



**KOHL'S**<sup>®</sup> | expect  
great  
things

2011 CORPORATE SOCIAL RESPONSIBILITY REPORT



Dear Stakeholders:

At Kohl's, our mission is to bring brands, value and convenience to our customers. But our goals as a socially responsible company extend even further—to make a positive impact on the people we serve, the businesses we interact with and the environment we all share. That's why I'm proud to present our achievements in sustainability initiatives, community relations and social responsibility.

Our commitment to sustainability initiatives is stronger than ever. As of the end of 2011, more than 200 Kohl's locations earned the Leadership in Energy and Environmental Design (LEED) certification; 677 stores have earned the prestigious ENERGY STAR® label for achievement in energy efficiency; 121 solar arrays now operate on store rooftops; and we have recycled more than 149,000 tons of material, avoiding local landfills.

Our dedication to social responsibility also extends to the community. Caring and commitment are at the heart of our company. Through Kohl's Cares community giving and volunteer programs, we remain committed to furthering the causes of kids' health and education, environmental sustainability and women's health initiatives.

Equally important is our responsibility to operate our business in a socially responsible manner. We are dedicated to employing fair business practices and working with our vendor partners and other stakeholders to ensure the highest standards of ethical behavior throughout the organization.

Thank you for taking the time to review our 2011 Corporate Social Responsibility Report.

We're excited to share these key strategies and results, and hope this report serves as a promise of even greater things to come.

Sincerely,  
Kevin Mansell

A handwritten signature in black ink that reads "Kevin Mansell". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Chairman, President and CEO





# To the Communities We Serve...

We believe in giving back, not just with money and resources, but also with talent and time. Through our community giving and volunteer program, we support kids’ health and education, environmental initiatives and women’s health. We envision a future where kids are healthy, resources are plentiful and we continue to make progress fighting the diseases that affect women and their families. Because the way we see it, giving back also means looking ahead.

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**Company Information**  
Kohl’s Department Stores, headquartered in Menomonee Falls, Wisconsin, is a publicly traded company that was organized in 1988. Kohl’s operates family-oriented department stores that sell moderately priced apparel, footwear and accessories for women, men and children, soft home product such as sheets and pillows, and housewares. In addition, Kohl’s offers online shopping on its website Kohls.com. Originally an added service for customers who prefer to shop using the Internet, the website has grown to include a selection of items and categories beyond what is available in stores such as extended sizes, product line extensions and web-exclusive merchandise.

As of January 28, 2012, Kohl’s operated 1,127 stores in 49 states of the United States of America. In fiscal 2011, Kohl’s opened 40 new stores and remodeled 100 existing stores.

**Reporting Period**  
This is the first Annual Corporate Social Responsibility Report for Kohl’s Department Stores and it covers the fiscal year beginning January 30, 2011 to January 28, 2012, unless otherwise noted.

**This Report is for All of Our Stakeholders**  
Kohl’s knows that its key stakeholders, including our customers, shareholders and Associates, care about the environment, community and world. Kohl’s cares about these matters and has assembled this report with these stakeholders in mind. This report will provide an update on how Kohl’s is contributing to a more responsible world through its sustainability, social responsibility and community initiatives.

**Contact or Feedback to this Report**  
Questions or comments regarding this report can be directed to [investor.relations@kohls.com](mailto:investor.relations@kohls.com).



# 2011 SUSTAINABILITY STRATEGIES



## Expanded Strategies in 2011

In 2011, Kohl's revised its sustainability strategies to reflect a focus beyond the core operation of its stores, distribution centers and offices. Sustainable Operations—combining the former Energy Efficiency, Building Design, Emission Reduction, and Recycling/Waste Minimization strategies into a single overarching strategy—will be the foundation of Kohl's environmental efforts through continued engagement of all stakeholders. Additionally, this year, Supply Chain Sustainability was formally added to Kohl's environmental strategies, with Stakeholder Engagement as the third sustainability strategy. Kohl's takes its environmental commitment seriously and is working to collaborate with the merchandise supply chain to champion efficiency and conservation in the global marketplace.

## 2011 Sustainability Strategies

Our strategies are simple and our results are making a difference.

### Sustainable Operations

- Energy and Climate
- Waste Reduction
- Building Design

### Supply Chain Sustainability

- Merchandise
- Sustainable Apparel Coalition
- Sustainable Transportation

### Stakeholder Engagement

- Associates
- Customers
- Partnerships

## Sustainability Mission Statement

At Kohl's, we are committed to protecting and conserving the environment by seeking innovative solutions that encourage long-term sustainability. From large-scale initiatives like constructing environmentally friendly buildings, to everyday practices like recycling hangers, we're taking steps both big and small to ensure we leave a smaller footprint.



