needs attention

FOCUS AREA	TARGET	STATUS	2020 PROGRESS	PG. #
CLIMATE & ENERGY	Reduce absolute scope 1 and scope 2 market-based GHG emissions across our global operations by 30% by end of 2030	On track	**29%** reduction against FY18 baseline	22
	Reduce absolute scope 3 GHG emissions from purchased goods and product transport by 30% by end of 2030	On track	**15%** reduction against FY18 baseline	22
RAW MATERIALS	Source 100% responsibly sourced cotton for the cotton fibers used in our apparel by end of 2025	On track	**46%** responsibly sourced cotton (Better Cotton)	27
	Source 25% recycled material for the polyester fibers used in our apparel by end of 2030	New		28
	Source 100% recycled material for the polyester fibers in pocket bags used in our denim and woven bottoms by end of 2025	New		28
	Source 100% recycled material for the polyester fibers used in our woven labels and zipper tape by end of 2025	New	**35%** of our woven labels converted to recycled polyester	28
	Source 100% price tickets, hangtags, wrap bands and accessories carding with more sustainable paper sources by end of 2025	New	**72%** of our price tickets and **100%** of the hangtags used on our 3 in 1 winter jackets converted to more sustainable paper	29
	Convert 100% zippers and other hardware to finishes that use fewer chemicals and less water and energy by end of 2025	New	**36%** of our total zipper volume transitioned to a more sustainable finish	30
WATER STEWARDSHIP	Vendors managing top 20 denim and woven bottoms factories to reduce water usage by 25% in their manufacturing and washing operations by end of 2023	On track	**17%** reduction against FY18 baseline	32
	Finished goods manufacturers and nominated mills representing 95% of annual volume to complete the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM) by end of 2023	New	Tier 1 supplier factories representing approximately 79% of our FY20 FOB and nominated mills representing approximately 86% of our FY20 cotton lint consumption completed a Higg FEM self-assessment	32

ENVIRONMENTAL GOALS

On track · New · Needs attention

FOCUS AREA	TARGET	STATUS	2020 PROGRESS	PG. #
CHEMICAL MANAGEMENT	Top 20 denim and woven bottom factories to meet the Sustainable Apparel Coalition's Higg FEM Level 1 sustainability rating in management systems for chemicals by end of 2023	On track	**54%** of the facilities meet Level 1 or higher	33
	Join the ZDHC initiative and set timing for zero discharge of hazardous chemicals in our global supply chain by end of 2023	New		33
WASTE & CIRCULARITY	Divert 80% of waste generated by our corporate headquarters, distribution centers and retail stores from landfill by end of 2025	New	**74%** operational waste diversion rate	35
	Use a minimum of 50% recycled content in customer-facing packaging by end of 2025	New		36
	100% of customer-facing packaging labeled with the How2Recycle label by end of 2025	New		36
	Complete a product end-of-life pilot program and set our circularity goals by end of 2023	New		37



SOCIAL GOALS

On track · New · Needs attention

FOCUS AREA	TARGET	STATUS	2020 PROGRESS	PG. #
DIVERSITY, EQUITY & INCLUSION	Double representation of Black associates at our US Corporate Headquarters by end of fiscal 2025 (from a base year of fiscal 2020)	New		50
SUPPLY CHAIN COMPLIANCE	Implement systems to assess and improve compliance and traceability in our global supply chain by end of fiscal 2023	New		62
	Finished goods manufacturers representing 80% annual volume to complete the Sustainable Apparel Coalition's Higg Facility Social & Labor Module (FSLM) by end of fiscal 2023	New		62
WORKER WELL-BEING	Implement third-party worker well-being programs with our top 25 global vendors impacting 140,000 workers in the supply chain by end of fiscal 2023	On track	We have impacted ~**70,000** workers. Disruptions due to the COVID-19 pandemic delayed planned programs in 2020.	64
	100% of workers in third-party manufacturing factories transitioned from cash-based systems to digital wage payments by end of fiscal 2023	New	**73%** of TCP's third-party manufacturers pay workers via digital methods	66
	In partnership with Plan International, launch an early childhood development center near the Hawassa, Ethiopia industrial park by end of fiscal 2022	New		66





GREGORY POOLE
Chief Sourcing Officer

I am privileged to partner with an exceptional group of global vendors who share our passion for implementing change to positively impact the environment and the lives of factory workers around the world.

PARTNERING WITH OUR VENDOR COMMUNITY

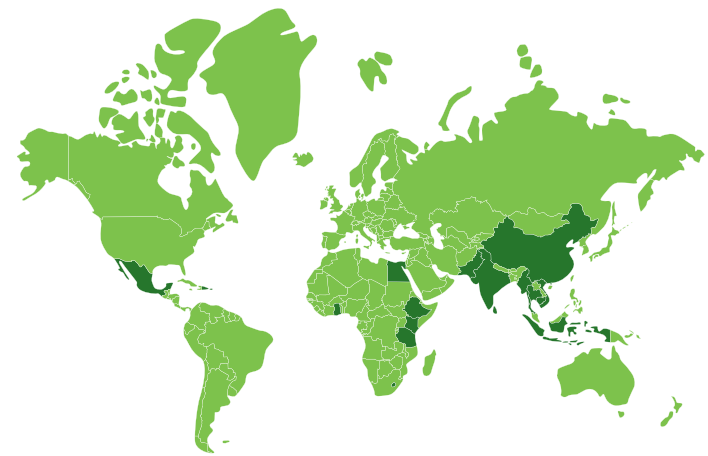
The Children's Place has developed a comprehensive and diverse network of vendors and factories in 22 countries around the world to support our growing brands.

While all of our vendors are expected to meet our environmental and social standards, we are increasingly leveraging the capability and expertise of our most progressive suppliers. These vendors prioritize new technologies, such as the utilization of laser and ozone machines, to minimize environmental impacts through the use of fewer and safer chemicals and a reduction in water usage.

Our vendors strive to improve the lives of the people who make our products, and positively impact the communities in which they operate, by providing opportunities to their predominately female workforce through personal growth and economic empowerment training sponsored by us that would not otherwise be available to them.

Our vendor partnerships are the key to achieving our joint goals while continuing to expand our positive impact.

Our Global Sourcing team manages the company's product sourcing activities across three continents, 22 countries, approximately 100 vendors and a network of over 250 manufacturing and processing facilities via our offices in the United States, Hong Kong and Ethiopia. The company contracts with global third-party vendors to manufacture products in their network of factories. The Children's Place does not own, operate or control any manufacturing facilities.



3 CONTINENTS

22 COUNTRIES

100 VENDORS

257 FACTORIES

OUR INITIATIVE PARTNERS

The challenges faced by our industry are numerous and complex. Collaborating with external stakeholders and value chain partners who share our goals helps us more effectively contribute to sustainable solutions. We will continue to deepen existing relationships and engage new partners as we continue to build a long-term, sustainable ESG approach.

ORGANIZATION	DESCRIPTION	COLLABORATION
wsp	We work with WSP USA, a professional services firm, to collect and analyze our annual GHG emissions and water data, and to identify areas where we have the opportunity to reduce our impact. WSP USA's Sustainability, Energy and Climate Change team calculates our annual reporting data concerning energy and water usage and GHG emissions.	Climate + Energy
SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION	The Science Based Targets initiative (SBTi) is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The SBTi promotes best practice by assessing corporate GHG reduction goals against the latest climate science. The SBTi approved our 2030 Science Based Targets in December 2020 and we are implementing the related GHG emissions reduction initiatives.	Climate + Energy
better cotton™	Working with organizations from farming, retail fashion and textile brands, Better Cotton is an agricultural standard system helping farmers use less water and fewer chemical pesticides and fertilizers, all while improving yields, profitability and worker's lives. Our investments in the Better Cotton program contribute to our goal of using more sustainable materials throughout our business.	Raw Materials
Sustainable Apparel Coalition	The Sustainable Apparel Coalition (SAC) is an industry-wide group of more than 250 member organizations working to create meaningful, sustainable change within the apparel, footwear, and textile industry. We are using the SAC's Higg Index suite of tools to measure performance and engage factories to reduce social and environmental impacts throughout the value chain.	Water Stewardship Chemical Management Climate + Energy Supply Chain Compliance

PARTNERS

ORGANIZATION	DESCRIPTION	COLLABORATION
AFIRM GROUP	The AFIRM Group works to build safer and more sustainable chemistry within the apparel and footwear supply chains. As a member of the AFIRM Group, we utilize its resources to work toward continuous advancement of chemical management best practices.	Chemical Management
CASCADIA CONSULTING GROUP	Cascadia Consulting Group helps its clients advance sustainability through recycling, waste reduction, and sustainable materials management. We work with Cascadia to collect and analyze our waste data and analyze opportunities for waste reduction.	Waste
SUSTAINABLE PACKAGING COALITION®	The Sustainable Packaging Coalition (SPC) brings together businesses, educational institutions, and government agencies to collectively strengthen and advance the business case for more sustainable packaging. We utilize SPC member resources to work toward reducing our waste footprint.	Waste Circularity
How2Recycle	How2Recycle works to improve recycling by creating a clear, well-understood, and nationally harmonized recycling label and influencing package design. The label is the first and only label designed to apply to all packaging material and format types, in accordance with the Federal Trade Commission's guidelines concerning environmental marketing claims. We are committed to providing better recycling information on our packaging and products to make recycling easier for consumers.	Waste Circularity
BetterWork	Better Work is a global initiative mobilizing brands, governments, factory owners and workers to improve working conditions in the garment industry. The program manages factory assessments and trainings to empower factories to improve the lives of their workers. We support Better Work's priorities of setting up structures to boost worker-management dialogue and implement lasting workplace improvements.	Supply Chain Compliance

PARTNERS

ORGANIZATION	DESCRIPTION	COLLABORATION
Nirapon	As a member of Nirapon, we are committed to sustaining a culture of factory safety in Bangladesh. Building on the work of the Alliance for Bangladesh Worker Safety, of which our company was a founding member, Nirapon is an organization tasked with overseeing the ongoing safety, training and helpline efforts of the factories from which Nirapon members source.	Supply Chain Compliance
Social & Labor Convergence	We are a signatory of the Social & Labor Convergence Project (SLCP). This multi-stakeholder initiative is a collaboration among manufacturers, retailers, industry groups, and civil society organizations to develop a simple, unified and effective assessment framework to factory monitoring. Our shared goal is to increase the effectiveness of factory audits, reduce audit fatigue and better utilize collective resources in the apparel supply chain.	Supply Chain Compliance
BSR | HERproject	BSR's HERproject aims to unlock the full potential of garment workers through workplace programs promoting health, financial inclusion and gender equality. Through HERproject, we partner with our global vendors and local NGOs to help drive positive impact for women and for our business.	Worker Well-Being
care	CARE's Healthy Food, Healthy Workplace project aims to improve worker knowledge of nutritious foods and hygiene, and to engage with factories to improve food options available to garment factory workers. We invested in this program in Cambodia to support healthy eating choices and combat instances of workplace fainting in the garment sector.	Worker Well-Being
Plan International	Powered by supporters, Plan International USA partners with adolescent girls, young women and children around the world to overcome oppression and gender inequality, providing the support and resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety. We have partnered with Plan International to establish an early childhood development center in Ethiopia.	Worker Well-Being



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OUR ENVIRONMENTAL COMMITMENTS

It is important that we do our part in contributing to the preservation of the planet for future generations. As outlined in our Corporate Environmental Policy, we are committed to reducing the environmental impacts associated with our business. We continue to make progress on the pillars of our environmental strategy to:

- Reduce greenhouse gas (GHG) emissions;
- Increase the use of more sustainable materials in our products;
- Reduce water, chemical and energy usage across our value chain;
- Divert the amount of our operations, packaging and product waste sent to landfill; and
- Promote circularity through reuse and recycling.

Our industry is increasingly being challenged to make faster progress to help protect the environment. We are working with our partners to meet this challenge in our company's operations and in the communities where we do business by launching new sustainability initiatives and setting additional goals to reduce our impact. In line with our Vendor Environmental Policy, we work with vendors who share our vision and are taking measureable action to support our collective efforts.



WE ARE COMMITTED TO:

Climate + Energy:
Reducing GHG emissions in our operations and across our global value chain.

Raw Materials:
Using more sustainable raw materials throughout our business.

Water Stewardship:
Working with vendors to reduce water consumption in manufacturing and processing.

Chemical Management:
Supporting the implementation of responsible chemical management and wastewater systems.

Waste:
Diverting the amount of our waste sent to landfill.

Circularity:
Helping to avert product and material disposal through reuse and recycling.

CLIMATE + ENERGY

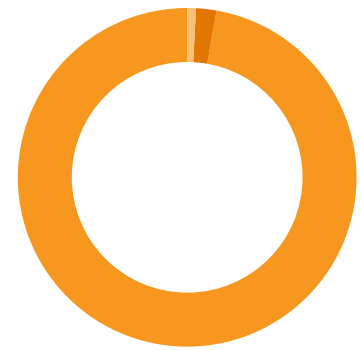
As one of the defining global issues of our time, addressing ways to mitigate climate change is crucial to our commitment to contribute to a healthy planet for future generations. The impacts of climate change are revealing themselves daily throughout the world – impacts such as extreme weather and natural disasters that hinder customer access to stores, droughts that increase water stress in the countries from which we source and decreased access to natural resources which can disproportionately affect women and heighten gender inequality. With these adverse impacts becoming more visible by the day, climate action has become a top concern for our Gen Y and Gen Z customers. These younger generations expect companies to do their part to address the climate crisis and are increasingly considering a company's actions on climate change related issues when they make purchasing decisions.

To avoid the worst impacts of climate change, governments around the world are committed to limiting the increase in global average temperature to 'well below 2°C' compared to pre-industrial levels, a threshold outlined in the Paris Agreement. Given the amount of GHG emissions linked to business operations, action is needed by businesses to meet this commitment. By working to reduce our GHG emissions across our value chain, we can help mitigate climate-related business risks and meet the expectations of our customers, investors and associates.

GHG Protocol provides accounting standards that enable companies to measure, manage and report GHG emissions from their operations and value chains. Using these standards, we calculated our GHG emissions for fiscal 2018 (base year) as part of our initial GHG emissions target setting and now annually report our progress on reducing our carbon footprint. Only a small portion of our GHG emissions come from owned or leased sources (scope 1) or from the generation of purchased energy, such as electricity (scope 2). The vast majority of our emissions are categorized as scope 3, which are indirect sources in the supply chain or through consumer use. This GHG emissions breakdown is common within the apparel and footwear industry since raw material cultivation, processing and fabric production are carbon-intensive. Consumer use, which covers the washing and drying of product after use, also typically accounts for a large percentage of the GHG emissions footprint in our sector.

FY20 GHG EMISSIONS BY SCOPE

(mtCO2e)



0.4%
Scope 1 Emissions
4,975

2.4%
Scope 2 Emissions
32,517

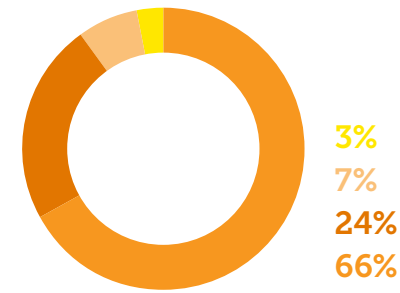
97.2%
Scope 3 Emissions
1,293,257

In 2020, COVID-19 related store closures and a temporary decrease in consumer demand and product procurement led to significant GHG emissions reductions for The Children's Place. We are mindful that progress toward our 30% reduction goals may temporarily reverse as the global economy recovers from the COVID-19 pandemic and business normalizes. It is important that we continue with our detailed reduction roadmap developed after calculating our fiscal 2018 baseline so we can maintain our momentum. By calculating our GHG emissions on an annual basis and staying abreast of the latest climate science, we will continue to track any changes to our progress and adjust reduction initiatives when needed.

The majority of our scope 1 and 2 GHG emissions come from electricity use in our stores and distribution centers. We are installing energy efficiency upgrades in these facilities as part of our energy reduction activities. At the end of fiscal 2020, 71% of our store fleet had been converted to light-emitting diode (LED) light bulbs, which are one of the most energy-efficient lighting technologies and will provide better lighting for our store associates and customers. LED bulbs also use less energy, last longer and are more durable than other types of lighting. We are converting more stores and retrofitting our U.S. distribution center with LEDs in 2021, and continue to look into new climate initiatives for our reduction roadmap. WSP USA, our professional services provider for our climate disclosures, calculates all annual reporting data.

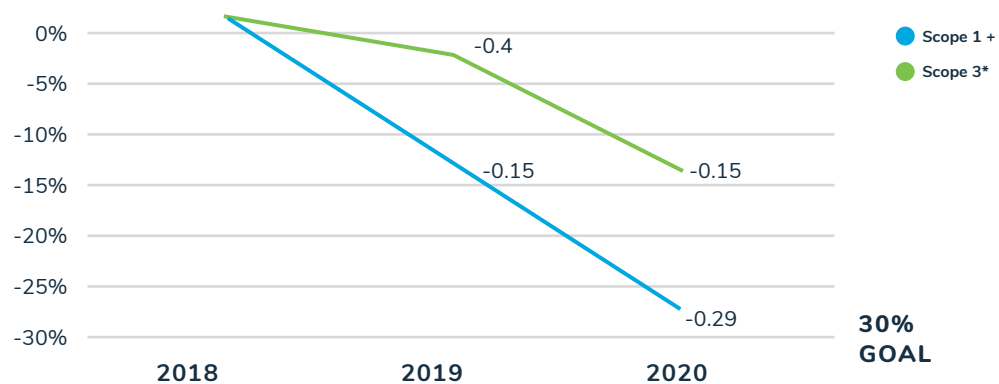
FY20 ENERGY USE BY FACILITY TYPE

ENERGY USE** (MWh)	2018	2019	2020
Stores	101,826	96,395	75,831
Distribution Centers	19,408	22,197	27,227
Warehouses / Storage	8,449	8,449	8,449
Offices	3,616	3,659	3,547
Total Scope 1 & 2 Energy Use	**133,299**	**130,701**	**115,054**



FY18-FY20 GHG EMISSIONS REDUCTION PROGRESS TO 2030 GOALS

(mtCO2e)



*Refers to Scope 3 categories under our corporate goal: Category 1 (Purchased Goods and Services), Category 2 (Capital Goods) and Category 4 (Upstream Transportation and Distribution). Category 9 (Downstream Transportation and Distribution) is no longer relevant because we purchase all outbound transportation and distribution services, so related emissions from the 2018 baseline have been reallocated to Category 4. See 2018 baseline recalculation footnote on pg. 25 for additional details.

