

EMPLOYER DIVERSITY SPOTLIGHT

WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

We approach each day with an inclusive mindset, celebrating our different backgrounds, perspectives and thinking styles. As a result, we work better with one another and act as one team. We are also open to different ways of making decisions and focused on treating others the way they want to be treated. This inclusive mindset is more than an expectation - it is a commitment to our culture and values. Diversity is important to us because it helps us make better decisions as a team as well as have a more diverse outlook which in turns helps us to deliver to our global customer.

DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

We have a Diversity and Inclusion Department at our Corporate Headquarters. We have diversity seminars that all Home Office associates attend throughout the course of their career at A&F. We also have large store initiatives, currently having a store population that is more than 50% diverse. Below is an outline of the values and focus for our Diversity and Inclusion team.

Leadership Commitment:

Every successful Diversity & Inclusion initiative has to have support from the leaders within their organization. Leadership commitment is exemplified in many ways, but most notable is how the leaders communicate their commitment and support of a diverse and inclusive environment. However, more important than talking about how they are committed, is showing their commitment through their behavior. Our Diversity Champion program recognizes leaders who have changed their own behavior and take risks in managing their teams. Our Diversity Councils serve as liaisons between the Office of Diversity & Inclusion and various areas of the business. Their involvement is critical to us sustaining inclusive environments in our home office, stores and distribution centers.

Employee Engagement:

Our employees are what make our Diversity & Inclusion initiative successful. Employee engagement is one the most exciting and rewarding of all drivers. Our bi-annual Diversity & Inclusion week provide a platform to engage our associates with our diversity initiatives, and recognize both associates and managers through our Inclusion Challenge contest. We are able to hear in the words of our associates why this initiative is so important.

Measurement & Accountability:

The measurement & accountability driver holds us accountable to the metric component of our initiative. It relates to our recruiting and hiring efforts, as well as gauging our customers' satisfaction with the store experience.

Communication:

Communication is key to sustaining the energy around Diversity & Inclusion initiatives internally and externally. We communicate what Diversity & Inclusion means to A&F to our external partners, diversity practitioners at diversity conferences and in various diversity magazines. As future leaders in the organization, it is imperative that all associates feel comfortable talking about why Diversity & Inclusion is important to the business.

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Training & Education:

This is the foundation of our Diversity & Inclusion initiatives. Influencing behavioral change through concepts such as familiarity, comfort and trust (FCT™), Intent vs. Effect, and the Platinum Rule has played an integral role in the progress we've experienced as a company. Each associate at the Home Office, the Distribution Center, and in store management are required to complete all levels of the Diversity Education program.

Policy Integration:

This driver is key, because when policies do not match the needs of the employee population, you risk losing their engagement and buy in. Beyond the dimensions of race and ethnicity, we regularly audit our domestic partner benefits program and have continued to work diligently in remaining a top employer among the LGBT community. Since 2006, A&F has received a rating of 100% on the Human Rights Campaign's corporate equality index, which makes us one of the "Best Places to Work" for Lesbian, Gay, Bisexual and Transgender (LGBT) equality.

For more information, visit the [A&F Facebook Page](#)

IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

We have a diversity education program every associate must go to, with varying levels of education as you move up on your career.

Additional Notes About A&F

- We've made several improvements to improve/enhance our in-store experience to all customers, including customers with disabilities
- KidSay's most recent trend tracker report stated Hollister as the #1 specialty retailer choice for African American youths
- A&F has been named "best company for LGBT Equality" every year by the Human Rights Campaign since 2006
- More than 50% of current in-store associates self-identify as non-white
- Approximately 35% of VPS and above (total company) are women

WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

We have technical design and graphic design co-ops available. We also have technical design and graphic design full-time opportunities. Both are located at our Home Office.

For more information on Abercrombie and Fitch co-op positions, Drexel co-op students can visit [SCDCOnline](#).