Kohl's storefront with prototype exterior



As a large retail company, Kohl's use of energy to light, heat and cool stores and buildings is a large portion of its overall operating footprint. Managing energy use and climate emissions are key strategies that drive savings to the bottom line and conserve resources.

Goals:

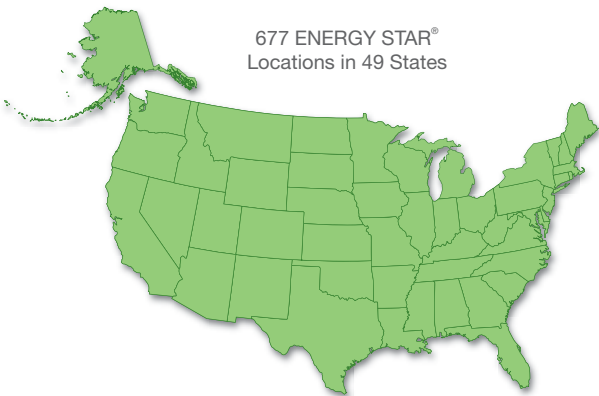
- 1. Achieve 800 ENERGY STAR® labeled stores by 2015
- 2. Operate via 100% renewable energy
- 3. Host and activate 200 solar arrays using rooftops by 2015
- 4. Achieve net zero emissions for three years beginning 2010

2011 Status:

- 1. 677 ENERGY STAR® labeled stores, adding 84 stores to the total in 2011
- 2. 1.4 billion Renewable Energy Credits were purchased to offset 100% of Kohl's energy use
- 3. 21 solar arrays were activated for a total of 121 arrays in the solar portfolio
- 4. The goal of net zero emissions was achieved in both 2010 and 2011

Energy by the Numbers

Program	Metric	2010	2011
ENERGY STAR®	Kohl's Average ENERGY STAR® Store Score	75	77
	Total Number of Stores ENERGY STAR® Labeled	593	677
	% of Stores ENERGY STAR® Labeled	54%	60%
Renewable Energy	Number of Renewable Energy Credits Purchased	1,367,376,000	1,420,080,000
	Total Number of Activated Solar Arrays	100	121
	Total Number of Wind Turbine Sites	0	2



Energy Program Highlights

ENERGY STAR®

Kohl's is a member of the U.S. Environmental Protection Agency (EPA) ENERGY STAR® program. Using the ENERGY STAR® portfolio manager tool, Kohl's voluntarily measures the energy performance of every Kohl's store on a 1 to 100 scale. Stores that achieve a score of 75 or higher are eligible for the ENERGY STAR® label which is earned by top performing stores. On average, stores earning ENERGY STAR® recognition use 35% less energy than similar buildings. Kohl's was named 2011 ENERGY STAR® Partner of the Year for Energy Management for the second consecutive year by the EPA and U.S. Department of Energy (DOE). This distinction recognizes Kohl's commitment to energy management and reductions in greenhouse gas emissions.



Better Buildings Challenge

In 2011, Kohl's joined the Department of Energy's Better Buildings Challenge. Through this challenge, Kohl's has set a goal to reduce energy use in more than 112 million square feet of occupied building space by 20% by 2020.

As a challenge participant, Kohl's is taking action in the area of energy efficiency by selecting a pilot project store to improve energy efficiency and continuing to report progress on the challenge. Kohl's commitment will contribute to the Better Building Challenge goal of reducing our nation's commercial building energy use by 20% by 2020.



Energy Management System (EMS) Upgrades

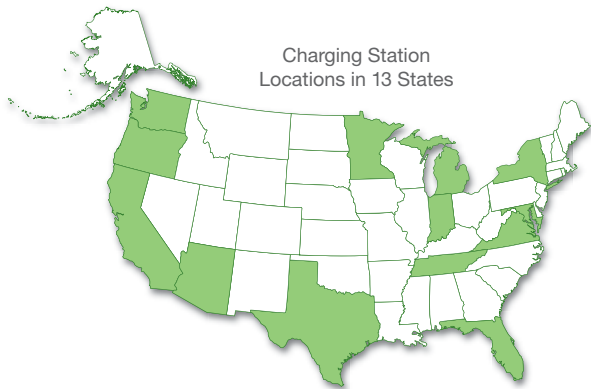
Since 2009, Kohl's has upgraded the energy management systems in 844 stores. These upgrades consist of new software that allows more precise control of heating, ventilation and cooling (HVAC) units and lighting. The upgraded building control systems improve the ability to adjust temperature and lighting as well as identify maintenance issues.