**Includes electricity purchases, natural gas, light / distillate fuel oil (#1,2,4) and LPG/Propane.

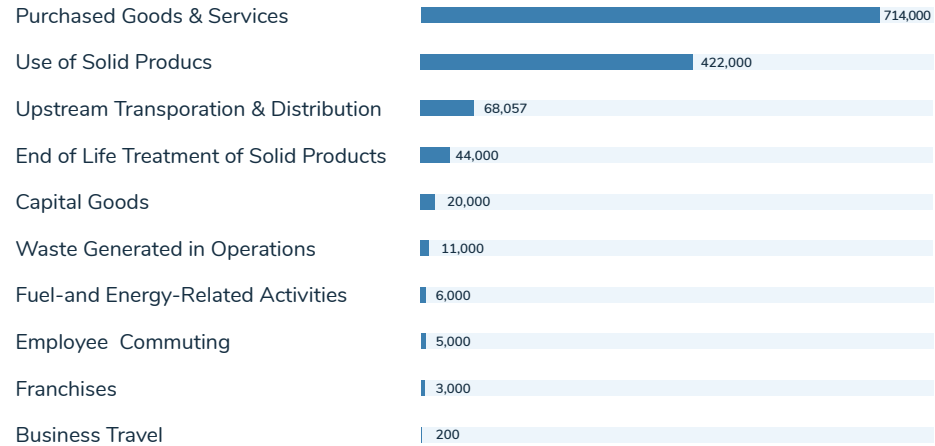
By embedding climate considerations into our operations, we can help mitigate negative climate-related effects. Though our overall scope 3 GHG emissions have decreased since 2018, we did not see a reduction across all categories. Ecommerce is a key driver of our business growth but contributes to just a small percentage of our overall GHG emissions profile. The shift to our digital business from our store channel increased our logistics and transportation GHG emissions in both fiscal 2019 and fiscal 2020. By engaging on climate issues across our business, we collaborate with our cross-functional logistics partners to better understand the root cause of GHG emission increases and develop a course of action to help mitigate them.

Though we have calculated use of sold products as recommended by the GHG Protocol, we are not currently including it in our GHG emissions goal baseline and reduction roadmap because we have limited influence over customer activities such as how often a garment is washed and dried. We are instead focused on the sourcing, manufacturing and shipping of our product, which accounts for the majority of our GHG emissions and are areas where we can have the greatest impact. Our sustainable raw materials strategy supports GHG emission reduction in fiber production.

Looking forward, our plan is to increasingly take action across our global supply chain, including with our third-party textile mills and manufacturers. We are collecting supplier energy use data, which will allow us to understand the actions already being taken by suppliers to determine areas of opportunity and establish strategies for supply chain GHG emissions reduction and use of renewable energy.

FY20 SCOPE 3 GHG EMISSIONS BY CATEGORY

(mtCO2e)











CLIMATE & ENERGY DATA

INTENSITY METRICS (SCOPE 1 + 2, MARKET-BASED)

	FY2018	FY2019	FY2020
GHG emissions intensity (mtCO2e/sq ft)	0.008	0.006	0.005
Average energy intensity (kWh/sq ft)	18	16	15

GHG EMISSIONS (mtCO2e): SCOPE 1 + 2 SUMMARY DATA

		FY2018*	FY2019	FY2020	FY20 % CHANGE (from FY18)
SCOPE 1**		**4,696**	**5,115**	**4,975**	**5.93%**
	Stationary Combustion	3,921	4,242	4,133	5.42%
	Refrigerants	771	865	837	8.61%
	Mobile Combustion	5	5	5	0%
SCOPE 2 (market-based)		**48,751**	**40,229**	**32,517**	**-33%**
	Electricity	48,751	40,229	32,517	

* As with our initial baseline, The Children's Place engaged WSP USA, a professional services firm, to calculate our 2019 – 2020 energy use and greenhouse gas emissions in line with the GHG Protocol. During the course of that calculation, we updated our 2018 baseline to account for industry improvements in methodology and emission factors and improved TCP data quality.

** Stationary combustion includes natural gas, light / distillate fuel oil (#1,2,4) and LPG/Propane; Mobile Combustion includes gasoline and diesel; 99% of refrigerants are building refrigerants.



GHG EMISSIONS (mtCO2e): SCOPE 3 SUMMARY DATA**

	FY2018*	FY2019	FY2020	FY20 % CHANGE (from FY18)
SCOPE 3	**1,662,600**	**1,530,959**	**1,293,257**	**-22.21%**
Purchased Goods and Services	874,000	808,505	714,000	-18.31%
Use of Sold Products***	601,000	519,000	422,000	-29.78%
Upstream Transportation and Distribution	54,400	68,000	68,057	25.11%
End of Life Treatment of Sold Products	65,000	55,000	44,000	-32.31%
Capital Goods	10,000	22,854	20,000	100%
Waste Generated in Operations	11,000	12,400	11,000	0%
Fuel- and Energy-Related Activities	9,000	8,000	6,000	-33%
Employee Commuting	32,000	31,000	5,000	-84.38%
Franchises	4,000	4,000	3,000	-25%
Business Travel	2,200	2,200	200	-90.91%

* As with our initial baseline, The Children's Place engaged WSP USA, a professional services firm, to calculate our 2019 – 2020 energy use and greenhouse gas emissions in line with the GHG Protocol. During the course of that calculation, we updated our 2018 baseline to account for industry improvements in methodology and emission factors and improved TCP data quality.

** Percent change for Scope 3 (-22.21%) different from that stated on pg. 22 (-15%) because it includes all Scope 3 categories, not just those included in our 2030 reduction target.

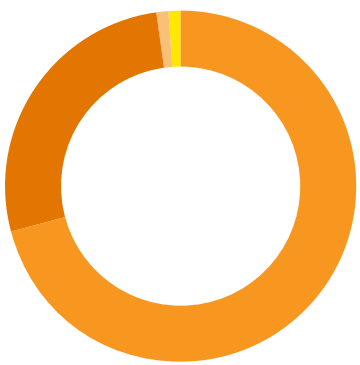
*** Category 11 (Use of Sold Products) GHG emissions not included in SBTi-approved target because they are out of The Children's Place control per SBTi / GHG Protocol Apparel sector guidance.



PRODUCT FIBERS

APPAREL PRODUCT MATERIALS BREAKDOWN

2021 SEASONS



71%
COTTON

27%
POLYESTER

1%
RAYON

1%
OTHER

* Other includes fibers such as acrylic, modacrylic, spandex, metallic / lurex yarn, linen and wool

Delivering high-quality product is vital to our business success, and environmental and social purpose is at our core. We embrace our role in contributing to a healthy planet, while providing the families we serve with quality, value and style.

Customer expectations are now extending beyond the product. Younger generations, in particular, are vocal about wanting to purchase more sustainable clothing – and we're listening. Building for a more sustainable today and tomorrow for our families, we are working to reduce the environmental and social impacts of our products, starting with the materials we use.

For our 2021 seasonal calendar, we estimate that almost 98% of the product fiber used in our apparel is either cotton or polyester. Each of these materials has its own environmental risks. Cotton is a crop that requires large amounts of agrochemicals and water during cultivation, while polyester is an oil-based fiber linked to GHG emissions and wastewater pollution. Importantly, both materials have supply chains where human rights abuses may occur if preventive and corrective actions are not diligently managed.

We are committed to addressing these risks by transitioning to more sustainable raw materials for our product fibers. We have set new goals for recycled polyester, and after achieving our 2022 Better Cotton goal ahead of schedule, we are targeting 100% of our cotton to be responsibly sourced by the end of fiscal 2025. Through these actions and our continued exploration of opportunities to use alternative fibers, we will provide our customers with more sustainable product options and help conserve natural resources for the next generations.

RAW MATERIAL SPOTLIGHT:

COTTON FIBER

We are committed to improving cotton farming practices globally through our membership in Better Cotton. Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. In fiscal 2020, we sourced 46% of our cotton through Better Cotton (approximately 16,000 metric tons). We saw a large increase between fiscal 2019 and fiscal 2020 due to our fabric sourcing strategy, which consolidates most of our volume into a small number of mills that we were able to transition to the Better Cotton program.

After exceeding both of our Better Cotton goals set for 2020 and 2022, earlier this year we announced our goal to increase our use of responsibly sourced cotton to 75% by fiscal 2025. Given that cotton is by far our largest raw material input, we believe we need to expand this goal. Our goal is now to transition 100% of our cotton to responsibly sourced by the end of fiscal 2025.

OUR IMPACT THROUGH BETTER COTTON

Since Better Cotton uses a volume tracking system called Mass Balance, we cannot state that a specific product contains Better Cotton. However, as a member of Better Cotton, we are supporting more sustainable cotton all the way to the farm level. Through our 2020 payments into the program, Better Cotton was able to train more than 22,000 farmers to care for the environment and respect workers' rights and well-being. This farmer engagement translates into meaningful environmental impact on the ground. In fiscal 2020, Better Cotton estimates that 1.9 billion gallons of water were saved and more than 10,000 lbs of pesticides were avoided thanks to our sourcing of Better Cotton. The program also has positive impact on farmer livelihoods – in that same period, Better Cotton estimates that our payments into the program helped farmers benefit from an estimated $3.8 million in additional profit, most commonly due to increased yields and/or optimized use of inputs such as irrigation water, pesticides or synthetic fertilizer.

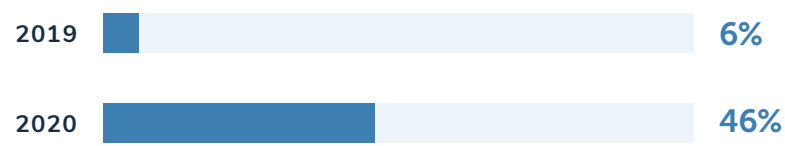






EXPANDED GOAL AND PROGRESS

SOURCE 100% RESPONSIBLY SOURCED COTTON FOR THE COTTON FIBERS USED IN OUR APPAREL BY END OF 2025.





NEW GOALS

SOURCE 25% RECYCLED MATERIAL FOR THE POLYESTER FIBERS USED IN OUR APPAREL BY END OF 2030.

SOURCE 100% RECYCLED MATERIAL FOR THE POLYESTER FIBERS IN POCKET BAGS USED IN OUR DENIM AND WOVEN BOTTOMS BY END OF 2025.

SOURCE 100% RECYCLED MATERIAL FOR THE POLYESTER FIBERS USED IN OUR WOVEN LABELS AND ZIPPER TAPE BY END OF 2025.

RAW MATERIAL SPOTLIGHT:
POLYESTER FIBER

With more than one quarter of our apparel product material made from polyester, we have an opportunity to reduce our impact by transitioning from virgin to recycled fibers. Although polyester manufacturing is less water intensive than cotton production, the fiber derives from petroleum, a non-renewable resource, and has a larger energy and carbon footprint. By using recycled polyester in our product, we can help conserve energy and reduce GHG emissions.

Utilizing recycled polyester also provides the benefit of diverting plastic that would normally be sent to landfill. With growing concern over the amount of discarded plastic polluting the environment, including the oceans, it is critical that we find ways to reuse this waste. By setting recycled polyester goals, we can encourage and measure continued progress for this sustainable material.

Our first recycled polyester product for 2022 – boys recycled swimwear – will soon be joined by recycled polyester in our denim. By focusing on making our product components more sustainable, we converted 35% of our woven labels to recycled polyester in fiscal 2020 and are in the process of transitioning the balance. We are also working closely with our third-party textile mills to incorporate recycled polyester into our pocket bags, which are currently manufactured using virgin polyester and cotton.

TICKETS & LABELS

In addition to moving from conventional to responsibly sourced fibers in our product, we are focused on providing more sustainable options for on-product marketing. In partnership with our labeling vendor, we have been transitioning to more sustainable material for our product ticketing, labeling and carding.

Our intent is to increase the amount of material that comes from forests monitored by the Forest Stewardship Council® (FSC®). FSC® is a global, not-for-profit organization dedicated to the promotion of responsible forest management worldwide. Responsible management of the world's forests helps to address significant problems like illegal logging, human rights violations, and deforestation. The FSC® label printed on trims like price tickets and hangtags signifies that the paper is a mixture of materials from FSC®-certified forests, recycled materials, and other controlled sources. By converting to on-product paper trims using material from these sources, we are contributing to the long-term health of the world's forests.

We started our conversion last year with price tickets, the item that accounts for more than two thirds of our annual paper trim volume. By the end of fiscal 2020, 72% of our price tickets and 100% of the hangtags used on our 3 in 1 winter jackets were made from FSC®-certified and other controlled material. Our progress has continued throughout this year with expansion of this initiative into other product hangtags and carding, and we are on track to meet our goal of sourcing 100% price tickets, hangtags, wrap bands and accessories carding with more sustainable paper sources by 2025.

FSC® N003796



NEW GOAL

SOURCE 100% OF PRICE TICKETS, HANGTAGS, WRAP BANDS AND ACCESSORIES CARDING WITH MORE **SUSTAINABLE PAPER SOURCES** BY END OF 2025.

METAL COMPONENTS

Many of our products utilize trim components like zippers and other hardware. In the apparel industry, these trims are often coated with a thin layer of metal (through a process called electroplating) for aesthetic and/or performance qualities such as resistance to corrosion.

Our focus on sustainable materials extends to the coatings on these categories of product trims. In partnership with our trim vendor we are converting to finishes that utilize the base color of materials and do not involve the electroplating process. Transitioning away from electroplating for zippers and other hardware reduces the use of chemicals, water and other resources needed to produce each trim component, without any decrease in performance.

In fiscal 2020, we were able to transition 36% of our total zipper volume to a more sustainable finish, which equates to more than half of the zippers used in our denim category. Each zipper transitioned contributes to water and energy savings, and a reduction in the hazardous waste byproduct created during the electroplating process.

We are in the process of transitioning other trim components such as denim hardware, babywear snapets and eyelets for drawstring holes. Our team has been working with our trim vendor to identify more sustainable options that keep the product integrity while eliminating the electroplating process. We have already converted an estimated 2.6 million sets of hook and eye closures used in our woven bottoms and 76 million tacks used in our denim, and have approved additional finishes for denim button production. Every component we can convert helps to reduce our environmental impact.



NEW GOAL

CONVERT **100%** ZIPPERS AND OTHER HARDWARE TO FINISHES THAT USE **FEWER CHEMICALS AND LESS WATER** AND **ENERGY** BY END OF 2025.

THE FUTURE IS BRIGHT

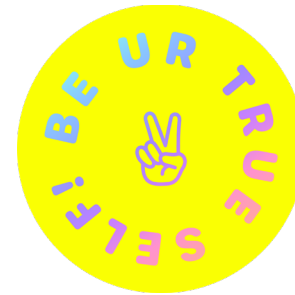
We launched our newest brand, Sugar & Jade, in 2021. This launch is an opportunity to create a brand where sustainability and community are part of the core vision – combining fashion and purpose.

Sugar & Jade's environmental purpose helps us embrace our role in contributing to a healthier planet and enables us to better align with our target customers' values:

- We are partnering with mills that are sourcing cotton for Sugar & Jade apparel through Better Cotton.
- We are advancing our goal of eliminating electroplating from zippers and other hardware by utilizing components that have lower environmental impact in many styles.
- We are using 100% recycled plastic for our protective polybags for apparel & footwear and shifting to more sustainable materials for our product tickets, tags, woven labels & accessory cards.

Sugar & Jade is also contributing to our waste reduction program. Sugar & Jade's protective polybags for shipping product will be 100% recycled plastic in summer 2022. This recycled polybag initiative helped us identify opportunities to expand the program to our other two brands. We plan to start utilizing 100% recycled protective polybags for The Children's Place and Gymboree footwear in spring 2022 and plan to expand to accessories and apparel throughout 2022.





THE SUGAR & JADE VISION

We are a brand for every girl, every body, every day, making it fun, colorful and easy to get dressed for today & whatever lies ahead.

We believe in inspiring girls to be their true self – to love it, own it & celebrate it!

We care about all that surrounds us. While fashion is where we start, purpose is in our heart.

REDUCING WATER USE

All communities rely on freshwater resources to provide safe water for drinking and cooking. Billions of people around the world live in communities that are water-stressed, a situation that continues to worsen with climate change and related weather impacts. It is imperative that our industry does its part to protect water resources in a way that supports use by communities, ecosystems and industry.

We continue to focus water stewardship efforts with our top denim and woven bottoms vendors due to the amount of water used in manufacturing these product categories and the positive environmental impact. In an effort to build water resiliency into our supply chain, our denim and woven bottoms water strategy is three-fold:

- Reduce the use of water used in cotton cultivation by sourcing through Better Cotton;
- Work with vendors to implement wastewater practices that reduce water pollution and other chemical impacts; and
- Set a water reduction goal in vendor manufacturing and washing operations.

Our top denim and woven bottoms vendors, who manufactured approximately 90% of that category volume in fiscal 2020, have been implementing water-savings initiatives by installing upgraded washing machines, utilizing new technology to measure water usage and revising wash protocols to reduce the amount of water needed during processing. By the end of fiscal 2020, these vendors had collectively achieved a 17% reduction in water use, which is the equivalent of over 1.5 gallons of water saved per garment. We continue to work with these vendors on identifying new areas of opportunity as we continue toward our 25% reduction goal by 2023.

It is important to have a verified methodology to collect and analyze environmental data as we work toward our goals. To measure our water reduction progress, we have been using the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM) to verify annual water usage. Since we will continue to expand our initiatives in this and other focus areas, we have set a goal to collect FEMs from the vast majority of our finished goods manufacturers by 2023 so we have access to a broader set of data points. We are also collecting FEMs from our top third-party nominated textile mills, which will help us determine how to engage those vendors on the reduction of environmental impacts.

NEW GOAL

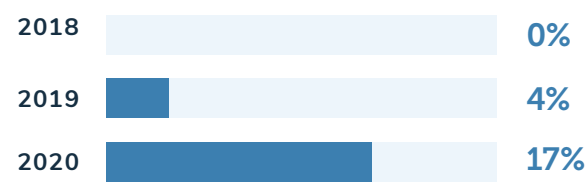


FINISHED GOODS MANUFACTURERS AND NOMINATED MILLS REPRESENTING 95% ANNUAL VOLUME TO COMPLETE THE SUSTAINABLE APPAREL COALITION'S HIGG FACILITY ENVIRONMENTAL MODULE (FEM) BY END OF 2023.

EXISTING GOAL AND PROGRESS



VENDORS MANAGING TOP 20 DENIM AND WOVEN BOTTOM FACTORIES TO REDUCE WATER USAGE BY 25% IN THEIR MANUFACTURING AND WASHING OPERATIONS BY END OF 2023.



OUR CHEMICAL FOOTPRINT

Sustainable chemical management helps companies provide better products for consumers, protect worker health and support healthy ecosystems. We are committed to managing and decreasing the use of unwanted chemicals in our global supply chain.

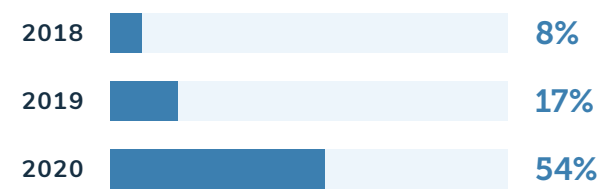
Our first priority is to minimize chemicals in finished product. Consumers want certainty that the products they purchase for their children are safe. Our internal testing protocol helps address this concern by incorporating chemical testing guidelines as part of our quality standards. During the development and production process, products undergo testing to confirm compliance with applicable regulatory requirements. Our testing protocols have been strengthened by our membership in the AFIRM Group, a brand-driven organization of apparel and footwear companies collaborating to promote chemical management in the global supply chain. By adopting the most recent version of AFIRM's Restricted Substance List (RSL) for finished products, we are aligned with industry standards and able to streamline chemical requirements for vendors.

