Public Policy

Bringing the pioneering spirit of our founder to our advocacy work, we do not shy away from taking a public stance on vital issues ranging from worker rights to climate change.

What’s distinctive about our public policy approach is both the breadth of issues we care about and the depth of our engagement in these issues. Our worldwide government affairs and public policy team takes an active role in advocating our position on concerns related to international trade, labor conditions, environmental sustainability and nondiscrimination through discussions with governments around the world. We also cultivate relationships with multilateral institutions such as the International Labor Organization (ILO), World Trade Organization and World Bank, and with nongovernmental organizations (NGOs), industry and trade associations, and other stakeholders.
Our advocacy efforts reflect our profits-through-principles approach to business success. As a result of our public policy work, we benefit from improved market access, friendlier business climates, more consistent, fair and enforceable labor standards and stronger communities in every country where we do business.

**Trade**
Marketing in 110 countries and producing in about 50 countries involves a very complex supply chain and a “spaghetti bowl” of trade programs. We support trade policies that enhance the free flow of our goods globally and remain consistent with our labor and environmental values.

**Worker Rights**
By leveraging the power of our trade relationships and our brand, we seek to strengthen implementation and enforcement of labor laws and workplace standards in countries where we have a business presence.

**Environment**
We are working with global organizations, governments, partners and competitors to develop the next generation of apparel industry standards for energy, water, chemicals and materials usage — all with an eye to restoring the health of our planet.

**HIV/AIDS**
We are proud of our long-standing leadership in fighting for improved access to HIV/AIDS prevention, testing, treatment and care, and in combating workplace discrimination against individuals diagnosed with HIV/AIDS.

**Equality**
As a company with a long history of standing up for equality, civil rights and social justice on behalf of our employees and other stakeholders, we take a leadership role in advancing public policy initiatives in support of nondiscrimination and diversity in the workplace. We recently led efforts to support same-sex marriage in California and continue to advocate for passage of the Employment Non-Discrimination Act and the Tax Equity for Domestic Partner and Health Plan Beneficiaries Act at the federal level.