

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

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THIS REPORT WAS PREPARED IN REFERENCE TO THE GRI STANDARDS: CORE OPTION, A WIDELY ADOPTED METHOD FOR SUSTAINABILITY REPORTING.

DISCLOSURE NUMBER	TITLE	RESPONSE
<b>GRI 102: GENERAL DISCLOSURES</b>		
I02-1	Organization profile – Name of the organization	ascena retail group, inc. (“ascena”)
I02-2	Activities, brands, products, and services	ascena retail group, inc. (Nasdaq:ASNA) is a national specialty retailer offering apparel, shoes, and accessories for women under the Premium Fashion (Ann Taylor, LOFT, and Lou & Grey), Plus Fashion (Lane Bryant, Catherines and Cacique), and Value Fashion (Dressbarn) segments, and for tween girls under the Kids Fashion segment (Justice). ascena retail group, inc. through its retail brands operates ecommerce websites and approximately 3,400 stores throughout the United States, Canada, and Puerto Rico.
I02-3	Location of headquarters	933 MacArthur Boulevard, Mahwah, NJ 07430
I02-4	Location of operations	<a href="#">2019 10-K</a> Store Locations, p. 6 International Operations, p. 7 Properties, p. 26
I02-5	Ownership and legal form	ascena is a publicly traded company on the NASDAQ
I02-6	Markets served	<a href="#">2019 10-K</a> General, p. 3 Brands and Products, p. 4-6 Store Locations, p. 6 International Operations, p. 7 Properties, p. 26
I02-7	Scale of the organization	<a href="#">2019 10-K</a> General, p. 3 Employees, p. 9 Store Locations, p. 6 International Operations, p. 7 Net Sales, p. 5, Capital Risks, p. 21-23 Properties, p. 26 Selected Financial Data, p. 29
I02-8	Information on employees and other workers	Female, Full-Time: 10,158 Female, Part-Time: 33,831 Female, Total: 43,989  Male, Full-Time: 1,650 Male, Part-Time: 560 Male, Total: 2,210  Gender Undeclared, Full-Time: 556 Gender Undeclared, Part-Time: 5,551 Gender Undeclared, Total: 6,107  Note: As of August 3, 2019 Excludes data from associates who have not specified a gender; and from our Bangalore IT office, which is not currently tracked through our HR systems (approximately 14%)
I02-9	Supply chain	<a href="#">2019 10-K</a> General, p. 3 Brands and Products, p. 4-6
I02-10	Significant changes to the organization and its supply chain	<a href="#">2019 10-K</a> Enterprise transformation, p. 3-4 Operational risk, p. 11-21 Capital Risks, p. 21-23 Management’s Discussion and Analysis of Financial Condition and Results of Operations, 30-53  <a href="#">2019 Proxy Statement</a> Compensation, Discussion and Analysis, p. 21-52

DISCLOSURE NUMBER	TITLE	RESPONSE
102-12	External initiatives	<p>General Responsibility: Business for Social Responsibility (BSR), UN Women's Empowerment Principles (UN WEPs), American Apparel &amp; Footwear Association (AAFA)</p> <p>Human Rights &amp; Safe Workplaces: Better Work, Sustainable Apparel Coalition (SAC), Social and Labor Convergence Project (SLCP), BSR HERproject, UN WEPs</p> <p>Diversity &amp; Inclusion: CEO Action for Diversity &amp; Inclusion: UN WEPs, Catalyst, Hispanic Association on Corporate Responsibility (HACR)</p> <p>Environmental Sustainability: SAC, Better Cotton Initiative (BCI), Textile Exchange, BSR</p>
102-14	Strategy – Statement from senior decision-maker	CEO Letter; 2019 ascena Responsibility Progress Report, p. 5
102-15	Key impacts, risks, and opportunities	<p><a href="#">2019 10-K</a> Risk Factors, p. 10 Macroeconomic and Industry Risks, p. 10-11 Operational Risks, p. 11-21 Capital Risks, p. 21-23 Legal and Regulatory Risks, p. 23-26</p>
102-16	Ethics and Integrity – Values, principles, standards, and norms of behavior	<p><a href="#">Our Leadership Principles</a></p> <p><a href="#">Code of Conduct for Merchandise Suppliers</a></p>
102-17	Ethics and Integrity – Mechanisms for advice and concerns about ethics	<p><a href="#">Code of Business Conduct</a></p> <p>Associates may share concerns regarding ethics via the ascena Retail Group Business Conduct Helpline</p>
102-18	Governance – Governance structure	<p><a href="#">Board of Directors</a></p> <p><a href="#">Board Committees</a></p> <p><a href="#">Corporate Governance Guidelines</a></p>
102-22	Governance – Composition of the highest governance body and its committees	<p><a href="#">2019 10-K</a> Information About Our Executive Officers, p. 9</p> <p><a href="#">Board of Directors</a></p> <p><a href="#">Board Committees</a></p> <p><a href="#">2019 Proxy Statement</a> Board Composition, p. 6-20</p>
102-23	Governance – Chair of the highest governance body	<p><a href="#">2019 10-K</a> Information About Our Executive Officers, p. 9</p> <p><a href="#">2019 Proxy Statement</a> Board Composition, p. 6-20</p>
102-24	Governance – Nominating and selecting the highest governance body	<p><a href="#">2019 Proxy Statement</a> Election of Directors, p. 6-20</p>
102-25	Conflicts of interest	<p><a href="#">2019 Proxy Statement</a> Director independence, p. 12 Corporate Governance Guidelines, p. 14 Related Party Transactions, p. 80</p> <p><a href="#">Corporate Governance Guidelines</a></p> <p><a href="#">Code of Ethics for Senior Financial Officers</a></p> <p><a href="#">Code of Business Conduct</a></p>