While our testing protocol and RSL manage chemicals in finished product, consumers also expect companies to minimize the use of chemicals in manufacturing processes. Environmental requirements in our Vendor Code of Conduct support manufacturing wastewater practices that reduce water pollution and other ecosystem impacts. We are collecting the Higg FEM to assess the maturity of facility chemical management systems and we are monitoring vendor wastewater compliance through our social compliance audit process . Some production processes such as dyeing and washing generate industrial effluent, which can present greater risk for public health hazards and contaminated wastewater. Given the level of risk associated with laundries, we have a set a goal for our top 20 denim and woven bottom factories to meet the FEM Level 1 sustainability rating of chemicals in their operations by 2023. By end of fiscal 2020, 54% of these facilities met Level 1 or higher, which indicates that they have implemented systems for responsible chemical management.

We believe that industry collaboration around shared standards is critical to promoting chemical management best practices. We are aligned with the most recent version of the ZDHC Manufacturing Restricted Substance List (MRSL), which helps facilities avoid the use of banned substances during production. Once facilities have the ability to properly track and manage chemicals, they can start developing formulations that not just minimize hazardous chemicals but eliminate them completely by shifting to safer substances. By becoming a member of ZDHC, we intend to perform enhanced analyses on vendor chemical inventories to build a preferred chemicals engagement strategy.

EXISTING GOAL AND PROGRESS

TOP 20 DENIM AND WOVEN BOTTOM FACTORIES TO MEET THE SUSTAINABLE APPAREL COALITION'S HIGG FEM LEVEL 1 SUSTAINABILITY RATING OF CHEMICALS IN THEIR OPERATIONS BY END OF 2023.



NEW GOAL

JOIN THE ZDHC INITIATIVE AND SET TIMING FOR ZERO DISCHARGE OF HAZARDOUS CHEMICALS IN OUR GLOBAL SUPPLY CHAIN BY END OF 2023.

OUR WASTE FOOTPRINT

Stakeholders are increasingly focused on the amount of waste our industry produces from company operations, packaging and products that are no longer used by the consumer. Our customers are seeking out more sustainable brands to help reduce their own waste footprints and our associates want to reduce the amount of company waste that ends up in a landfill compactor. Our industry must move from a "take – make – waste" model to a circular system, where products and packaging are repaired, reused or recycled. Diverting unnecessary waste from landfill causes less damage to ecosystems, saves operational costs and creates goodwill with customers and associates.

At The Children's Place, we view waste across three main categories:

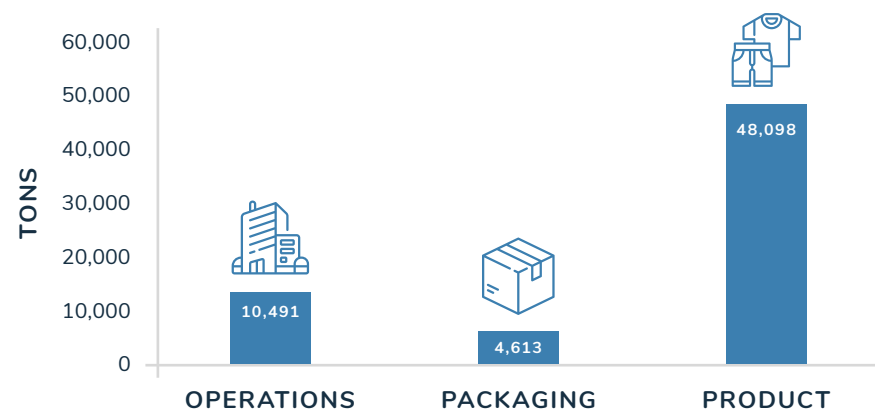
- **Operations:** Waste generated by our corporate headquarters, distribution centers and stores.
- **Packaging:** Waste generated from the packaging and shipping of product purchased in our e-commerce and store channels.
- **Product:** Waste generated by consumers when they discard product after use.

For our company to move to a more circular system, we first needed to measure where and why we create waste. We partnered with an outside expert, Cascadia Consulting, to help us answer those questions by performing a waste stream assessment across our offices, retail stores and distribution centers. Our partner also used our sales and shipping data to estimate the amount of packaging and product we send to customers each year. This project helped us better understand the composition of our waste, existing disposal and recycling practices, and potential new practices for our operations.

We selected fiscal 2019 as our baseline year as fiscal 2020 did not provide us with the best insight into our waste generators due to the affects of the COVID-19 pandemic. Through this waste stream assessment, we calculated our fiscal 2019 total footprint at an estimated 63,202 tons of material. We learned that end-of-life product waste was estimated to be over three times higher than the combined waste generated through our operations and packaging. We anticipate that the ratio among our corporate operations, packaging and product categories will remain relatively stable, though further modeling projected that our waste materials footprint will drop through fiscal 2021 due to COVID-19 related store closures and a temporary decrease in consumer demand and product procurement.

FY19 WASTE FOOTPRINT

Total = 63,202 tons



OPERATIONAL WASTE

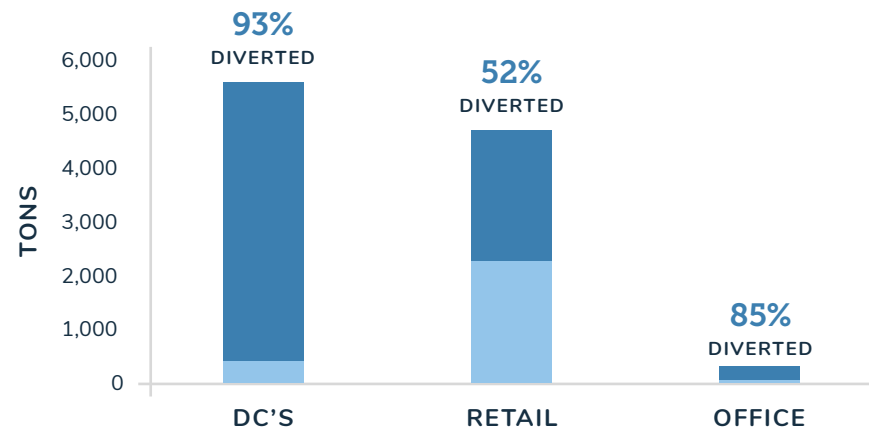
In fiscal 2019, we generated 10,491 tons of waste at our corporate headquarters, distribution centers and stores. Our diversion rate – the amount that we recycled across all of these operations – was 74%, with just 26% of our waste going to landfill. This rate was driven primarily by our distribution centers in the US and Canada, which produced the largest volume of our operational waste (the majority being corrugated cardboard) but where they were able to divert 93% to recycling. Our headquarters in Secaucus, NJ also diverted 85% of its waste, though this volume was a small portion of our fiscal 2019 operational waste footprint.

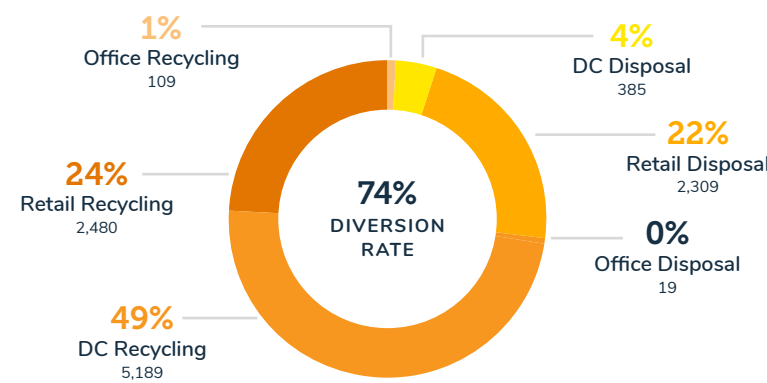
Our retail stores have the lowest overall recycling rate and therefore the greatest opportunity for improvement. Just over half of the waste generated at our retail stores in fiscal 2019 was recycled. We conducted a store associate survey to understand the barriers to recycling and learned that some stores have limited access to recycling services. We will engage mall property owners and our waste management vendors to determine if we can expand recycling options in those locations. By increasing recycling rates across our retail stores, we will move closer to our goal of diverting 80% of the waste generated by our corporate operations by 2025.



NEW GOAL AND FY19 OPERATIONS WASTE BASELINE

DIVERT 80% OF WASTE GENERATED BY OUR CORPORATE HEADQUARTERS, DISTRIBUTION CENTERS AND RETAIL STORES FROM LANDFILL BY 2025.





PACKAGING WASTE

Product packaging comprised the lowest percentage of our fiscal 2019 waste footprint, with the bulk of that waste coming from e-commerce protective packaging. Though, since 2019, our e-commerce business has significantly increased, we expect our packaging waste footprint to decrease due to our shift from corrugated cartons to plastic polybags for shipping products ordered online. Though this shift reduces the amount of packaging material used and reduces GHG emissions due to increased shipping efficiency, plastic bags are not as easy to recycle as cardboard.

Our waste initiatives around packaging therefore need to focus on designing polybags to have less environmental impact and encouraging our customers to recycle. We increased the recycled content in our corrugate shipping boxes from approximately 20% to approximately 60% in fiscal 2021, but we have work to do to increase recycled content in our store bags and e-commerce polybag mailers. We have set a goal of including a minimum of 50% recycled content in all customer-facing packaging by 2025.

In 2022, we plan to begin utilizing How2Recycle labels in our customer-facing packaging. Brands across multiple industries use this standardized labeling system to communicate recycling instructions to the public. By incorporating the How2Cycle label into all of our customer-facing packaging, we can help consumers understand where and how to recycle packaging materials that are not easily recycled in their communities.

Long-term waste strategies need to include discussions around reducing the amount of plastic used from the onset. Our industry is developing innovative ways to reduce or even eliminate single-use plastics such as shopping bags and polybags. We will look to assess initiatives and add to our roadmap over time with the aim of reducing the amount of plastic entering our environment.



NEW GOALS

USE A **MINIMUM OF 50% RECYCLED CONTENT** IN CUSTOMER-FACING PACKAGING BY END OF 2025.

100% OF CUSTOMER-FACING PACKAGING LABELED WITH THE HOW2RECYCLE LABEL BY END OF 2023.

PRODUCT WASTE & CIRCULARITY

Based on our fiscal 2019 baseline, our end-of-life product waste was three times the amount of material when compared to our operational and packaging waste combined. Though we have little control over customer action once they purchase our products, our end-of-life waste footprint compels us to explore ways to encourage customers to avoid sending our product to landfill wherever possible and move to a more circular system. Many companies and initiatives are helping our industry reduce waste at product end-of-life by facilitating product resale and recycling, and promoting more sustainable product design. We are currently exploring and analyzing these opportunities in order to pilot an end-of-life program. This pilot will help us understand consumer behavior around product recycling and build internal knowledge on circularity with our cross-functional partners. These learnings will then allow us to develop an informed long-term strategy and help us set measurable and impactful circularity goals.

NEW GOAL

COMPLETE A PRODUCT END-OF-LIFE PILOT PROGRAM AND **SET OUR CIRCULARITY GOALS** BY END OF 2023.





SOCIAL

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OUR SOCIAL COMMITMENTS

We embrace every child and every family, a commitment that requires a respect for human rights. As outlined in our Human Rights Policy, we work to avoid adverse impacts across our business relationships and to embed human rights considerations into business decisions. Respect for all human rights is part of the foundation that assists us as we strive for excellence in every aspect of our business.

We are dedicated to investing in our associates, supporting the people who make our product and giving back to those in need. These commitments are essential for earning and maintaining the trust of our community. Preserving that trust begins with our Code of Business Conduct that outlines our commitment to act with integrity in everything we do. This means displaying ethical, honest and fair behavior in our interactions with our associates, customers, shareholders and business partners. We continually work to perform at the highest level of integrity, exercise sound judgment in our decisions, and demonstrate respect for each other.

2020 was a year of great disruption for societies around the world, disruption that accelerated the need for our industry to make ambitious commitments to do more. We are working to meet this challenge by launching new initiatives focused on our associates, customers and the third-party workers who manufacture our product.



PEOPLE

Workplace Health & Safety:
Safeguarding our associates and customers

Talent:
Investing in the associates that make our business possible.

Diversity, Equity & Inclusion:
Building an inclusive environment where all people feel welcomed and valued.

Community:
Supporting children and families in need.

SUPPLY CHAIN

Supply Chain Compliance:
Helping to protect factory workers and their rights in the workplace.

Worker Well-being:
Moving beyond the factory walls to improve the well-being of workers and their families.



SOCIAL

PEOPLE

OUR RESPONSE TO COVID-19

The pandemic resulted in extraordinary disruption and challenges – from the onset, our priorities centered on protecting the health, safety and welfare of our associates and customers. Our increased safety measures and operational changes included:

Hygiene & masks:

Personal Protective Equipment (PPE) was provided to front-line associates in our stores and distribution centers including disposable face masks and gloves. Communications were posted in all locations to encourage healthy hygiene habits such as frequent hand-washing.

Cleaning & disinfecting:

Rigorous cleaning routines were implemented in our stores, including engaging third-party specialists to conduct periodic deep cleaning. In our distribution centers, we significantly expanded our facilities team to conduct nightly deep cleaning of the entire facilities using electrostatic machinery.

Social distancing & guest metering:

Our stores operated with reduced hours and limited store capacity, and floor decals were installed to encourage everyone to maintain social distancing. We also temporarily closed fitting rooms, restrooms and water fountains to ensure associate and customer safety. At our distribution centers all common areas were adapted and staggered break times were implemented to ensure social distancing.

Plexiglass partitions:

We installed plexiglass health guard partitions at checkout areas in all of our stores, providing a safer environment for associate and customer interactions.

Monitoring health:

Self-screening health check procedures were implemented across all locations to support associates in monitoring their health at home. In our distribution centers, we installed temperature check equipment and in the U.S., contracted with a local medical center to provide onsite clinical services including COVID-19 vaccinations.



Associate compensation and benefits:
To recognize the commitment of our associates and support their health and well-being, we implemented numerous programs during the crisis. This included temporary special incentive programs with hourly workers receiving an additional $2-4 per hour and management team members receiving monthly bonuses to recognize frontline workers in our stores and distribution centers. Additionally, associates in the distribution centers had access to up to 80 hours of sick pay and associates in stores and corporate who did not qualify for a leave of absence had access to up to 14 days of unpaid emergency leave. We also created a dedicated site for information on furloughs and unemployment claims supported by our HR Operations team.

Supporting the global community:
In early 2021, with an overwhelming increase in reported COVID-19 cases and deaths in India, we took immediate steps to send care packages to all of our associates in India, which included pulse oximeters, thermometers, steam vaporizers, hand sanitizer, and vitamins, as well as PPE equipment to keep them safe. Recognizing the important mission of Project HOPE, we made a donation to support the organization's live-saving work to address the world's greatest public health challenges, transforming lives and uplifting communities. Through Project HOPE, we were able to help this organization provide medical supplies in critical need, equipment, and training to local organizations. We also implemented a simplified matching gift process and invited associates to donate to this cause.

As the pandemic continues to evolve, we are maintaining ongoing safety measures and complying with all government mandates to support the health and well-being of our associates and customers.



OUR TALENT

Our workplace culture attracts, engages, retains and rewards talented associates and provides opportunities to fulfill work and life goals. We are committed to growing talent from within and are proud that almost 70% of Manager and above roles at Corporate and over 50% of all store management and distribution center management roles were filled through internal promotions during fiscal 2020. On our Senior Leadership Team, 60% have been promoted through the ranks into their current position. We have long-standing and experienced leaders focused on fulfilling our customer needs, with Senior Leadership Team members having an average of 6 ½ years tenure, average tenure across all levels at Corporate of 5 years, average tenure in store management roles of over 6 years and average tenure of over 4 years for hourly workers in our distribution centers.



RAJAT JAIN

Years at TCP: 5 years

Role: Chief Technology & Logistics Officer who was promoted through positions of increasing responsibility and title after joining as Vice President

Our leaders and teams spend each day moving the needle in the right direction to provide the best possible experience to our customers. I feel our size and organization structure makes us very nimble. Our ability to make quick but thoughtful decisions and execute flawlessly gives us a unique advantage over others. I continue to have an amazing journey here in partnering with talented peers, learning from other senior leaders and being mentored by our CEO, one of the best in the industry today!



JESSICA BROWN

Years at TCP: 10 years

Role: District Manager who was promoted from Store Management

I enjoy working at TCP because the vision and culture align with my personal values. I love that the organization supported my success and challenges me every day in different ways to evolve. It is great being surrounded with people that work as a team allowing you to feel appreciated while acknowledging your talents.



AMBAR NEGRON

Years at TCP: 10 years

Role: Store Manager who was promoted through the ranks after joining as a Seasonal Holiday Associate

The main thing I love about TCP is that we always have new challenges and it pushes me to keep on growing/ learning. I have developed different skill sets and discovered new talents in my job here. Before becoming a Store Manager, I was an Assistant Store Manager and started as a Seasonal Holiday Associate in 2011.



ROBBIN HUNTLEY

Years at TCP: 14 years

Role: Retail Operations Supervisor who was promoted from Put To Store Lead

I love working at TCP because of the opportunity of growth within the company. I started as a Put To Store lead when the building opened in 2007. In 2009, I became a Put To Store supervisor, and I have held other supervisor positions in Retail since then. I enjoy the challenges of learning the operations of each department in our Retail operations. I also take pride in training and developing our associates to achieve their own personal growth in the company.

MAKE OUR PLACE YOURS

GOING PLACES
INTERNSHIP PROGRAM

At The Children's Place, we strive to attract top talent in the retail industry who are passionate about driving results through cross-functional collaboration, engagement and communication. One of the ways we build talent in our organization is through our Going PLACES Summer Internship Program, creating a diverse pipeline of talent into our organization and providing mentorship opportunities for our leaders and associates.

Our **Going PLACES - Summer Internship Program** in New Jersey and Hong Kong is designed to provide a detailed view into the inner-workings of our company. Our comprehensive 10-week program from June to mid-August includes a series of training and development sessions, hands on experience with key tasks and responsibilities in each intern's desired discipline, cross-functional department exposure and interaction with senior leadership, including our CEO.

Over the past five years, we have recruited students from 15 colleges in the US and two colleges in Hong Kong with over 150 interns participating in our Going PLACES Internship Program. Over this period, more than 40 students have joined our company after graduation in full time positions across all departments, including Design, Global Merchandising, Digital Marketing, Planning & Allocation, Sourcing, Strategic Partnerships, Creative Services, IT, Finance and Human Resources.

Despite challenges with COVID-19, we offered a virtual learning program in 2020 with many of these interns returning for the more robust hybrid in-person and virtual delivery program in 2021.









