

# Hollister Incorporated Environmental Policy

Our Mission, Vision, and Immutable Principles provide the foundation for the Hollister Incorporated Environmental Policy. As stewards of the Company and our planet, every Associate has a shared responsibility to protect the environment. Hollister strives to positively impact the environment and engage our Associates, customers, and communities towards a more sustainable future.

## Our Commitments:

- Integrate environmental stewardship into business strategies, processes, decisions, and business relationships
- Continually improve our environmental performance
- Engage our Associates, customers, communities, suppliers, and other partners in our environmental journey
- Comply with all applicable environmental laws and regulations
- Measure and periodically share our progress with our stakeholders

## Our Shared Responsibilities:

As Mission-driven Associates living The Schneiders' Legacy, we each have the responsibility to be a steward of the environment and fulfill the expectations of this Environmental Policy.

Executive Leadership ensures that environmental considerations are aligned with the Company's Mission, Vision, Immutable Principles, and Corporate Strategy, and provides the resources needed to achieve our environmental objectives.

The Environmental Leadership Council defines the environmental strategy and sets targets to support and measure the impact of the strategy.

Leaders integrate environmental stewardship into business activities and ensure decisions reflect the spirit and intent of this policy.

Dedicated resources in Environment, and Health and Safety provide expertise and ensure environmental sustainability best practices are advanced throughout the Company



**Abinash Nayak**  
President and Chief Executive Officer



**Adam Lurie**  
Vice President Global Operations