DISCLOSURE NUMBER	TITLE	RESPONSE
102-31	Review of economic, environmental, and social topics	The Board of Directors' review of environmental and social topics is obtained through the updates it receives from the Leadership and Corporate Governance Committee (LCGC). The LCGC reviews environmental and social topics regularly.
102-32	Highest governance body's role in sustainability reporting	Reviewed by all relevant business personnel.
102-33	Communicating critical concerns	<a href="#">2019 Proxy Statement</a> Communicate with Board of Directors, p. 20  <a href="#">Corporate Governance Guidelines</a> Stockholder Communications with Board, p. 5
102-40	List of stakeholder groups	Associates, investors, suppliers, workers in our supply chain, non-governmental organizations ("NGOs"), customers
102-41	Collective bargaining agreements	<a href="#">2019 10-K</a> Employees, p. 9
102-50	Reporting period	Fiscal year 2019: August 5, 2018 - August 3, 2019
102-51	Date of most recent report	Oct 2018
102-52	Reporting cycle	We issue a full Responsibility Report biennially and a Responsibility Progress Report each year in between.
102-53	Contact point for questions regarding the report	<a href="mailto:Corporate.Affairs@AscenaRetail.com">Corporate.Affairs@AscenaRetail.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	We have sought to prepare this report in reference to the GRI Standards: Core option.
102-55	GRI content index	<a href="#">GRI Content Index</a>
102-56	External assurance	This report has not received external verification.
<b>GRI 201: ECONOMIC DISCLOSURES</b>		
201-1	Direct economic value generated and distributed	<a href="#">2019 10-K</a> Selected Financial Data, p. 29
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2019 10-K</a> Employees, p. 9 Employee Benefit Plans, p. F-40 - F-41
<b>GRI 301: MATERIALS DISCLOSURES</b>		
103-1, 103-2, 103-3	Management approach	In 2019, we began developing a more specific strategy for increasing the use of sustainable materials in our apparel and we are in the process of developing a more sustainable packaging strategy. No data is yet reported. We will follow up on the performance of our forthcoming goals in future reports.
301-1	Materials used by weight or volume	The highest volume raw materials used in our Premium Fashion segment's apparel include: Cotton (34%), Polyester (29%), Rayon (17%), Viscose (7%), and Nylon (4%)*. We hope to baseline and share similar data for our other brands along with data related to our use of sustainable materials in future reporting.  * This data is from 2018
301-2	Recycled input materials used	We are currently determining the best way to measure the percentage of recycled input materials used in our apparel. We look forward to sharing this data in future updates.