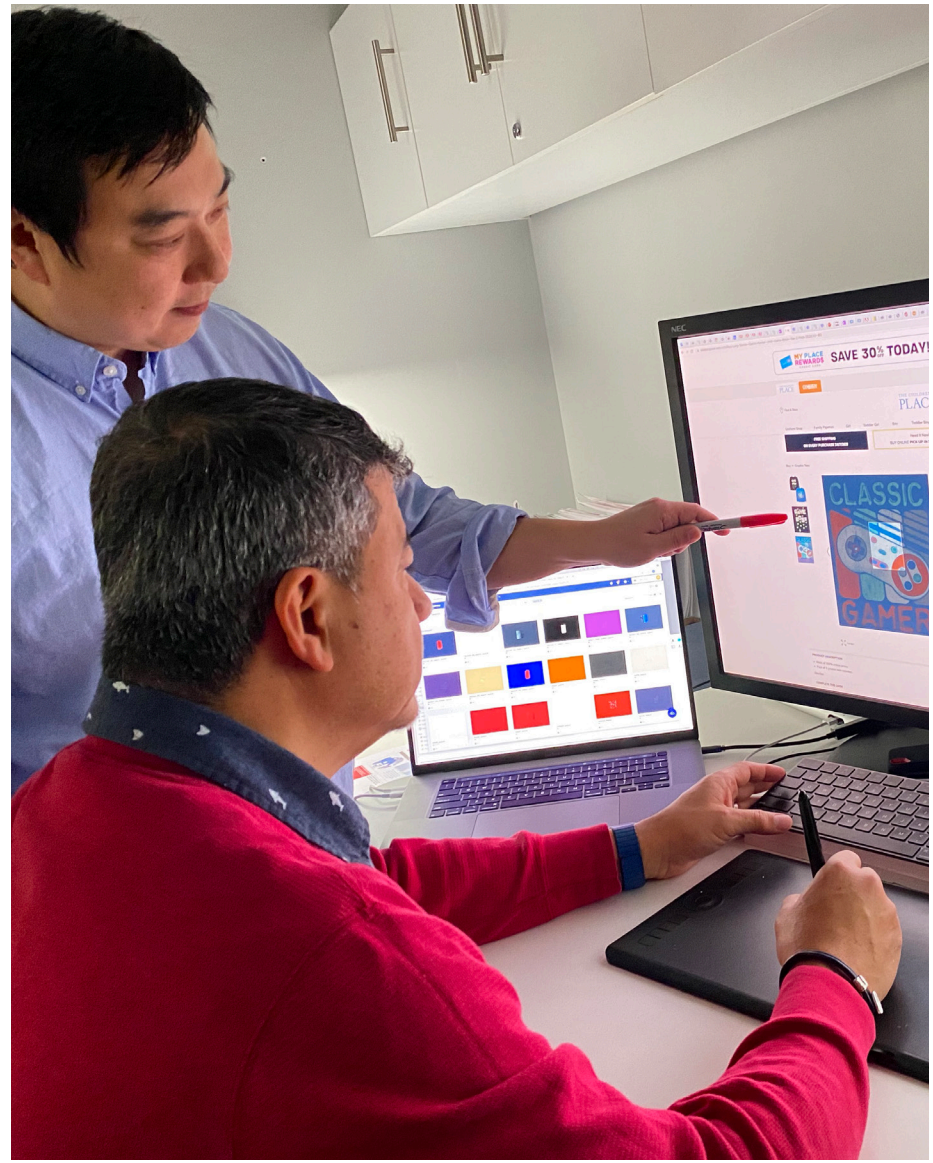
WAY TO GROW

A key enabler of our high internal promotion rate is our investment in creating a learning culture through immersive on-the-job development opportunities, as well as a variety of structured job-related classes and programs.

Ensuring our associates have the information, knowledge and skills they need to grow and develop is a key pillar of our Talent Strategy. Our classes and programs build talent at all career path levels, including individual contributors, people managers and executives. A wide range of approaches is employed to deliver core foundational training on topics such as onboarding, technical skills, compliance and diversity, equity & inclusion. We provide professional and managerial development covering numerous subjects, including problem solving & decision making, effective communication, becoming a people manager, goal setting and situational leadership. We also support high potential executive talent with targeted skills coaching.

In response to remote working conditions in 2020 created by the COVID-19 pandemic, we modified many of our learning & development programs to enable virtual delivery. We also focused on the ongoing career development of our graduated, hired interns by providing targeted learning and development activities and workshops to support ongoing growth, development and retention.

Most importantly, at all levels of the organization, we actively work to identify talent with the desire and skills to move to the next level in their career and pinpoint any skill gaps and necessary experiences which will prepare them to take the next step. Through stretch assignments, role play opportunities and special projects, we work to provide the practical skills and knowledge associates need to advance their careers.



WAY TO GROW

We are proud of the many associates across all levels and locations of our organization who have grown their careers and contributed to growing other associates throughout their tenure.



STEPHANIE CASTRO

Years at TCP: 10 years

Role: District Manager

I enjoy working at TCP because I truly enjoy helping and being of service. I also enjoy helping people grow. TCP has given me the opportunity to do exactly that and at many different levels. From engaging with our customers, to training and developing our associates, to supporting and motivating my peers as a Training Store Manager. In my new role as District Manager, I am given the opportunity to grow and learn through our opportunities and celebrate our successes alongside one of the best teams!



ERICA ORTIZ

Years at TCP: 5 years

Role: Continuous Improvement Supervisor

I started as a temporary associate before becoming a full-time associate in Ecommerce Support as a Replenisher. Soon after I was trained to be a cycle counter and given the role of problem solver for the Put Wall. During this time, I trained to be a supplemental driver, where I was soon promoted to full-time driver. I was hungry for more and sought the help from my superiors to become a supervisor one day. In 2019, I became a Support Supervisor. During my time as Supervisor, I have assisted our HR team with onboarding, translating for and training our Spanish speaking associates. I have been blessed with numerous opportunities in our facility and strive to achieve more!



VONDA THARPE

Years at TCP: 10 years

Role: HR Director

I enjoy working for TCP because it is never the same each day! Every day is a new adventure and learning opportunity. During my 10 years, I've had the pleasure of developing six hourly associates that were promoted into exempt level roles in the DC. I love that TCP champions internal promotions. I work with an AMAZING team at the DC and have AMAZING corporate partners. It makes coming to work every day a JOY! I am looking forward to the continuous change and growth for the next 10 years.

REWARDS AT OUR PLACE

We strive to attract, motivate, retain and reward superior talent in our highly competitive environment through competitive and comprehensive compensation and benefits programs.

Our compensation strategy incorporates base pay and variable incentive opportunities to reward performance against pre-determined goals. Compensation for our senior executives is tied closely to the company's performance and is disclosed in our annual proxy statement. We created special temporary incentive programs to reward our front line associates at all levels in stores and our distribution centers for their heroic efforts during the COVID-19 pandemic. We are committed to rewarding all employees equitably and engaged an expert external consulting firm to conduct our annual pay equity analysis. This analysis is designed to ensure that areas of opportunity are addressed in a timely manner and that systemic disparities based on gender and race within our US population do not exist.

Our associates are our most important asset, and as such, we are committed to providing benefits that support the needs of our eligible associates and their families. Our benefits programs support the overall health and financial well-being of our associates, including physical, mental, and financial stability. The company continues to evaluate and prioritize our offerings, in order to provide comprehensive healthcare coverage at an affordable cost and provide a healthy and safe environment. We also offer additional programs such as life insurance and disability, adoption assistance, pet insurance, backup daycare, employee assistance programs, as well as other voluntary benefit offerings to eligible associates. We have a generous paid time off program, offer flexible/remote work schedules, and offer a highly valued employee discount to our associates.



A WORKPLACE FOR ALL

Our female-led company is uniquely positioned to understand our customer and deliver on our promise. Our strong connection with our customers is enhanced by our diverse teams across our stores, distribution centers and corporate headquarters and in our Board of Directors.

We believe that diverse teams operating in an inclusive environment 'outperform' others. Our goal is to foster a culture in which inclusion, equity, and diversity are a part of our identity. A culture in which employees **know** they are represented, **feel** their voices will be heard, and **trust** that we will all work together to provide and sustain these conditions.

We uphold this diverse and inclusive culture by:

- Ensuring our talent acquisition programs sustain and grow diverse representation across our workforce -
  - Utilize job boards and LinkedIn groups such as the Professional Diversity Network, Diversity Recruiting Strategy Group, Women's Diversity Network, Hispanic Professionals Networking Group and Diversity - A World of Change
  - Ensure job descriptions are gender neutral and provide hiring managers with unbiased interview guides to attract diverse candidate pools
  - Build a diverse pipeline of entry level talent through our internship program by partnering with organizations and academic institutions such as Black Retail Action Group (BRAG) and Howard University
  - The Children's Place is a proud partner of the Military Spouse Employment Partnership (MSEP), providing field opportunities for military spouses
  - Utilize market data, candidate expectations and established budgets to remove bias from hiring compensation practices



OUR FEMALE CEO HAS LED THE COMPANY FOR OVER
11 YEARS



87% OF OUR ASSOCIATES ARE WOMEN



OVER **50%** OF OUR BOARD MEMBERS AND SENIOR LEADERSHIP TEAM ROLES ARE HELD BY WOMEN



87% OF NEW HIRES AND **90%** OF PROMOTIONS DURING FISCAL 2020 WERE WOMEN



64% OF OUR ASSOCIATES IDENTIFY AS RACIALLY DIVERSE



ASSOCIATES IDENTIFYING AS RACIALLY DIVERSE REPRESENTED
70% OF NEW HIRES AND 62% OF PROMOTIONS DURING FISCAL 2020

- Promoting talent from within -
    - We are committed to the development, advancement and retention of top talent with almost 50% of all open roles filled through internal promotions in fiscal 2020.
    - With approximately 1,300 associates promoted in fiscal 2020, women accounted for 90% and racially diverse associates accounted for 62% of all promotions.
- Building an inclusive culture through awareness and education –
    - Conducted multiple hours of comprehensive facilitator-led education with all Vice Presidents and above with an Inclusion Strategist, unpacking key topics such as systemic racism, unconscious bias, microaggressions and the critical role of allyship.
    - Conducted detailed facilitator-led training sessions for over 400 people managers across the organization and equipped them with a DE&I Toolkit of resources and activities to support their ongoing dialogue with their teams.
    - Launched three new e-learning modules for all associates to increase knowledge and awareness on DE&I topics including managing unconscious bias and preventing microaggressions.
- Rewarding all employees equitably –
    - DCI Consulting Group, a human resources risk management consulting firm providing expert solutions to employers on the complex issues of Equal Employment Opportunity (EEO) compliance, was engaged to conduct our annual pay equity analysis. The study concluded there were no findings of potential systemic disparities based on gender and race within our US population.
- Celebrating global cultural events and holidays –
    - We have increased our efforts to recognize diverse groups and to honor and celebrate cultural moments and milestones such as Women's History Month and Black History Month.



CRYSTAL HUBERT

Years at TCP: 19 years

Role: Store Manager, Houston Texas.

I have worked at TCP for 19 years and I am new in my role for about 4 months. I love working for TCP because over the years I have met and worked with such a diverse group of people whom I have learned from which continues to inspire and motivate me to grow.



HASNAA JABER

Years at TCP: 12 years

Role: Store Lead, Ottawa Canada.

Working at The Children's Place has given me a lot of great opportunities to grow in my career and as an individual. I enjoy working in a group setting where my colleagues and I work together to create a best-in-class customer experience. My motto is 'Team work makes the dream work'.



CLAUDIA LIMA-GUINEHUT

Years at TCP: 7 years

Role: Senior Vice President, Global Merchandising & Strategic Partnerships

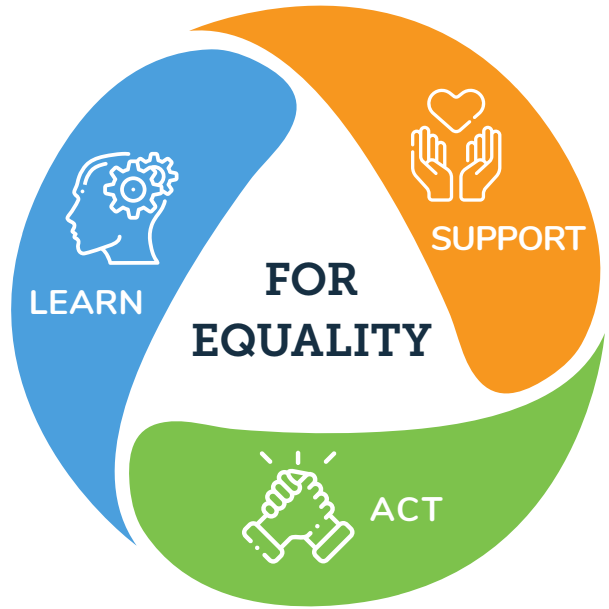
I am fortunate to be able to do what I love at TCP, to lead an amazing team and collaborate with internal partners who are extremely dedicated and passionate individuals that come in every day and do great work because they love what they do as well and strive for excellence.

OUR CONTINUING JOURNEY

We are proud of our diverse team and celebrate the strong gender and racial representation across our company. To improve representation at our US Corporate Headquarters, we are committed to doubling our Black associate population by 2025. We will continue to listen, learn and strengthen our culture and remain committed to making changes within our company to promote an inclusive environment.

Moving forward, we will –

- Continue to hire and promote diverse talent at all levels of the organization
- Enhance associate engagement and amplify diverse voices through the establishment of Associate Resource Groups (ARGs)
- Continue to invest in and strengthen structured training and education programs for all associates
- Maintain gender and race pay equity, immediately correcting any instances of potential disparities
- Measure the impact of our programs and changes in our workforce and report on our progress



NEW GOAL

DOUBLE REPRESENTATION OF BLACK ASSOCIATES AT OUR US CORPORATE HEADQUARTERS BY END OF FISCAL 2025 (FROM A BASE YEAR OF FISCAL 2020).

US WORKFORCE DEMOGRAPHICS

ETHNIC DIVERSITY		2019	2020
WHITE	All Employees	37%	36%
	Corporate Leadership	67%	66%
	Store Management	57%	52%
	New Hires	28%	30%
	Promotions	41%	38%
ASIAN	All Employees	3%	3%
	Corporate Leadership	19%	20%
	Store Management	2%	1%
	New Hires	2%	2%
	Promotions	2%	3%
BLACK	All Employees	25%	23%
	Corporate Leadership	2%	3%
	Store Management	16%	17%
	New Hires	35%	30%
	Promotions	22%	22%
HISPANIC	All Employees	31%	34%
	Corporate Leadership	7%	6%
	Store Management	22%	26%
	New Hires	30%	33%
	Promotions	30%	31%
OTHER MINORITIES	All Employees	4%	4%
	Corporate Leadership	5%	5%
	Store Management	3%	4%
	New Hires	5%	5%
	Promotions	5%	6%
ALL MINORITIES	All Employees	63%	64%
	Corporate Leadership	33%	34%
	Store Management	43%	48%
	New Hires	72%	70%
	Promotions	59%	62%

GENDER REPRESENTATION		2019	2020
OVERALL	Women	89%	87%
	Men	11%	13%
SENIOR LEADERSHIP	Women	46%	50%
	Men	54%	50%
CORPORATE LEADERSHIP	Women	53%	51%
	Men	47%	49%
STORE MANAGEMENT	Women	91%	90%
	Men	9%	10%
PROMOTIONS OVERALL	Women	93%	90%
	Men	7%	10%
PROMOTIONS CORP. LEADERSHIP	Women	61%	54%
	Men	39%	46%
PROMOTIONS STORE MANAGEMENT	Women	95%	90%
	Men	5%	10%
NEW HIRES OVERALL	Women	90%	87%
	Men	10%	13%
NEW HIRES CORP. LEADERSHIP	Women	65%	31%
	Men	35%	69%
NEW HIRES STORE MANAGEMENT	Women	92%	90%
	Men	8%	10%

The above data consists of all of our EEO-1 data as well as additional information. Corporate Leadership is defined as Director & Above. Store Management is defined as Store Manager. Promotions are defined as movement to a higher level. Other Minorities include: Native America, Pacific Islander and two or more Races.

US WORKFORCE DEMOGRAPHICS

AGE REPRESENTATION		2019	2020
ALL EMPLOYEES	Under 30 years old	63%	64%
	30 - 50 years old	30%	28%
	Over 50 years old	7%	8%
CORPORATE LEADERSHIP	Under 30 years old	0%	0%
	30 - 50 years old	84%	81%
	Over 50 years old	16%	19%
STORE MANAGEMENT	Under 30 years old	15%	14%
	30 - 50 years old	72%	71%
	Over 50 years old	13%	15%



The above data consists of all of our EEO-1 data as well as additional information.
Corporate Leadership is defined as Director & Above.
Store Management is defined as Store Manager.
Promotions are defined as movement to a higher level.
Other Minorities include: Native America, Pacific Islander and two or more Races.

A PLACE FOR GIVING

THE CHILDREN'S PLACE
♥ A PLACE FOR GIVING ♥

The Children's Place has a long history of partnering with organizations who support children and families in need. We donated approximately $16 million in product and cash in 2020.

Delivering Good
HELPING KIDS AND FAMILIES

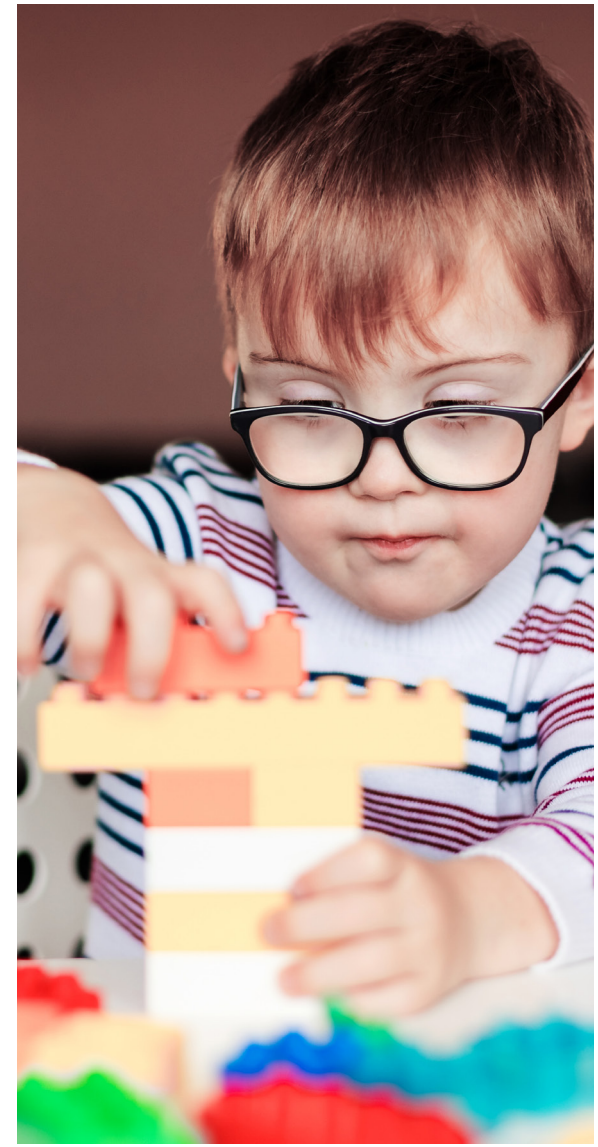
Delivering Good unites retailers, manufacturers, foundations and individuals to provide people impacted by poverty and tragedy with new merchandise, effectively distributed through a network of agency partners to offer hope, dignity and self-esteem to at-risk children, families and individuals.

