

Abercrombie & Fitch Co. Achieves Perfect Score for 14th Consecutive Year on the Human Rights Campaign 2020 Corporate Equality Index
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NEW ALBANY, Ohio, Jan. 21, 2020 (GLOBE NEWSWIRE) -- Abercrombie & Fitch Co. (NYSE: ANF), a leading, global specialty retailer of apparel and accessories, today announced it received a perfect score on the Human Rights Campaign's 2020 Corporate Equality Index (CEI), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. The company has achieved this top rating since 2007.

The 2020 CEI evaluated LGBTQ-related policies and practices, including non-discrimination policies, employee benefits, demonstrated organizational competency and accountability around LGBTQ diversity and inclusion, public commitment to LGBTQ equality, and responsible citizenship. A&F Co.'s efforts in satisfying all of the CEI's criteria resulted in a 100 percent score, as well as the designation as a Best Place to Work for LGBTQ Equality.

"We are committed to embedding equality throughout our organization – including our culture, values, partnerships, policies and practices," said Fran Horowitz, Chief Executive Officer at Abercrombie & Fitch Co. "Achieving a perfect score for fourteen consecutive years is a testament to the values that guide us as a company, and our fundamental belief that embracing diversity in all its forms makes us stronger. We look forward to continued progress throughout 2020."

A&F Co.'s brands are proud to partner with like-minded organizations to support the LGBTQ+ community; since 2010, Abercrombie & Fitch has partnered with The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBTQ young people, and since 2017, Hollister has partnered with GLSEN, the leading national education organization creating safe and inclusive K-12 schools for all youth, regardless of sexual orientation, gender identity and/or gender expression. To date, A&F Co. and its customers have helped raise more than \$3 million for these organizations.

"These companies know that protecting their LGBTQ employees and customers from discrimination is not just the right thing to do -- it is also the best business decision," said Alphonso David, President of HRC. "Businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect of daily life."

For more information on the 2020 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

Safe Harbor Statement under the Private Securities Litigation Reform Act of 1995

A&F cautions that any forward-looking statements (as such term is defined in the Private Securities Litigation Reform Act of 1995) contained herein or made by management or spokespeople of A&F involve risks and uncertainties and are subject to change based on various important factors, many of which may be beyond the Company's control. Words such as "estimate," "project," "plan," "believe," "expect," "anticipate," "intend," and similar expressions may identify forward-looking statements. Except as may be required by applicable law, we assume no obligation to publicly update or revise our forward-looking statements. The factors disclosed in "ITEM 1A. RISK FACTORS" of A&F's Annual Report on Form 10-K for the fiscal year ended February 2, 2019, and in A&F's subsequently filed quarterly reports on Form 10-Q, in some cases have affected, and in the future could affect, the company's financial performance and could cause actual results for fiscal 2019 and beyond to differ materially from those expressed or implied in any of the forward-looking statements included in this press release or otherwise made by management.

About Abercrombie & Fitch Co.

Abercrombie & Fitch Co. (NYSE: ANF) is a leading, global specialty retailer of apparel and accessories for Men, Women and Kids through three renowned brands. For more than 125 years, the iconic Abercrombie & Fitch brand has outfitted innovators, explorers and entrepreneurs. Today, the brand reflects the updated attitude of the modern consumer, while remaining true to its heritage of creating expertly crafted products with an effortless, American style. The Hollister brand epitomizes the liberating and carefree spirit of the endless California summer for the teen market. abercrombie kids creates smart, playful apparel for children ages 5-14, celebrating the wide-eyed wonder of childhood.

The brands share a commitment to offering products of enduring quality and exceptional comfort that allow consumers around the world to express their own individuality and style. The Company operates more than 850 stores under these brands across North America, Europe, Asia and the Middle East, as well as the e-commerce sites www.abercrombie.com and www.hollisterco.com.

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