DISCLOSURE NUMBER	TITLE	RESPONSE
<b>GRI 302: ENERGY</b>		
302-1	Energy consumption within the organization	<p>Total fuel consumption with the organization from non-renewable sources: 202,833GJ</p> <p>Total consumption for:  - Electricity: 1,574,634GJ  - Cooling: 891GJ  - Steam: 5,217GJ</p> <p>Total Energy Consumption: 1,783,575GJ</p> <p>* Note: This data is from 2018 and has been independently compiled</p>
302-3	Energy intensity	<p>Energy intensity ratio for the organization: 0.0588613</p> <p>* Note: This data is from 2018 and has been independently compiled</p>
<b>GRI 305: EMISSIONS</b>		
305-1	Direct (Scope 1) GHG Emissions	<p>Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent: 15,823 MTCO2e</p> <p>Gases included in the calculation: CO2, CH4, N2O, HFCs</p> <p>Base year for the calculation: 2018</p> <p>* Note: This data is from 2018. These figures also include emissions associated with Maurices and Dressbarn, which will not be included in future years.</p>
305-2	Indirect (Scope 2) GHG Emissions	<p>Gross location-based energy indirect (Scope 2) GHG emission in metric tons of CO2 equivalent: 196,039 MTCO2e</p> <p>Gases included in the calculation: CO2, CH4, N2O</p> <p>Base year for the calculation: 2018</p> <p>* Note: This data is from 2018. These figures also include emissions associated with Maurices and Dressbarn, which will not be included in future years.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Gross other indirect (Scope 3) GHG emission in metric tons of CO2 equivalent: 24,609 MTCO2e</p> <p>Calculation tools used: ascena's supply chain emissions reporting and reduction efforts begin with our strategic suppliers. Therefore, the Scope 3 emissions reported are based on data provided by our strategic suppliers through Higg FEM. Factories producing approximately 40% of ascena's apparel volume have completed onsite verifications and submitted their Higg FEM modules.</p>
305-4	GHG emissions intensity	<p>GHG emissions intensity ratio for the organization: 0.00699</p>
<b>GRI 306: EFFLUENTS AND WASTE</b>		
306-1	Water discharge by quality and destination	<p>Total Volume of Planned and Unplanned Water Discharges: 5,897,916 cubic meters  Industrial Wastewater: 1,462,033 cubic meters  Domestic Wastewater: 3,187,199 cubic meters  Combined Wastewater: 1,248,685 cubic meters</p> <p>Standards, methodologies, and assumptions used: Facilities that completed Higg FEM reported on their wastewater treatment. All strategic Tier 1 suppliers measure their environmental performance through completion of Higg FEM.</p> <ul style="list-style-type: none"> <li>• Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc.</li> <li>• Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc.</li> <li>• If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as Combined wastewater</li> <li>• The total volume is the sum of Industrial, Domestic, and Combined wastewater</li> </ul>

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<b>GRI 308: SUPPLIER ENVIRO. PERFORMANCE</b>		
103-1, 103-2, 103-3	Management Approach	<p>In 2018, we announced a public goal to set environmental impact reduction goals for our supply chain in order to mitigate climate change risks to local communities. In support of this goal, we have:</p> <ul style="list-style-type: none"> <li>• Engaged with all strategic Tier 1 suppliers as well as the Premium Fashion segment's Top 20 Mills to measure their environmental performance through the completion of the Sustainable Apparel Coalition's Higg Facilities Environmental Module (Higg FEM)</li> <li>• Expanded the scope of factories to be evaluated for environmental performance through ascena's Vendor Scorecard</li> <li>• Set a baseline on environmental impact across our supply chain, with a focus on strategic Tier 1 suppliers</li> <li>• Developed a dashboard to track, visualize, and deliver data on key suppliers' environmental impact</li> </ul>
308-1	Supplier Environmental Assessment - New suppliers that were screened using environmental criteria	100% of new suppliers audited by ascena's audit program (excluding mutual recognition audits) are assessed against local regulations that are essential for business operations.
<b>GRI 401: EMPLOYMENT</b>		
103-1, 103-2, 103-3	Management Approach	<p>At ascena, we believe the knowledge, experience, skill and passion of associates are our most valuable assets. We are committed to creating an environment where talent thrives. We offer a blended learning approach to our associates that focuses on the 3 Es (experience, exposure and education) and empowers associates to take control of their own development, while being supported by their leader.</p> <p>CEO Gary Muto recently signed the CEO Action for Diversity &amp; Inclusion, joining over 700 leaders in a coalition to support an inclusive workplace and cultivate a trusting environment where all ideas are welcome.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Our Careers</a>
<b>GRI 404: TRAINING AND EDUCATION</b>		
103-1, 103-2, 103-3	Management Approach	<p>At ascena, we're committed to creating an environment where our talent thrives. We invest in associate development and strive to make every associate feel empowered to own their career journey and growth as we support them in the process. Our associates have access to ascena University, home to a wide variety of self-guided resources, instructor toolkits, and instructor-led training, all tied to ascena's Leadership Principles. We also foster a culture of learning through Development Days, through which associates participate in a series of presentations, workshops, and interactive events created using the 3E (experience, exposure, and education) Framework.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	Our associates participate in a formal review process annually.