In 2020, we made a donation to Delivering Good of approximately 2 million units of new clothing with a retail value over $15M.

YCS
Embracing All the Possibilities®

YCS aims to provide services for at-risk and special needs children, youth, and young adults to build happier, healthier, and more hopeful lives within families and communities. YCS supports thousands of New Jersey families, some of which have children at YCS' group homes and are separated from their loved ones and have been affected by trauma, others are affected by intellectual and developmental disabilities that adversely affect their behavior. Many families receive the intensive in-home and community support that enables their families to stay together. Whatever the need, the caring YCS staff offers individualized educational, mental health and/or behavioral health programming.

The Children's Place supports YCS through a variety of monetary and product contributions. In 2020, we provided a $5,000 corporate sponsorship for technology to support YCS's remote learning and therapy programs. Throughout the year we made donations of over $45,000 in product and $750 in gift cards. During the holidays, we ran our annual Winter Wishes gift drive, which granted the wishes of 75 children living in group homes in the area. Associate contributions totaled $3,125, which we matched, for a total donation of $6,250 so that the children could attend a holiday outing.



"The impact of YCS' long standing partnership with The Children's Place goes beyond words. For nearly 20 years, TCP leadership has demonstrated an extraordinary commitment to the children at YCS. The most recent "Art Pal" project with TCP interns that culminated with a Sport's Day event epitomizes the heart and soul of your organization. The comradery between the interns and children was beautiful to watch. The financial contributions TCP have also continued to make during this pandemic has given our children a respite from the confines of the facilities. With TCP's generosity, they have enjoyed outings to the zoo, Great Adventure, and boardwalk on the beach, while the in-kind donation of children's apparel has been an encouragement to our young mothers who struggle mightily to provide for their children. From the perspective of our Foundation, I can only say thank you from the bottom of my heart for your steadfast friendship, understanding and compassion. This means more to us than you can ever imagine."

- RUTHIE HARPER, YCS CHIEF DEVELOPMENT OFFICER



Good+Foundation

Good+Foundation is a leading national nonprofit that works to dismantle multi-generational poverty by pairing tangible goods with innovative services for low-income fathers, mothers and caregivers, creating an upward trajectory for the whole family.

In 2020 we donated over $570,000 in clothing to Good+Foundation, which was distributed throughout the year to families in need. We also provided a $10,000 gift card sponsorship to the Shop with Pops Program. This program is specifically designed to support underprivileged fathers so that they can bring their child on shopping trips that they otherwise couldn't afford.



"The Children's Place is one of Good+Foundation's longest-standing corporate donors. Since 2002, they have provided us with much-needed clothing and accessories, so Good+ kids can be stylish and comfortable all year long – no matter the season. Their support also helps facilitate our annual Shop with Pops program, which provides dads and their children with a special opportunity to shop for school clothes and supplies. Our partnership with The Children's Place is critical to our success, as they help us meet an important need for Good+ families."

- KATHERINE SNIDER,
CHIEF EXECUTIVE OFFICER, GOOD+FOUNDATION

CHILDREN'S AID AND FAMILY SERVICES

Children's Aid and Family Services has a mission to strengthen families and individuals to reach their fullest potential. The organization offers high-quality, innovative services to children, adults and their families that advance their social, educational and emotional development and well-being. Through the Baby Basics program, Children's Aid and Family Services provides free nutritional formula and diapers to low-income families with children aged newborn through 2 years. The program, which relies on community support, distributes more than 200,000 diapers every year and offers a desperately needed safety net to families that helps ensure their babies remain healthy and well-nourished.

In 2020, we donated $15,000 to the Baby Basics program, which provides diapers, formula, and other necessities to children up to the age of 2. In addition, we made $29,000 in product donations.

IRONMATT The Matthew Larson Foundation for Pediatric Brain Tumors

The Matthew Larson Foundation for Pediatric Brain Tumors has a mission to raise the awareness and funds necessary to overcome pediatric brain tumors and to help the children and families affected by them. Through the Foundation's research grant, family assistance and other support programs, over 1,400 families in 45 states, who are fighting this devastating disease, have been helped and supported.

Each year, we support the Iron Matt Foundation with a $10,000 Corporate Sponsorship. In addition to this donation, we send out nearly $30,000 in gift cards, accompanied by a set of pajamas, to children undergoing cancer treatment. To help offset the financial burden on families, siblings in the family also receive a gift card to The Children's Place.

> I received a little sunshine in the mail today from Children's Place! The two gift cards are so amazing! It will allow for Christmas gifts. What a blessing! With four girls that is so amazing and very appreciated!"
>
> - COURTNEY BODILY (PARENT)

NAACP

The Children's Place is committed to fostering a culture where diversity, equity, and inclusion are part of our identity. Recognizing the important mission of the NAACP, we made a $25,000 donation in 2020 to support the organization's vision of a society where all individuals have equal rights without discrimination based on race. We also invited associates to donate to this cause with a total of $6,143 collected, which was matched by the company for a total of $12,286.



Table to Table is a community-based food rescue program that collects prepared and perishable food that would otherwise be wasted and delivers it to organizations that serve the hungry in Bergen, Essex, Hudson, and Passaic counties. Table to Table "rescues" food from about 200 donors (supermarkets, distributors, restaurants) and delivers it the same day, free-of-charge, to over 100 community organizations including soup kitchens, homeless shelters, after-school programs, and homes for the elderly.

Since 2015, The Children's Place has been proud to support Table to Table through donations collected during our annual Thanksgiving Luncheon. Unfortunately our Thanksgiving Luncheon was cancelled in 2020 due to the Covid-19 pandemic. Recognizing the importance of these donations with the challenges presented by the pandemic, we held a month-long virtual fundraising event in September in honor of Hunger Action Month.

Through our dedicated fundraising page, our associates made contributions in honor of Hunger Action Month, which were then matched by the company for a total donation of $23,576. When added to our annual sponsorship of $5,000 to the 'Bag a Lunch, Help a Bunch' Program, we contributed $28,576 to help Table to Table to fulfill its mission during a year when donations were needed most.

The Town of Secaucus' Community Outreach department is committed to the social well-being of our community. We play an active role in helping families and children in need within the town of Secaucus where our Corporate Headquarters is located.

In 2020, we made $31,000 in product donations to the Town of Secaucus to support their community outreach efforts.





When faced with an emergency trip to the hospital, the last thing on a parent's mind is grabbing a change of clothes for their sick child. In late 2020, The Children's Place made a clothing donation to the newly established Compassion Cubby in the Pediatric Emergency Department at Joseph M. Sanzari Children's Hospital at Hackensack University Medical Center, so that parents won't have to leave their child's bedside and can focus on what matters most: their child's health. Leaders of the Pediatric ED held a ribbon-cutting ceremony to celebrate the opening of the Compassion Cubby, which offers clean clothes donated by The Children's Place to its youngest patients being discharged.

Employee Giving

All full-time associates with six months of service and all part-time associates with 12 months of service are eligible to participate in our Gift Matching program for qualifying donations. Gifts are matched up to $500 annually for part-time associates with increasing associate limits through to the executive and Board level of the company at $10,000 annually.

Associates are also encouraged to volunteer and donate their time and skills to organizations we partner with. These efforts were hampered by the COVID-19 pandemic in 2020 and we look forward to increasing our impact as soon as we are able.



SOCIAL

SUPPLY CHAIN

APPROACH

The Children's Place is committed to working with vendors and manufacturers who provide fair, safe and healthy working conditions for their factory workers. We choose to work with partners with values like ours, who recognize the rights of their employees in the workplace and who demonstrate transparency in their business dealings.

The partners that are aligned with our business understand that demand for their manufactured product originates from a consumer that strongly believes in ethical supply chains. A recent study conducted by researchers at Cornell University, University of North Carolina Greensboro and Central Missouri University showed that working conditions were the most important ethical consideration in an apparel purchase for Millennial and Generation Z consumers, ranking higher than any environmental or philanthropic consideration. We strive to meet the expectations of these customers and expend significant time and effort into the assessment and selection of the partners we choose to work with.

To meet the expectations of all of our stakeholders, we've published a **Vendor Code of Conduct** that provides the standards by which we hold our vendors and third-party manufacturers accountable. Our Vendor Code of Conduct is aligned with the principles set forth by the International Labor Organization (ILO) core conventions, the UN Guiding Principles on Business and Human Rights and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. This Code and our approach to responsible sourcing is a part of our broader **Human Rights Policy**.



AUDITING PROCESS

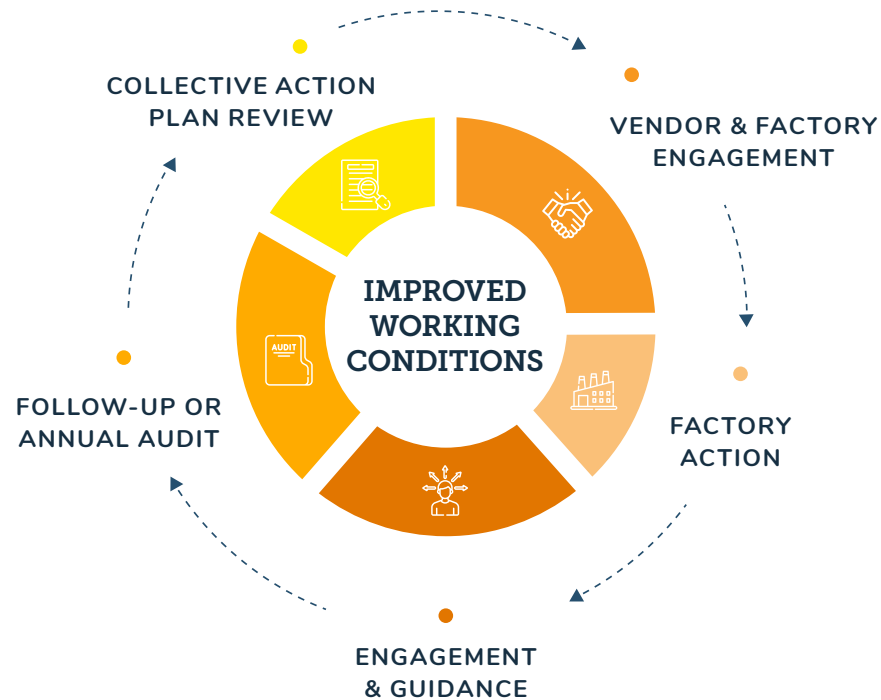
The Children's Place continuously assesses potential risk related to labor practices in its global supply chain. We conduct a factory audit program to evaluate and monitor working conditions against our Vendor Code of Conduct. Based on factory volume and country risk factors, we have incorporated an increased number of worker interviews in our audits at key facilities to better understand potential concerns from workers on the factory floor.

If compliance issues are found, our first step is to partner with the factory to institute needed improvements over time. While we reserve the right to terminate our business relationship for breaches of our Vendor Code of Conduct, we first work collaboratively with the factory on a corrective action plan (CAP) in an attempt to address issues and maintain orders so that workers are not adversely affected.

When remediation efforts are required, we engage with our vendors and manufacturers, and when needed, third-party audit firms, peer brands and independent experts to help implement capacity building programs. We believe in a continuous improvement model, offer guidance and training to our vendors and factories, and institute an ongoing monitoring process to verify compliance to our standards. Our Responsible Sourcing team leads these efforts by developing agreed upon CAPs with suppliers and providing support to close identified compliance issues.

The Children's Place conducts semi-announced audits for new factories and unannounced audits for its existing factories. A Responsible Sourcing score is also included in our Vendor Performance Scorecard to encourage continuous improvement with vendors and identify potential labor risks for consideration in our sourcing decisions. While we recognize that no audit program can guarantee that every factory used by every vendor for The Children's Place is in full compliance with our Vendor Code of Conduct, we continually strive to enhance our audit program.

FOCUS ON CONTINUOUS IMPROVEMENT MODEL THROUGH AUDITING, ENGAGEMENT AND TRAINING.



AUDITORS & GOALS

The Children's Place relies on its own internal compliance auditors and independent third-party audit firms, such as the ILO's BetterWork program, for factory auditing and monitoring. These auditors are located in the key countries from where we source and are preferably native to the region. They speak the local language(s) to better communicate with factory managers and workers, and have knowledge of cultural issues that may affect workforce dynamics.

The Children's Place utilizes ILO's BetterWork initiative for auditing and capacity building activities in over 60 of our third-party factories in seven countries. This leading industry program works with global brands, factory owners, governments, unions and workers to improve working conditions in the garment industry through assessments, training, advocacy and research. The Children's Place values BetterWork's programming for its focus on workplace cooperation, capacity building, gender equity and engagement with local government on labor policy. The Children's Place internal audit team also participates in the BetterWork Academy. The Academy provides its participants with training and tools on remediation methodologies so auditors may positively impact behaviors in factory work environments.

As we assess and evolve our Responsible Sourcing program, we recognize the need for transparency beyond Tier 1 manufacturing and processing facilities further down the supply chain to Tier 2 textile mills. We are adapting our audit operations to accept third-party audits from recognized industry initiatives such as the Social Labor Convergence Project (SLCP) and the Sustainable Apparel Coalition's Higg Facility Social & Labor Module. Accepting these audits will allow our Responsible Sourcing team to further enhance its focus on factory capacity building and traceability efforts within our global supply chain. Our objective is to implement enhanced compliance and traceability systems to enable us to more effectively assess our global supply chain for risk and better deploy resources to areas of need.



NEW GOALS

IMPLEMENT SYSTEMS TO ASSESS AND **IMPROVE COMPLIANCE AND TRACEABILITY** IN OUR GLOBAL SUPPLY CHAIN BY END OF 2023.

FINISHED GOODS MANUFACTURERS REPRESENTING **80% ANNUAL VOLUME** TO COMPLETE THE SUSTAINABLE APPAREL COALITION'S HIGG FACILITY SOCIAL & LABOR MODULE (FSLM) BY END OF 2023.

PREVENTION OF FORCED LABOR & GBVH

Reports of forced labor and gender based violence and harassment (GBVH) in the apparel and footwear global supply chain are of serious concern to The Children's Place. They are strictly contrary to our values and polices and the prevention of such issues is an important area of focus in our Responsible Souring program. We continue to enhance our supplier monitoring process to better identify the indicators of these issues. We also have a proven track record of engaging prominent NGOs and civil society groups on new ways to address forced labor and GBVH through multi-stakeholder collaboration.

The use of forced labor is strictly prohibited in our global supply chain. For example, The Children's Place released a **statement** voicing our commitment to the elimination of forced labor based on the ongoing reports of widespread human rights abuses in Xinjiang, China. In line with the 2012 California Transparency in Supply Chain Act and our **Vendor Code of Conduct**, we act decisively on any allegation of forced labor within our global supply chain.

In 2020, we took a leading role in investigating and addressing reports from an NGO, Transparentem that alleged involuntary labor practices by one of our vendors in Tamil Nadu, India. Our work over the course of 2020 and 2021 during the COVID-19 pandemic included, together with a local independent NGO, investigation of the conditions at the supplier's facilities, numerous interviews with workers and supervisors, and corrective actions developed in collaboration with the vendor to benefit the workers at the factories. We reported our findings to eight peer brands also sourcing from the same vendor to collectively drive remediation. Based on the scope and rigor of our efforts, we were recognized by Transparentem for our leadership and the positive impact achieved. We continue to use our learnings and engagements to advance our Responsible Sourcing program to be a positive force in the elimination of any form of forced labor in the global supply chain.

As an example of our commitment to the prevention of GBVH, The Children's Place entered into a landmark agreement with leading brands, trade unions and women's rights organizations to combat GBVH in Lesotho, Africa. This first-of-its-kind program established an independent oversight structure, managed by Workers' Rights Watch with technical support from the Solidarity Center, to support workers in reporting and addressing instances of GBVH in the workplace. The initiative also provides counseling services and GBVH trainings to supervisors and workers. Our aim is to leverage the experience with this multi-stakeholder program to further enhance our approach on the prevention of GBVH.



SUPPORTING WORKER WELL-BEING

It is estimated that over 60 million workers are employed in the garment and footwear industry worldwide, the vast majority of whom are female. Brands, vendors and manufacturers have an enormous opportunity to take a holistic approach and move beyond compliance to invest in the health and well-being of workers in developing regions around the world. The impact of these programs only increases as learnings are passed to other workers, family and members of the community.

For The Children's Place, worker well-being encompasses programs that provide education and growth opportunities for workers to improve their mental and physical well-being. As female workers play a critical role in the global supply chain and can be disproportionately disadvantaged, implementing programs that positively impact women is of critical importance. Our approach focuses on three areas: Personal Development, Workplace Gender Equity and Community Well-Being. We've seen firsthand how impactful these programs can be for the participants and ultimately for business through results such as reduced absenteeism and increased productivity.

Since 2016, we have collaborated with vendors and third-party organizations around the world to benefit approximately 70,000 workers through third-party well-being programs. In 2020, disruptions to our operations due to the COVID-19 pandemic delayed planned programs and progress in our goal to benefit approximately 140,000 workers in our global supply chain by 2023. We have redoubled our commitment to our vendors and partners and are confident that we are on track for our 2023 goal.

To accelerate our impact, we have used the learnings from our five years of supporting these projects to launch our first Worker Well-Being Guide for vendors and manufacturers. This guide supports our objective to implement well-being programs across our top 25 global vendors (as determined by annual volume) It provides guidance and practical approaches for our vendors to conduct this work and the criteria by which vendor programming will be recognized by The Children's Place in order to support our 2023 goal.



EXISTING GOAL AND PROGRESS

IMPLEMENT THIRD-PARTY WORKER WELL-BEING PROGRAMS WITH OUR TOP 25 GLOBAL VENDORS IMPACTING 140,000 WORKERS IN THE SUPPLY CHAIN BY 2023.

~70,000 WORKERS

PERSONAL GROWTH PROJECTS

WORKPLACE GENDER EQUITY

COMMUNITY WELL-BEING

ECONOMIC EMPOWERMENT FOR WOMEN

Worker well-being is at the core of our work in our strategic sourcing countries.

In Bangladesh from 2018 to 2019, we participated in BSR's HERfinance digital wages program. This program was supported by the Bill & Melinda Gates Foundation and focused on financial literacy and the set-up of direct deposit of wages into digital accounts for workers. Studies in Bangladesh showed that the elimination of cash payments to workers discouraged theft, gave women more control over their personal finances and reduced administration costs at factories. Based on these positive impacts, we have established a goal to transition all of our third-party manufacturing factories from cash-based systems to digital wages payments by 2023. Today, 73% of our manufacturers pay via digital methods.

In 2020, The Children's Place partnered with Plan International USA to establish an early childhood development (ECD) center adjacent to a large industrial park in Hawassa, Ethiopia. The partnership is a way to address the pressing need for quality child care services near the Hawassa Industrial Park, where many of our vendors are located. With women making up the vast majority of the park workforce, the center will support these workers based on their work shifts and create job and skill development opportunities for the local community.

While the center will provide a safe space for children to learn and grow, it also supports our worker well-being strategy by removing barriers for the predominantly female workforce, increasing gender equality, improving access to higher paying jobs and enabling more women to achieve economic independence.



ABOUT PLAN INTERNATIONAL USA

Powered by supporters, Plan International USA partners with adolescent girls, young women and children around the world to overcome oppression and gender inequality, providing the support and resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety. Founded in 1937, Plan International is an independent development and humanitarian organization that is active in more than 80 countries. Plan International has operated in Ethiopia since 1995 and brings years of experience in education, having established over 50 ECD centers in the country.

OUR GOALS

100% OF WORKERS IN MANUFACTURING FACTORIES TRANSITIONED FROM CASH-BASED SYSTEMS TO **DIGITAL WAGE PAYMENTS** BY END OF 2023.

IN PARTNERSHIP WITH PLAN INTERNATIONAL, **LAUNCH AN EARLY CHILDHOOD DEVELOPMENT CENTER** NEAR THE HAWASSA, ETHIOPIA INDUSTRIAL PARK BY END OF 2022.



"I can see the daycare center adding value to the industrial park. The majority of workers are women, and for them to have a place to leave their kids during the day while they work would provide great peace of mind."

- THAKSHILA GODAWATTA, CMO INDOCHINE



GOVERNANCE

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BOARD OF DIRECTORS

Our thoughtful approach to Board refreshment prioritizes diversity, as well as relevant business and industry experience, when considering recruitment of directors.

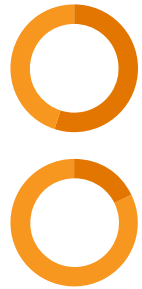
BALANCE OF TENURE & DIVERSITY OF PERSPECTIVES



46%
3 YEARS OR LESS

18%
4-7 YEARS

36%
8+ YEARS



55%
GENDER DIVERSITY: WOMEN

18%
RACIAL DIVERSITY



NORMAN MATTHEWS

Independent Director Since 2009

Chairman of the Board, Human Capital & Compensation; Corporate Responsibility, Sustainability & Governance Committees



KATHERINE KOUNTZE

Independent Director Since 2021

Audit Committee



TRACEY R. GRIFFIN

Independent Director Since 2020

Human Capital & Compensation Committee



DEBBY REINER

Independent Director Since 2019

Human Capital & Compensation Committee



ELIZABETH J. BOLAND

Independent Director Since 2019

Audit Committee



MARLA BECK

Independent Director Since 2015

Corporate Responsibility, Sustainability & Governance Committee



JOHN A. FRASCOTTI

Independent Director Since 2021

Corporate Responsibility, Sustainability & Governance Committee



JOHN E. BACHMAN

Independent Director Since 2016

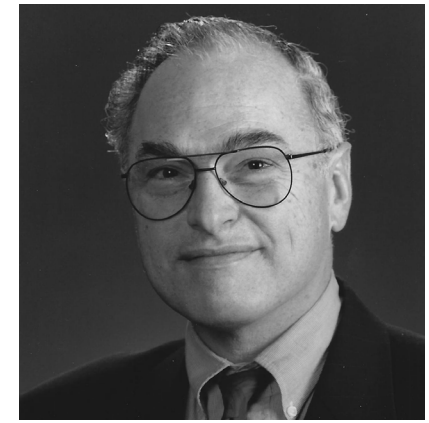
Audit (Chair); Corporate Responsibility, Sustainability & Governance Committees



JOSEPH GROMEK

Independent Director Since 2011

Human Capital & Compensation Committee (Chair)



DR. JOSEPH ALUTTO

Independent Director Since 2008

Corporate Responsibility, Sustainability & Governance Committee (Chair)

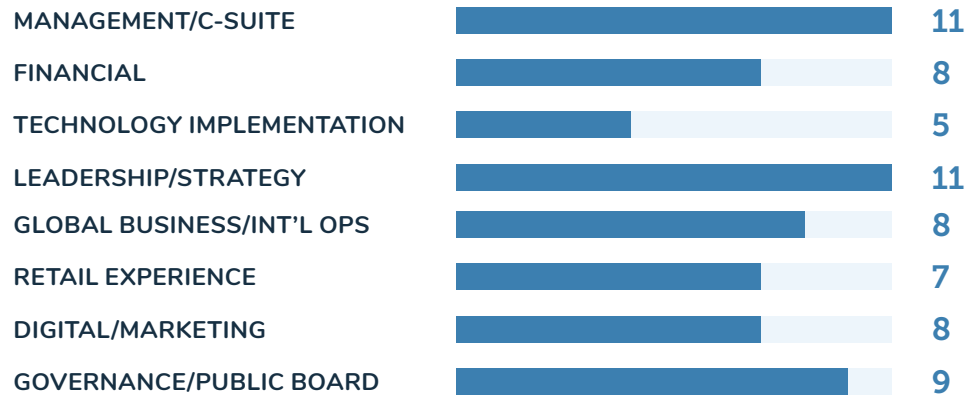


JANE ELFERS

Director Since 2010

CEO and President

DIRECTORS BRING DEEP, RELEVANT EXPERIENCE



BOARD COMPOSITION & EVALUATION

There are several factors that guide our Board's composition and evaluation process:

- **Skill Set & Experience –** The Board, as a whole, is to have a diverse mix of skills, background and experience necessary to further the Company's strategic initiatives.
- **Diversity –** Diversity in gender, race, thinking, experience, background and approach enhances Board leadership, deliberations and decision-making.
- **Tenure –** Broad tenure range among the Directors gives the Board a balance of fresh perspectives and the benefit of experience.
- **Evaluation Process –** Annual evaluation of our Directors' diversity, skills, backgrounds and experience allows the Board to determine how well the Board functions as a whole, as well as at the Committee and individual Director levels.
- **Refreshment & Succession Planning –** Through its annual evaluation, the Board prioritizes refreshment and succession planning for the Board, as a whole, and for its Committees.

BOARD REFRESHMENT

Our Board prioritizes diversity as well as relevant business and industry experience in considering recruitment of directors, as demonstrated by our five newest Directors who joined the Board in the past three years as part of our ongoing refreshment process:

- Ms. Boland brings senior-level executive experience in the development of business strategies, and a valuable perspective in finance and accounting matters.
- Ms. Reiner brings valuable insight as a senior executive to the consumer products industry and with respect to omni-channel brand building programs.
- Ms. Griffin is a proven financial and operational leader in the consumer and retail industries and brings a strong skillset and experience to the Board.
- Mr. Frascotti is a proven leader with an exceptional track record as a senior executive in the consumer products and retail industries and brings a broad strategic and operation skillset to the Board.
- Ms. Kountze brings valuable insight to the Board as an expert in cybersecurity and an experienced information technology C-suite executive, and will be a key liaison between the Board and the business as we continue our focus on our accelerated digital transformation.

SHAREHOLDER OUTREACH

Our Board and management team have a long and continuous history of engaging with shareholders and responding to their feedback. 2020 marked the 9th consecutive year that members of the Board — the Chair of the Nominating & Corporate Governance Committee and the Chair of the Compensation Committee — along with members of senior management, engaged in conversations with our shareholders to exchange ideas and share perspectives.

In 2020, we reached out to and spoke with shareholders holding over 85% and 55% of our outstanding shares, respectively. We are proud of the relationships we have cultivated with our shareholders. The invaluable shareholder feedback and insights received during our engagement are shared with the full Board, who annually considers shareholders' perspectives as part of their decision-making process.

GOVERNANCE & RISKS

As a company focused on children's products, we believe it is imperative that our business contribute to a healthy planet and equitable society for the benefit of future generations. Our ESG strategy is informed by these values, guided by international frameworks, and underpinned by strong corporate governance.

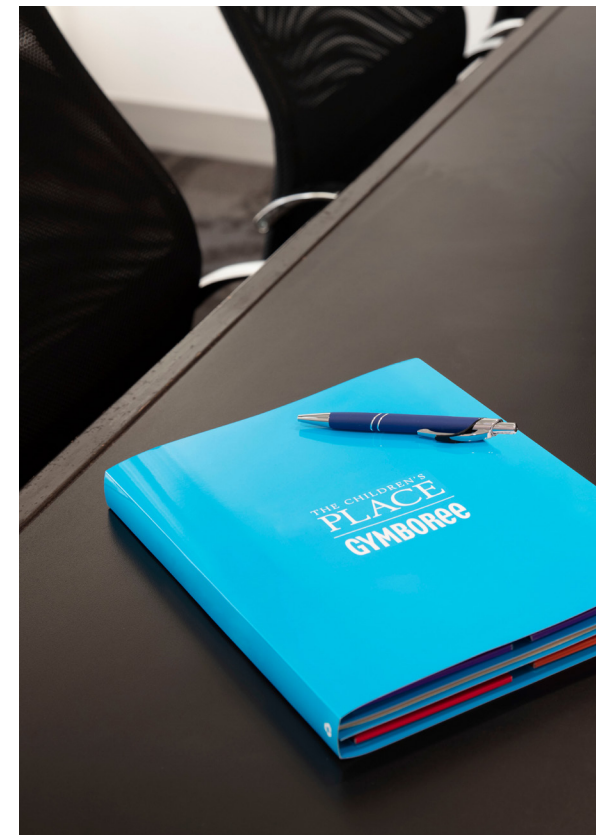
Through our risk and materiality assessments, we map our ESG initiatives and goals to the Sustainability Accounting Standards Board's (SASB) guidelines for apparel and footwear and the United Nations Sustainable Development Goals. In fiscal 2020, we announced the Company's ESG focus areas that align with our values and through which we believe we can have the most positive impact on people and the environment. In fiscal 2021, we announced new and updated goals, including concerning the use of responsibly sourced cotton and new water and chemical reduction targets, in line with our commitment to grow the use of more sustainable materials throughout our business and to reduce water and chemical use across our supply chain.

As we continue to evolve our ESG strategy to expand the reach and impact of our programs, we recognize the increasing importance to our shareholders and other key stakeholders of enhanced Board oversight of ESG topics. In fiscal 2021, together with outside advisors, we and our Nominating and Corporate Governance Committee assessed our governance structure for managing ESG topics and the Committee made recommendations to the Board. Previously, oversight of environmental and social topics resided exclusively with the Audit Committee. Following the assessment, the Committee recommended that two Committees broaden their current scope to oversee specific components of our ESG strategy. The Committees were also renamed to better reflect their role in overseeing ESG:

- The Compensation Committee was renamed the **Human Capital & Compensation Committee** and now has oversight of Diversity, Equity & Inclusion initiatives and all other human capital management topics, in addition to oversight of compensation matters.

- The Nominating and Corporate Governance Committee was renamed the **Corporate Responsibility, Sustainability & Governance Committee** and now oversees all environmental topics, including climate, energy, water and chemicals, raw materials, waste and circularity, and any additional sustainability initiatives, as well as social topics focused on global supply chain compliance and worker well-being, in addition to corporate governance matters.

The Committee charters have been updated to reflect these new oversight responsibilities (these charters can be found on our corporate website). Finally, the composition of the Committees has been updated to better leverage director skillsets.



BOARD OVERSIGHT AND RISK MANAGEMENT



The Board plays a fundamental role in overseeing the Company's strategy, succession planning and risk management activities. In addition, the Board has charged each of our standing Committees with the responsibility for the oversight of the management of certain risks.

Our Board and its three standing Committees, which are each composed solely of independent Directors, regularly review and evaluate management's activities concerning the identification, ranking, mitigation and monitoring of the major strategic, operational, financial, compliance and reputational risks we face in the course of our domestic and international business operations.

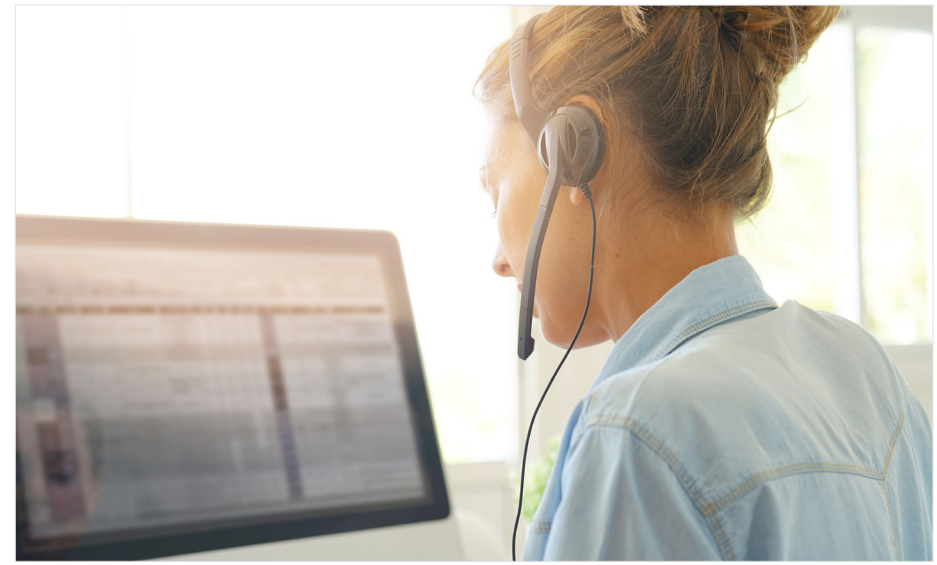
- **Audit Committee:**
  Our Audit Committee has the oversight responsibility for financial risk and other enterprise risks, including cybersecurity. In connection with the oversight of financial risk, the Audit Committee meets regularly, together and separately, with senior finance management, the head of internal control and the Company's independent auditors.
- **Human Capital & Compensation Committee:**
  Our Human Capital & Compensation Committee oversees the Company's human capital management policies and practices, including related to diversity, equity & inclusion topics and associated risks. This Committee also oversees the Company's compensation policies, practices and plans and receives reports from its independent compensation consultants and management concerning their assessment of risk, if any, arising from the Company's compensation policies and practices.
- **Corporate Responsibility, Sustainability & Governance Committee:**
  Our Corporate Responsibility, Sustainability & Governance Committee oversees the Company's environmental and social activities and initiatives, and associated risks. In addition, the Committee has the oversight responsibility for governance risk. This Committee regularly reviews the composition, skill sets and experience of our Board and individual Directors to assess the Board's diversity of background and thinking and the skill sets necessary to oversee the Company's strategic growth initiatives. This Committee also regularly reviews the Company's governance policies and guidelines, including with the periodic input of appropriate outside advisors, in order to continue to ensure that our policies and guidelines reflect industry best practices.
- **Board of Directors:**
  Our Board receives regular reports from the Chairs of the Audit, Human Capital & Compensation and Corporate Responsibility, Governance & Sustainability Committees. The Board meets periodically with the Company's third-party experts to obtain their perspective on various matters. Finally, our Directors apply the breadth and depth of their own experience in domestic and international business operations, finance and accounting, and other fields in this risk oversight function.

UPHOLDING OUR COMMITMENT TO ETHICAL CONDUCT IN OUR GLOBAL OPERATIONS

At The Children's Place, integrity means an unyielding commitment to our principles and standards: honesty, accountability, fairness, respect, transparency and trust. These principles are the foundation of our business relationships with our customers, associates, suppliers, and shareholders and must be practiced consistently in all respects.

Our commitment to ethical and responsible conduct in every aspect of our business extends throughout our value chain and requires a respect for all human rights. As outlined in our **Human Rights Policy**, we strive to avoid adverse impacts across our business relationships and work to embed human rights considerations into business decisions. We continue to identify salient human rights issues, which are primarily managed through our corporate Human Resources policies, factory audit and remediation process, country sourcing screenings and programs around worker well-being.

Promoting inclusivity and respecting the rights of all who shop our brands is essential in earning the trust of our customers. Preserving that trust requires a **Code of Business Conduct** that establishes our expectation that every member of The Children's Place team displays ethical, honest and fair behavior in all interactions. We are committed to conducting our business in compliance with all applicable laws and regulations of the countries where we operate and where our products are manufactured. This includes compliance with all laws, domestic and foreign, prohibiting improper payments or inducements to any person, including government officials. To ensure compliance with these laws, and promote ethical conduct, we have adopted an **Anti-Corruption Policy**. This policy sets out the principles that govern the actions of all associates conducting business on behalf of The Children's Place, and provides information and guidance on how to recognize and deal with corruption, bribery, and other unethical conduct. Annual global associate training is an integral part of our commitment to upholding these ethical principles.



ETHICS HOTLINE

We have an open communications policy where associates are encouraged to report concerns. One channel for reporting is a confidential **Ethics Hotline,** which is operated by an independent third-party and available at any time for both internal and external complaints. Details of the calls submitted to our Ethics Hotline are reviewed by our management team and, as appropriate, with the Audit Committee of our Board of Directors. We prohibit any form of retaliation against any associate making a good faith report of a violation/suspected violation of our Code of Business Conduct, our policies, established procedures or for cooperating in an investigation.

PROTECTING PERSONAL INFORMATION

Protecting the information we receive about our customers, associates, vendors and other third parties is important to The Children's Place. Similarly, we strive to secure our own confidential and proprietary information covering financial results, strategic plans, product sourcing and design and a host of other business related information.