DISCLOSURE NUMBER	TITLE	RESPONSE
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY</b>		
103-1, 103-2, 103-3	Management approach	In 2018, ascena launched Diversity and Inclusion (D&I) as a strategic business imperative. Since then, we have established D&I Committees across five of our six corporate campuses and inaugurated new Associate Resource Group (ARG) chapters, including ascenaPRIDE, Working Parents, and Patchwork Multicultural chapters. Each corporate campus has also conducted a D&I survey to better understand associates' interests, needs, and priorities related to D&I, and we have rolled out unconscious bias education across the organization. CEO Gary Muto signed the CEO Action for Diversity & Inclusion, joining over 700 leaders in a coalition to support trusting and inclusive workplaces where all individuals and ideas are welcome. To further this commitment, Gary Muto also signed the Open to All Pledge, a nationwide public engagement campaign to build awareness and understanding about the importance of protecting people from discrimination —and to defend the bedrock principle that when businesses open their doors to the public, they should be Open to All.
405-1	Diversity of governance bodies and employees	Board of Directors: 60% women (as of F19 close) * VP-and-above executives: 61% women * Directors-and-above: 71% women * Stores led by women: 98% * Women associates: 95%  * Includes US workforce data
<b>GRI 406: NON-DISCRIMINATION</b>		
103-1, 103-2, 103-3	Management approach	Discrimination is prohibited by our <a href="#">Code of Business Conduct</a> . We take proactive steps to create an environment free from discrimination and address any issues that come to our attention in a timely and appropriate manner.
406-1	Incidents of discrimination and corrective actions taken	We take all allegations of incidents of discrimination seriously and take all necessary actions when these are brought to our attention.
<b>GRI 407: FREEDOM OF ASSOCIATION</b>		
407-1	Freedom of Association and Collective Bargaining – Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Code of Conduct for Merchandise Suppliers</a>
<b>GRI 408: CHILD LABOR</b>		
408-1	Significant risk of child labor in operations and suppliers	ascena's <a href="#">Code of Conduct for Merchandise Suppliers</a> includes child labor and is covered in all audits. Suppliers undergo social, labor and environmental assessments to assess compliance with the Code of Conduct for Merchandise Suppliers.
<b>GRI 409: FORCED OR COMPULSORY LABOR</b>		
409-1	Forced or Compulsory Labor – Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">CA Transparency in Supply Chain</a>  <a href="#">Code of Conduct for Merchandise Suppliers</a>
<b>GRI 412: HUMAN RIGHTS ASSESSMENT</b>		
103-1, 103-2, 103-3	Management approach	Supply Chain Spotlight, 2019 ascena Responsibility Progress Report, p. 19  <a href="#">Code of Conduct for Merchandise Suppliers</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	Supply Chain Spotlight, 2019 ascena Responsibility Progress Report, p. 19

DISCLOSURE NUMBER	TITLE	RESPONSE
<b>GRI 413: LOCAL COMMUNITIES</b>		
103-1, 103-2, 103-3	Management Approach	ascena is committed to supporting the local communities in which we live, work, and operate, with a particular focus on advancing leadership and opportunity as well as health and well-being for women and girls.
413-1	Operations with local community engagement, impact assessments, development programs	We participate in community engagement activities in many of the areas where we live and work.
<b>GRI 414: SUPPLIER ASSESSMENT</b>		
103-1, 103-2, 103-3	Management Approach	Supply Chain Spotlight, 2019 ascena Responsibility Progress Report, p. 19
414-1	Supplier Social Assessments – New suppliers that were screened using social criteria	Supply Chain Spotlight, 2019 ascena Responsibility Progress Report, p. 19
414-2	Supplier Social Assessments – Negative social impacts in the supply chain and actions taken	Supply Chain Spotlight, 2019 ascena Responsibility Progress Report, p. 19