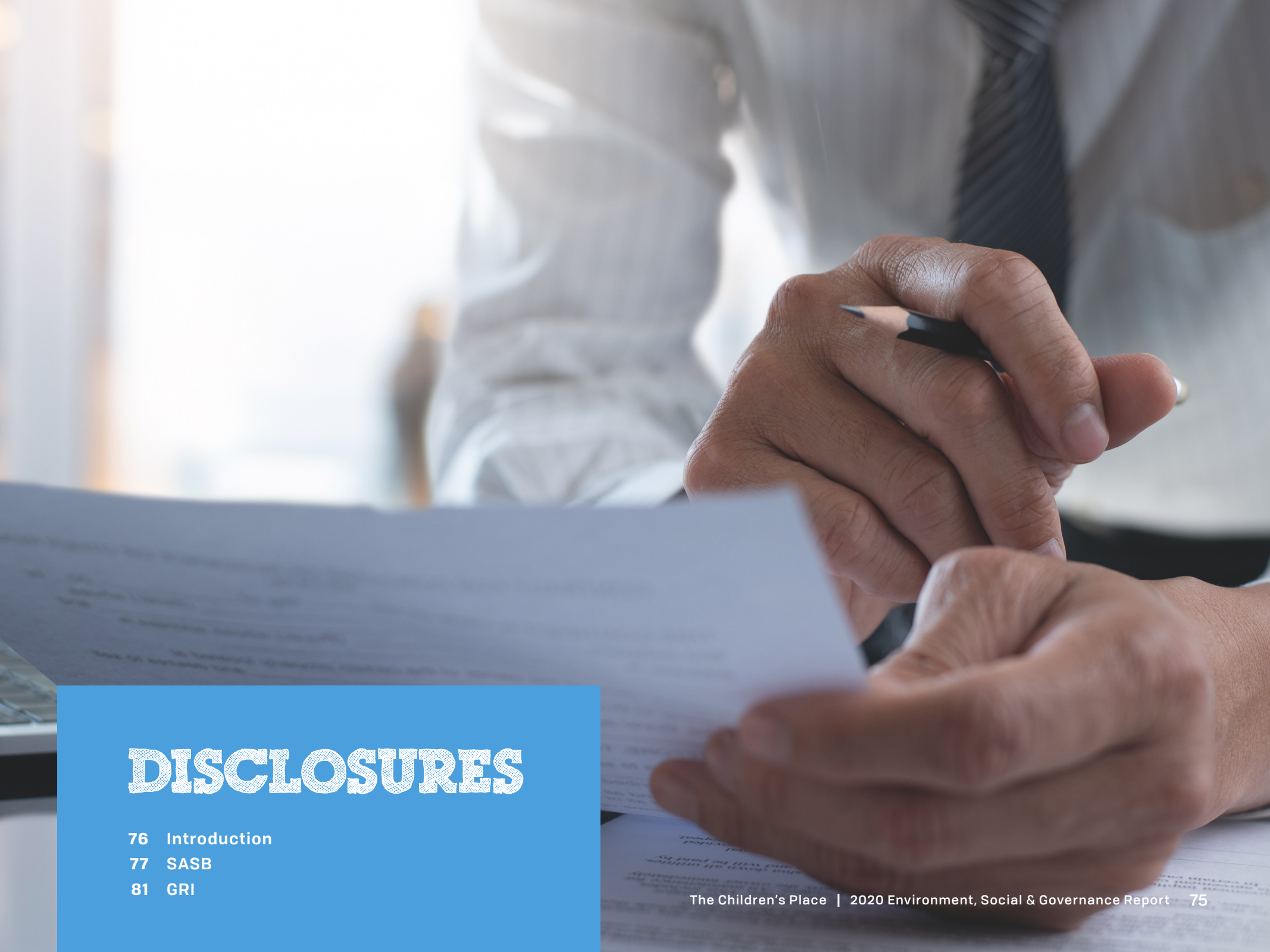
The Company considers cybersecurity and privacy to be important issues affecting the enterprise both in terms of reputational risk and economic risk. The Company employs appropriate standards, guidelines and best practices to manage cybersecurity-related risk and has implemented comprehensive controls consistent with the requirements of the International Organization for Standardization ("ISO") and assesses our cybersecurity maturity levels against the National Institute of Standards and Technology ("NIST") framework. The Audit Committee has oversight responsibility for the Company's cybersecurity risk identification and mitigation activities, and that Committee and senior management provide reports regularly to the Board of Directors.

To keep pace with ever evolving threats and industry best practices, we have made, and will continue to make, sizeable investments in building and developing cybersecurity talent and expertise and implementing state-of-the-art systems and tools. We employ benchmarking to understand best practices and industry trends. We conduct security and compliance assessments throughout each year to validate the efficacy of our programs and practices. We also engage an independent third-party expert to assess our cybersecurity maturity annually against the retail industry. The results of this yearly assessment inform our cybersecurity development roadmap going forward and are presented to the Audit Committee and the Board of Directors by our senior management and representatives from the third-party expert. Ms. Kountze was recently appointed to the Board of Directors and is a cybersecurity and information technology expert. Five other members of the Board are all experienced in data security matters – Ms. Elfers, our CEO, Ms. Beck, and Mses. Boland and Griffin, who each hold key senior financial and operational executive positions at their respective companies, and Mr. Bachman, who is the Chair of our Audit Committee (and chairs the audit committees of other public boards).

In an effort to ensure that the Company's associates are knowledgeable about the Company's data security and protection policies, and to enable them to address the threat of cyber-attacks, all associates are required to participate in a cybersecurity awareness training program annually. Financial, IT and other associates who have access to sensitive information are also required to attend additional training courses during the year.

We are committed to maintaining the trust we have established with our customers. They expect that we will protect their personal information. Our comprehensive privacy program includes standards and practices focused on keeping data we collect secure and reflects our commitment to respecting privacy rights. Our Privacy Policy is available on our website and we continually assess and update this Policy to reflect industry best practices and applicable laws and regulations.





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DISCLOSURES

The Children's Place is part of a global business community working to achieve common goals. To assess risk and guide our ESG strategy, we leverage the Sustainability Accounting Standards Board (SASB) guidelines and utilize international frameworks and recognized standards. These resources include the Paris Agreement, the ILO core conventions, the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs), and the OECD Guidelines for Multinational Enterprises. We also periodically review the policies and initiatives of our peers and competitors to assess industry trends and evaluate best practices in order to identify and make adjustments to our strategic focus areas.

We will report progress toward our public goals in each strategic focus area on an annual basis. We will report against the Standard for Apparel, Accessories & Footwear industry as defined by SASB as well as relevant Global Reporting Initiative (GRI) Standard disclosures. We recognize the importance of the United Nations 2030 Agenda for Sustainable Development and while we understand the related SDGs are not in their own right a reporting framework, we believe that business has a role to play in meeting those goals. We have mapped our initiatives to specific SDG targets that are material to our company using GRI's "Linking the SDGs and the GRI Standards" (March 2021).

The following disclosures cover The Children's Place's global operations for the 2020 fiscal year beginning February 2, 2020 and ending January 30, 2021. Disclosure data covers fiscal 2020 unless otherwise noted. The disclosures listed on the following pages (and the links provided regarding same) may be responsive to all, or just a portion of, their applicable accounting metrics and/or reporting requirements.

The Children's Place does not own, operate or control any manufacturing facilities, but rather, contracts with third-party vendors to manufacture products in their global network of factories. All references to vendors, factories and manufacturers are to be assumed as third-party and not under the control of The Children's Place.

Our ESG initiatives support the Sustainable Development Goals where we believe we can have the most impact. The relevant SDGs are highlighted below and in the GRI table next to the corresponding disclosures.



SASB

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS
1. RAW MATERIALS SOURCING	CG-AA-440a.1	Description of environmental and social risks associated with sourcing priority raw materials.	For FY 2020, we estimate that approximately 98% of the product fiber used in our apparel is either cotton or polyester. Sourcing each of these materials presents environmental and social risks. Some of the most material risks include: • Water scarcity due to the volume of water used for cotton cultivation; • Negative impacts on worker health and biodiversity due to the use of agrochemicals (such as pesticides and fertilizers) in conventional cotton production; • Negative effects on people's livelihoods within the supply chain due to volatile cotton crop yields; • Polyester's dependence on petroleum, a non-renewable resource that contributes to climate change and can damage water quality and biodiversity if released into the environment; • Polyester fibers discarded as waste that remain in landfill and pollute water systems as they degrade into microplastics; and • Human rights issues within the supply chain. *Reference: Materials page in 2020 ESG Report (pg. 26)*
	CG-AA-440a.2	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard.	In FY 2020, we sourced approximately 46% of our cotton through Better Cotton. *Reference: Materials (cotton) page in 2020 ESG Report (pg. 27)*
2. MANAGEMENT OF CHEMICALS IN PRODUCTS	CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations.	The Children's Place is committed to managing the use of chemicals in our supply chain in an effort to reduce our environmental impact and provide customers with safe products. We have developed chemical testing processes designed to help control for quality, safety and environmental issues. During the development and production process, products undergo testing to support compliance with regulatory requirements around the world. The selection of chemicals to be tested is informed by global regulations, chemicals that are used in a particular product category and other risk-based considerations. Our internal testing protocol contains testing guidelines as part of the quality standards set for all products sold in The Children's Place stores and websites. Our vendors certify that their products conform to these testing requirements. *Reference: Chemicals page in 2020 ESG Report (pg. 33)*
	CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	The Children's Place monitors the use of restricted substances both in our finished goods and during manufacturing with a view of minimizing their usage. Beyond testing for compliance with regulatory requirements, we have established a Restricted Substances Policy, which includes:

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS
			• **Restricted Substances List (RSL).** We have adopted the most recent version of AFIRM Group's RSL for finished products. For products that are not covered under the AFIRM RSL, such as jewelry and hair accessories, we have set limitations on the use of chemicals based on our understanding of industry best practice. • **Manufacturing Restricted Substances List (MRSL).** We are aligned with the most recent version of the Zero Discharge of Hazardous Chemicals Programme (ZDHC) MRSL for manufacturing processes. Our standards for RSL and MRSL compliance are stated both in our Restricted Substances Policy and in our Vendor Environmental Policy. These policies apply to all vendors and third party manufacturers. All vendors certify to implementation of product testing that follows our Restricted Substances Policy throughout their supply chains. The Children's Place reserves the right to request and/or select materials, components, trims, accessories or finished goods for testing in order to verify compliance with the RSL. We take a risk-based approach to testing against the RSL based on risk factors related to product category and material composition. To align our chemical management strategy with industry best practices for apparel and footwear products, we partner with industry groups such the Sustainable Apparel Coalition (SAC) and our top vendors complete the SAC's Higg Index FEM on an annual basis. We are also managing chemicals at the cotton cultivation level by using responsibly sourced cotton, which supports reduction of chemical usage at the farm level. *Reference: Chemicals page in 2020 ESG Report (pg. 33)*
3. ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN	CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.	Our Vendor Code of Conduct states that vendors are expected to comply with all applicable environmental laws, regulations and other requirements, including permits and laws relating to solid and hazardous waste and water discharge. In our audit compliance program, facilities are in scope for wastewater review if production processes generate industrial effluent (such as dyeing, washing and printing) or if a facility has a sewage treatment plant. We collect supplier wastewater information through our audits and through the Higg Facility Environmental Module. Denim laundries present some of the greatest risk for contaminated wastewater due to their manufacturing processes. In FY 2020, none of the denim laundries at our third party manufacturers had open audit findings related to non-compliance with applicable local wastewater permits or discharge requirements. *Reference: Chemicals page in 2020 ESG Report (pg. 33)*

SASB

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS
	CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or equivalent environmental data assessment.	Tier 1 supplier factories representing approximately 79% of our FY 2020 FOB completed a Higg FEM self-assessment. Beyond Tier 1, nominated mills representing approximately 86% of our FY 2020 cotton lint consumption completed a Higg FEM self-assessment. Cotton lint volumes were calculated using conversion factors developed by Better Cotton.
4. LABOR CONDITIONS IN THE SUPPLY CHAIN	CG-AA430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been assessed to a labor code of conduct, (3) percentage of total assessments conducted by a third-party auditor.	(1) In FY 2020, approximately 67% of our Tier 1 factories were assessed against our Vendor Code of Conduct through onsite audits and desktop audits that included virtual factory tours. Our Tier 1 factories are required to undergo audits on an annual basis at minimum but travel restrictions and shutdowns related to the COVID-19 pandemic caused some FY 2020 audits to be conducted virtually and postponed some audits until FY 2021. (2) Beyond Tier 1, we generally assess processing and trim factories against our Vendor Code of Conduct on a biennial basis. Approximately 30% of these factories were audited in FY 2020. As with Tier 1 factories, some audits were postponed to FY 2021 due to COVID-19 accessibility issues. (3) In FY 2020, approximately 46% of our audits were conducted by a third-party assessor: 20% through the ILO Better Work program and 26% through third party social compliance audit firms. *Reference: Supply Chain Compliance page in 2020 ESG Report (pg. 61)*
	CG-AA430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct assessments.	Our third party vendor factories undergo audits to assess compliance with our Vendor Code of Conduct. Each audit score influences the factory's rating, cadence for follow-up assessments and business relationship with The Children's Place. After each audit, factories work with The Children's Place team and industry partners to create the needed corrective action plans and timelines for completion. We monitor closure of corrective actions through desktop and onsite reviews, and support the factories in improving their compliance management systems. Factory ratings are defined as follows: • **High Performance:** High performing facilities with few non-compliance issues (none urgent) and effective compliance management systems. • **Above Average:** Above average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable compliance management systems. • **Satisfactory:** Average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable but inconsistent compliance management systems. • **Needs Attention:** Lower performing facilities that need sustained improvement on urgent non-compliance issues and have ineffective compliance management systems.

SASB

SASB TOPIC	SASB CODE	SASB ACCOUNTING METRIC	STATUS
			Immediate Remediation Required: Facilities with zero tolerance violations or numerous urgent non-compliance issues and no compliance management systems. The Children's Place ended FY 2020 with 204 Tier 1 (manufacturing) factories segmented into the following categories: • High Performance: 9% • Above Average: 40% • Satisfactory: 30% • Needs Attention: 12% • Immediate Remediation Required: 9% *Reference: Supply Chain Compliance page in 2020 ESG Report (pg. 61)*
	CG-AA430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	As a company focused on children's product, we believe it is important that our business contribute to a healthy planet and equitable society for the benefit of future generations. We utilize international frameworks, recognized standards and an analysis of the competitive landscape to help guide our ESG strategy. These activities have enabled us to develop a comprehensive roadmap for our ESG work in areas where we face risk and believe we can have the most impact, including: • Climate and energy • Raw materials • Water stewardship • Chemical management • Waste • Circularity • Supply chain labor compliance • Worker well-being *Reference: ESG focus areas page in 2020 ESG Report (pg. 11)*

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-1	Name of the organization	The reporting organization shall report the following information: a. Name of the organization	The Children's Place, Inc.	N/A
102-2	Activities, brands, products, and services	The reporting organization shall report the following information: a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	2020 Annual Report Item 1 (Business) *Reference:* 2020 Annual Report	N/A
102-3	Location of Headquarters	The reporting organization shall report the following information: a. Location of the organization's headquarters	2020 Annual Report Item 2 (Properties) *Reference:* 2020 Annual Report	N/A
102-4	Location of operations	The reporting organization shall report the following information: a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	2020 Annual Report Item 1 (Business) *Reference:* 2020 Annual Report	N/A
102-5	Ownership and legal form	The reporting organization shall report the following information: a. Nature of ownership and legal form.	2020 Annual Report Item 1 (Business) *Reference:* 2020 Annual Report	N/A
102-6	Markets served	The reporting organization shall report the following information: a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	2020 Annual Report Item 1 (Business) *Reference:* 2020 Annual Report	N/A
102-7	Scale of the Organization	The reporting organization shall report the following information: a. Scale of the organization, including: i. total number of employees; ii. total number of operations;	2020 Annual Report Item 1 (Business) *Reference:* 2020 Annual Report	N/A

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
		iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.		
102-8	Information on employees and other workers	The reporting organization shall report the following information: a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	2020 ESG Report *Reference: US Workforce Demographics page in 2020 ESG Report (pg. 51)*	8 (Decent Work and Economic Growth): Target 8.5 10 (Reduced Inequalities): Target 10.3
102-9	Supply chain	The reporting organization shall report the following information: a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	The Children's Place does not own operate or control any manufacturing facilities, but rather, contracts with global third-party vendors to manufacture products in their network of factories. Our Global Sourcing team manages the Company's product sourcing activities in 22 countries across three continents (North America, Africa and Asia) via our main offices in the United States, Hong Kong and Ethiopia.	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-10	Significant changes to the organization and its supply chain	The reporting organization shall report the following information: a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	2020 Annual Report Item 1 (Business) *Reference: 2020 Annual Report*	N/A
102-12	External initiatives	The reporting organization shall report the following information: a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	The Children's Place participates in and supports a variety of external ESG charters, principles and other initiatives, including those listed below. *AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment *AFIRM Group's Restricted Substance List *Baby Basics (Children's Aid and Family Services) *BSR HerProject *CARE Healthy Food, Healthy Workplace *Customs Trade Partnership Against Terrorism *Lesotho Garment Worker Program to Combat Gender-Based Violence *Military Spouse Employment Partnership *Science-Based Targets initiative *Social & Labor Convergence Project *Table to Table	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-13	Membership of associations	The reporting organization shall report the following information: a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	The Children's Place has joined a variety of industry and advocacy organizations, including those listed below. *AFIRM Group *American Apparel & Footwear Association *American Association of Textile Chemists and Colorists *Better Cotton *BetterWork *BSR *How2Recycle *National Retail Federation *Nirapon *Supplier Compliance Audit Network *Sustainable Apparel Coalition *Sustainable Packaging Coalition	N/A
102-14	Statement from senior decision-maker	The reporting organization shall report the following information: a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability	2020 ESG Report *Reference: A Message from our President & Chief Executive Officer page in 2020 ESG Report (pg. 4)*	N/A
102-15	Key impacts, risks, and opportunities	The reporting organization shall report the following information: a. A description of key impacts, risks, and opportunities.	Investor Presentation – Q3 2021 *Reference: Investor Presentation webpage*	N/A
102-16	Values, principles, standards, and norms of behavior	The reporting organization shall report the following information: a. A description of the organization's values, principles, standards, and norms of behavior.	*Reference:* *Code of Business Conduct* *Human Rights Policy* *Corporate Environmental Policy*	16 (Peace, Justice and Strong Institutions): Target 16.1

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-18	Governance structure	The reporting organization shall report the following information: a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	Governance Documents 2021 Proxy Statement *Reference: Governance Documents webpage, 2021 Proxy Statement*	N/A
102-40	List of stakeholder groups	The reporting organization shall report the following information: a. A list of stakeholder groups engaged by the organization.	The Children's Place engages a variety of stakeholders, including those listed below. *AFIRM Group *American Apparel & Footwear Association *Better Cotton *BetterWork *Black Retail Action Group *BSR *CARE *Children's Aid and Family Services *Delivering Good *GOOD+ Foundation *How2Recycle *Iron Matt (The Matthew Larson Foundation for Pediatric Brain Tumors) *NAACP *National Retail Federation *Nirapon *Plan International *Science-Based Targets initiative *Social & Labor Convergence Project *Solidarity Center *Sustainable Apparel Coalition *Sustainable Packaging Coalition *Transparentem *Worker Rights Consortium *Worker's Rights Watch *YCS	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-43	Approach to stakeholder engagement	The reporting organization shall report the following information: a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	We believe that collaborating with external stakeholders and value chain partners who share our goals will help us more effectively contribute to finding solutions. Frequency of and depth of engagement depends on the specific initiative but includes reviewing corporate policies and training materials, providing subject matter expertise during program development and learning from / partnering on industry best practice. We will continue to deepen existing relationships and engage new partners as we work to strengthen our long-term, sustainable ESG approach.	N/A
102-44	Key topics and concerns raised	The reporting organization shall report the following information: a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	We engage stakeholders on key topics and areas of risk identified during the development and execution of our ESG roadmap: *Greenhouse gas emissions and energy reduction *Raw materials *Water stewardship *Chemical management *Waste diversion and circularity *Supply chain labor compliance *Worker well-being *Reference: ESG Strategy pages in 2020 ESG Report (pg. 9-11)*	N/A
102-45	Entities included in the consolidated financial statements	The reporting organization shall report the following information: a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	2020 Annual Report Exhibit 21.1 *Reference: 2020 Annual Report*	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-46	Defining report content and topic Boundaries	The reporting organization shall report the following information: a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	As a company focused on children's product, we believe it is important that our business contribute to a healthy planet and equitable society for the benefit of future generations. To address the expectations from our institutional investors, customers, associates and other key stakeholders, we leverage the Sustainability Accounting Standards Board (SASB) guidelines for apparel and footwear. We utilize international frameworks, other recognized standards and an analysis of the competitive landscape to help guide our ESG strategy. These frameworks and standards include the Paris Agreement, the ILO core conventions, the UN Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs), and the OECD Guidelines for Multinational Enterprises.	N/A
102-47	List of material topics	The reporting organization shall report the following information: a. A list of the material topics identified in the process for defining report content.	The activities described in GRI disclosure 102-46 have enabled us to develop and execute a comprehensive roadmap for our ESG work in areas where we face risk and believe we can have the most impact, including: *Greenhouse gas emissions and energy reduction *Raw materials *Water stewardship *Chemical management *Waste diversion and circularity *Supply chain labor compliance *Worker well-being	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-48	Restatements of information	The reporting organization shall report the following information: a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	Not applicable: This is our inaugural GRI submission.	N/A
102-49	Changes in reporting	The reporting organization shall report the following information: a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Not applicable: This is our inaugural GRI submission.	N/A
102-50	Reporting period	The reporting organization shall report the following information: a. Reporting period for the information provided.	This report covers The Children's Place's global operations for the 2020 fiscal year beginning February 2, 2020 and ending January 30, 2021. Report data covers fiscal 2020 unless otherwise noted.	N/A
102-51	Date of most recent report	The reporting organization shall report the following information: a. If applicable, the date of the most recent previous report.	Not applicable: This is our inaugural GRI submission.	N/A
102-52	Reporting cycle	The reporting organization shall report the following information: a. Reporting cycle	We plan to report our ESG efforts on an annual basis.	N/A
102-53	Contact point for questions regarding the report	The reporting organization shall report the following information: a. The contact point for questions regarding the report or its contents.	responsiblesourcing@childrensplace.com	N/A

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
102-55	GRI content index	The reporting organization shall report the following information: a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	*Reference: ESG webpage*	N/A

GRI DISCLOSURE 103-1 AND 103-2 MANAGEMENT APPROACH

Through our risk and materiality assessments, we have identified the strategic focus areas below where we believe we can have the most impact. We have set 22 public ESG targets in these focus areas to demonstrate accountability to our commitments and drive progress.

FOCUS AREA	DESCRIPTION	PUBLIC GOALS	BOUNDARY	REPORT LOCATION
Climate + Energy	Reducing greenhouse gas emissions from our operations and across our global value chain	Yes	Corporate Operations Global Supply Chain	Pg. 21
Raw Materials	Using more sustainable materials throughout our business	Yes	Product	Pg. 26
Water Stewardship	Working with vendors to reduce water consumption in manufacturing	Yes	Global Supply Chain	Pg. 32
Chemical Management	Supporting implementation of responsible chemical management and wastewater systems	Yes	Global Supply Chain	Pg. 33
Waste	Diverting the amount of our waste sent to landfill	Yes	Corporate Operations	Pg. 34
Circularity	Helping to avert product and material disposal through reuse and recycling	Yes	Product	Pg. 37
Workplace Health & Safety	Safeguarding our associates and customers	No	Corporate Operations	Pg. 41
Talent	Investing in the people that make our business possible	No	Corporate Operations	Pg. 43
Diversity, Equity & Inclusion	Building an inclusive environment where all people feel welcomed and valued	Yes	Corporate Operations	Pg. 48
Community	Supporting children and families in need	No	Corporate Operations	Pg. 53
Supply Chain Compliance	Helping to protect third-party factory workers and their rights in the workplace	Yes	Global Supply Chain	Pg. 60
Worker Well-being	Moving beyond the factory walls to improve the well-being of workers and their families	Yes	Global Supply Chain	Pg. 64

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
201-1	Direct economic value generated and distributed	The reporting organization shall report the following information: a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	2020 Annual Report Item 6 (Selected Financial Data) and 7 (Management's Discussion and Analysis of Financial Condition and Results of Operations) *Reference: 2020 Annual Report*	8 (Decent Work and Economic Growth): Targets 8.1, 8.2 9 (Innovation, Industry and Infrastructure): Targets 9.1, 9.4, 9.5

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
301-1	Materials used by weight or volume	The reporting organization shall report the following information: a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	For our 2021 seasonal calendar, we estimate that approximately 98% of the product fiber used in our apparel is either cotton or polyester: *71% cotton *27% polyester *1% Rayon *1% Other (includes fibers such as nylon, acrylic, modacrylic, spandex, metallic / lurex yarn, linen and wool) In FY 2020, we sourced 46% of our cotton through Better Cotton (approximately 16,000 of 34,500 metric tons). *Reference: Raw Materials pages in 2020 ESG Report (pg. 26-30)*	8 (Decent Work and Economic Growth): Target 8.4 12 (Responsible Consumption and Production): Target 12.2
302-1	Energy consumption within the organization	The reporting organization shall report the following information: a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	FY 2020 Total Energy Use by Facility Type (in MWh): *Stores 75,831 *Distribution Centers 27,227 *Warehouses / Storage 8,449 *Offices 3,547 TOTAL TCP ENERGY USE: 115,054 *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	7 (Affordable and Clean Energy): Targets 7.2, 7.3 8 (Decent Work and Economic Growth): Target 8.4 12 (Responsible Consumption and Production): Target 12.2 13 (Climate Action): Target 13.1

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
302-3	Energy intensity	The reporting organization shall report the following information: a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	FY 2020 Average Energy Intensity by Facility Type (in kWh/sq ft): *Stores 17.5 *Distribution Centers 17.1 *Warehouses / Storage 12.5 *Offices 14.7 AVERAGE TCP ENERGY INTENSITY: 15 *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	7 (Affordable and Clean Energy): Targets 7.2, 7.3 8 (Decent Work and Economic Growth): Target 8.4 12 (Responsible Consumption and Production): Target 12.2 13 (Climate Action): Target 13.1
303-2	Management of water discharge-related impacts	The reporting organization shall report the following information: a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	The Children's Place monitors the use of restricted substances during manufacturing with a view to minimizing their usage. We are aligned with the most recent version of the Zero Discharge of Hazardous Chemicals Programme (ZDHC) Manufacturing Restricted Substances List (MRSL) for manufacturing processes. Our Vendor Code of Conduct states that vendors are expected to comply with all applicable environmental laws, regulations and other requirements, including permits and laws relating to solid and hazardous waste and water discharge. In our audit compliance program, facilities are in scope for wastewater review if production processes generate industrial effluent (such as dyeing, washing and printing) or if a facility has a sewage treatment plant. We collect supplier wastewater information through the Higg Facility Environmental Module and through our audits. *Reference: Chemical Management page in 2020 ESG Report (pg. 33)*	6 (Clean Water and Sanitation): Target 6.3

GRI

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
303-5	Water consumption	The reporting organization shall report the following information: a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	FY 2020 Total Water Withdrawal by Facility (in kGal): *Stores 35,058 *Distribution Centers 9,612 *Warehouses / Storage 4,082 *Offices 523 TOTAL TCP WATER WITHDRAWAL: 49,275 Water withdrawal was calculated using actual water data where available (through utility bills) and estimated for locations where full actual data was not available. For retail stores where only partial actual data was available, gaps were filled using each site's average actual monthly withdrawal. To estimate withdrawal for active sites where The Children's Place does not pay for utilities directly, water withdrawal intensities were developed (kGal/sqft/year) based on actual data for each facility type. The Children's Place does not currently assess the water stress risk of corporate locations.	N/A
305-1	Direct (Scope 1) GHG emissions	The reporting organization shall report the following information: a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	FY 2020 Scope 1 GHG Emissions (in metric tons CO2e): *Stationary combustion 4,133 *Mobile combustion 5 *Refrigerants 837 TOTAL SCOPE 1 GHG EMISSIONS 4,975 *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	3 (Good Health and Well-Being): Target 3.9 12 (Responsible Consumption and Production): Target 12.4 13 (Climate Action): Target 13.1 14 (Life Below Water): Target 14.3 15 (Life on Land): Target 15.2

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
		e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.		
305-2	Energy indirect (Scope 2) GHG emissions	The reporting organization shall report the following information: a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	FY 2020 Scope 2 Market-Based GHG Emissions (in metric tons CO2e): *Electricity 32,517 TOTAL SCOPE 2 MARKET-BASED GHG EMISSIONS 32,517 *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	3 (Good Health and Well-Being): Target 3.9 12 (Responsible Consumption and Production): Target 12.4 13 (Climate Action): Target 13.1 14 (Life Below Water): Target 14.3 15 (Life on Land): Target 15.2
305-3	Other indirect (Scope 3) GHG emissions	The reporting organization shall report the following information: a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	FY 2020 Scope 3 GHG Emissions (in metric tons CO2e): *Category 1 - Purchased Goods and Services 714,000 *Category 2 - Capital Goods 20,000 *Category 3 - Fuel- and Energy-Related Activities 6,000	3 (Good Health and Well-Being): Target 3.9 12 (Responsible Consumption and Production): Target 12.4 13 (Climate Action): Target 13.1

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
		c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	*Category 4 - Upstream Transportation and Distribution 68,057 *Category 5 - Waste Generated in Operations 11,000 *Category 6 - Business Travel 200 *Category 7 - Employee Commuting 5,000 *Category 11 - Use of Sold Products 422,000 *Category 12 - End of Life Treatment of Sold Products 44,000 *Category 14 - Franchises 3,000 TOTAL SCOPE 3 GHG EMISSIONS 1,293,257 Categories Not Relevant *Category 8 - Upstream Leased Assets *Category 9 - Downstream Transportation and Distribution *Category 10 - Processing of Sold Products *Category 13 - Downstream Leased Assets *Category 15 - Investments *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	14 (Life Below Water): Target 14.3 15 (Life on Land): Target 15.2
305-4	GHG emissions intensity	The reporting organization shall report the following information: a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	GHG emissions intensity - scope 1 + 2, market-based (metric tons CO2e): *FY 2018 0.008 *FY 2019 0.006 *FY 2020 0.005 We quantify greenhouse gas emissions from CO2, CH4, N2O and HFCs and report them as total CO2e (carbon dioxide equivalents). *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	13 (Climate Action) Target 13.1 14 (Life Below Water): Target 14.3 15 (Life on Land): Target 15.2

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DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
305-5	Reduction of GHG emissions	The reporting organization shall report the following information: a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	From FY2018 vs FY2020, The Children's Place had a 22.45% reduction in scope 1, scope 2 (market-based) and scope 3 GHG emissions. Scope 1 and 2 GHG emission reductions can be mainly attributed to store closures and impacts related to COVID-19. Scope 3 GHG emission reductions can be mainly attributed to stores closures, impacts related to COVID-19 and lower numbers of purchased and sold units for all product categories. Scope 1, 2 and 3 Emissions (in metric tons CO2e): *FY 2018 1,716,048 *FY 2019 1,575,953 *FY 2020 1,330,749 *Reference: Climate + Energy pages in 2020 ESG Report (pg. 21-25)*	13 (Climate Action) Target 13.1 14 (Life Below Water): Target 14.3 15 (Life on Land): Target 15.2
306-2	Management of significant waste-related impacts	The reporting organization shall report the following information: a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	We conducted a waste stream assessment covering our corporate headquarters, distribution centers and retail stores (see disclosure 306-3). We selected FY 2019 as our waste baseline because that was the latest year typical of our operations, whereas data from the COVID-19 pandemic might not provide us with the best insight into our waste generators and opportunities for improvement. In FY 2019, 74% of waste generated by The Children's Place operations (corporate headquarters, DCs and stores) was recycled, with 26% going to landfill. The majority of the operations waste diversion rate was attributed to the distribution centers, which had a diversion rate of 93%. This waste diversion rate was particularly driven by	3 (Good Health and Well-Being): Target 3.9 6 (Clean Water and Sanitation): Target 6.3 8 (Decent Work and Economic Growth): Target 8.4 11 (Sustainable Cities and Communities): Target 11.6 12 (Responsible Consumption and Production): Targets 12.4, 12.5

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
			a high level of cardboard recycling in the U.S. distribution center. Regarding packaging, the recycled content in our corrugate boxes is ~59% and our plastic polybags include 20% recycled content. *Reference: Waste + Circularity pages in 2020 ESG Report (pg. 34-37)*	
306-3	Waste generated	The reporting organization shall report the following information: a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	We completed a waste stream assessment that included waste management data, shipping and sales records, packaging and marketing material specifications, site waste audits, a store associate survey and facility management interviews. Through this waste stream assessment, we calculated our baseline FY 2019 total footprint at an estimated 63,202 tons of material. 10,491 tons of waste were generated at owned and operated facilities of The Children's Place, with the balance of the waste from packaging and product. The majority of the operational waste was corrugated cardboard. Using shipping and sales data, we estimate 4,613 tons of waste generated from consumer packaging and 48,098 tons of sold product to consumers in FY 2019. We do not currently collect waste information from the third party vendors in our global supply chain. *Reference: Waste + Circularity pages in 2020 ESG Report (pg. 34-37)*	3 (Good Health and Well-Being): Target 3.9 6 (Clean Water and Sanitation): Target 6.6 11 (Sustainable Cities and Communities): Target 11.6 12 (Responsible Consumption and Production): Targets 12.4, 12.5

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DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
306-4	Waste diverted from disposal	The reporting organization shall report the following information: a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d.For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	In our baseline FY 2019, The Children's Place achieved a 74% waste diversion rate in operations (corporate office, stores and distribution centers). Through facility recycling programs, 7,778 tons of waste were recycled out of the total 10,491 tons. The majority of this waste was corrugated cardboard. *Reference: Waste + Circularity pages in 2020 ESG Report (pg. 34-37)*	3 (Good Health and Well-Being): Target 3.9 11 (Sustainable Cities and Communities): Target 11.6 12 (Responsible Consumption and Production): Targets 12.4, 12.5
308-1	New suppliers that were screened using environmental criteria	The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using environmental criteria.	All potential suppliers undergo a pre-sourcing assessment, which includes a review of environmental requirements as outlined in our Vendor Code of Conduct. Suppliers are not approved for production until the assessment is satisfactorily completed and there is sign-off from both Responsible Sourcing and Sourcing leadership. In addition, on an ongoing basis we collect environmental information through the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM). Tier 1 supplier factories representing 79% of our FY 2020 FOB completed a Higg FEM self-assessment.	3 (Good Health and Well-Being): Target 3.9 6 (Clean Water and Sanitation): Target 6.6 11 (Sustainable Cities and Communities): Target 11.6 12 (Responsible Consumption and Production): Targets 12.4, 12.5

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DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
405-1	Diversity of governance bodies and employees	The reporting organization shall report the following information: a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	The Children's Place tracks diversity metrics by age, ethnicity and gender in categories such as total employees, corporate leadership, store management, new hires and promotions. *Reference: US Workforce Demographics page in 2020 ESG Report (pg. 51-52)*	5 (Gender Equality): Targets 5.1, 5.5 8 (Decent Work and Economic Growth): Target 8.5
408-1	Operations and suppliers at significant risk for incidents of child labor	The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	We employ a risk assessment process across all of our sourcing countries to determine suppliers that may be at risk for child labor. We utilize external resources such as the Bureau of International Labor Affairs (ILAB) list of goods and their source countries which it has reason to believe are produced by child labor, as well as industry-available country and supplier risk screening tools. Child labor is strictly prohibited by our Vendor Code of Conduct. Suppliers across all of our sourcing countries are monitored for compliance with our policies through our social compliance audit program, which includes worker interviews, and engaged throughout the remediation of related corrective actions. *Reference: Supply Chain Compliance pages in 2020 ESG Report (pg. 60-63)*	5 (Gender Equality): Target 5.2 8 (Decent Work and Economic Growth): Target 8.8 16 (Peace, Justice and Strong Institutions): Target 16.1

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The reporting organization shall report the following information: a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	We employ a risk assessment process across all of our sourcing countries to determine suppliers that may be at risk for forced labor. We utilize external resources such as the Bureau of International Labor Affairs (ILAB) list of goods and their source countries which it has reason to believe are produced by forced labor, as well as industry-available country and supplier risk screening tools. Forced labor is strictly prohibited by our Vendor Code of Conduct. Through regular auditing, which includes worker interviews, and vendor engagement, we actively monitor our supply chain for compliance with our policies. We also prohibit the sourcing of any textiles, cotton fibers, yarns and other raw materials from the Xinjiang Uyghur Autonomous Region of China (XUAR). While we recognize that traceability is a complex, opaque process, we have taken steps to enhance our due diligence capabilities and to better understand any indirect impacts to our global supply chain. Our policy on forced labor is clear and unequivocal: use of forced labor, in any form, is prohibited in our supply chain. Recently, we conducted training sessions on the issue of forced labor in XUAR for our global network of raw material suppliers and finished goods vendors to reinforce our policy. *Reference: Supply Chain Compliance – Forced Labor / GBVH page in 2020 ESG Report (pg. 63)*	5 (Gender Equality): Target 5.2 8 (Decent Work and Economic Growth): Target 8.8

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
414-1	New suppliers that were screened using social criteria	The reporting organization shall report the following information: a. Percentage of new suppliers that were screened using social criteria.	All potential suppliers undergo a pre-sourcing assessment, which includes a review of social and labor requirements as outlined in our Vendor Code of Conduct. Suppliers are not approved for production until the assessment is satisfactorily completed and there is sign-off from both Responsible Sourcing and Sourcing leadership.	5 (Gender Equality): Target 5.2 8 (Decent Work and Economic Growth): Target 8.8 16 (Peace, Justice and Strong Institutions): Target 16.1
414-2	Negative social impacts in the supply chain and actions taken	The reporting organization shall report the following information: a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	In FY 2020, 67% of our 204 Tier 1 factories at the end of FY 2020 were assessed against our Vendor Code of Conduct through onsite audits and desktop audits that included virtual factory tours. Our Tier 1 factories are required to undergo audits on an annual basis at minimum, but travel restrictions and shutdowns related to the COVID-19 pandemic caused some FY 2020 audits to be conducted virtually and postponed some audits until FY 2021. Beyond Tier 1, we assess processing and trim factories against our Vendor Code of Conduct on a biennial basis. 30% of the 122 factories were audited in FY 2020. As with Tier 1 factories, some audits were postponed to FY 2021 due to COVID-19 accessibility issues. Each audit score influences the factory's rating, cadence for follow-up assessments and business relationship with The Children's Place. Factory ratings are defined as follows: *High Performance: High performing facilities with few non-compliance issues (none urgent) and effective compliance management systems. *Above Average: Above average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable compliance	5 (Gender Equality): Target 5.2 8 (Decent Work and Economic Growth): Target 8.8 16 (Peace, Justice and Strong Institutions): Target 16.1

DISCLOSURE #	DESCRIPTION	REPORTING REQUIREMENTS	DISCLOSURE LANGUAGE	SUSTAINABLE DEVELOPMENT GOALS
			management systems. *Satisfactory: Average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable but inconsistent compliance management systems. *Needs Attention: Lower performing facilities that need sustained improvement on urgent non-compliance issues and have ineffective compliance management systems. *Immediate Remediation Required: Facilities with zero tolerance violations or numerous urgent non-compliance issues and no compliance management systems. The Children's Place ended FY 2020 with 204 Tier 1 (manufacturing) factories segmented into the following categories: High Performance: 9% Above Average: 40% Satisfactory: 30% Needs Attention: 12% Immediate Remediation Required: 9% *Reference: Supply Chain Compliance pages in 2020 ESG Report (pg. 60-63)*	