Light Emitting Diode (LED) Lighting

In 2011, 100 remodeled Kohl's stores received 3x4 light emitting diode (LED) spot lights. These lights have a longer lamp life, lasting up to 10 years, compared to the 2-year lamp life of the previous lamps. In addition, each of the new LED lights will save about 46% of the energy used by traditional spot lighting solutions.

Electric Vehicle Charging Stations

To promote energy efficiency and maximize customer convenience, Kohl's began installing electric vehicle charging stations at select Kohl's store locations in 2011. These charging stations allow customers to recharge their cars for free while they shop. In 2011, there were 38 Kohl's stores with between one and four charging stations.



Energy Efficiency Innovation: Store Recommissioning

In 2011, Kohl's executed an energy recommissioning program at 604 of its existing stores. This program conducts a thorough engineering review of all controls, lighting, and heating and cooling equipment at the store site to assure optimal operations of energy-intensive equipment. Kohl's has set a goal to complete this program at 75 stores annually by targeting remodel stores and energy performance improvement. A typical recommissioning study will result in energy savings that cover the cost of the review within two years.

Renewable Energy Highlights

Renewable Energy Credits

Kohl's has made a voluntary commitment to use renewable energy through the U.S. Environmental Protection Agency (EPA) Green Power Partnership. Renewable Energy Credits (RECs) are a method for large companies to offset the power used in operations. In 2011, Kohl's purchased more than 1.4 billion kilowatt hours of Renewable Energy Credits representing 100% of its power use. This ongoing commitment has been recognized by the EPA five times with Green Power Leadership Awards. In 2011 Kohl's earned its third Green Power Partner of the Year Award. Kohl's purchase of Renewable Energy Credits in the United States supports the development of wind, solar and biomass renewable energy sources nationwide.



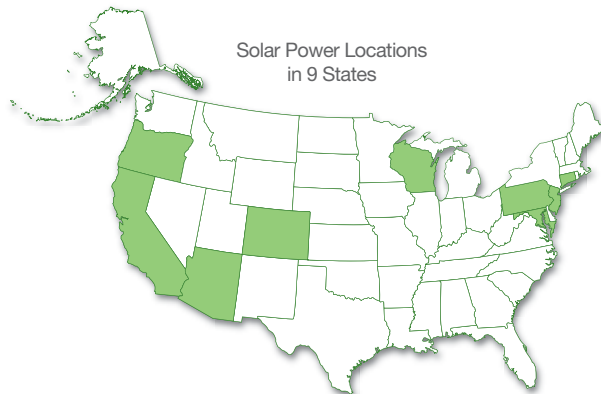
Solar Power Portfolio

Kohl's is host to 119 activated solar arrays through a twenty-year Solar Power Purchase Agreement (SPPA) with Sun Edison. The arrays are located on rooftops in California, Wisconsin, New Jersey, Maryland, Connecticut, Pennsylvania, Colorado and Oregon. These sites generate nearly 35 megawatts of power with no capital outlay from Kohl's. This use of silent, clean power is cost saving with zero emissions to the environment. In 2011, these 119 arrays generated an excess of 46 million kilowatt hours of power.



Aerial view of Kohl's Oro Valley, Arizona Photo Voltaic System

In addition to the 119 SPPA solar sites, Kohl's activated its first two fully-owned solar power arrays at the Marana and Oro Valley, Arizona stores. Together they have 3,322 solar panels and generate an estimated 1.3 million kilowatt hours of power annually. This capital investment demonstrates Kohl's continued commitment to on-site renewable power generation.



Wind Turbines



Wind turbines in operation at the Kohl's Findlay, Ohio Distribution Center

Kohl's activated its first wind turbines in spring 2011 at the Findlay, Ohio Distribution Center and Corpus Christi, Texas store. Kohl's is currently in the testing phase of the wind projects, determining which turbine styles are the best fit and most cost-effective. The Findlay Distribution Center has a traditional, vertical turbine generating 40,000 kilowatt hours annually. The Corpus Christi store has a horizontal turbine generating 14,000 kilowatt hours annually.

Climate Highlights

Kohl's recognizes that as a retailer one of our biggest operating impacts on the environment comes from energy use. With this in mind, we are seeking ways to lessen our carbon footprint. In 2009, Kohl's publicly announced its goal to be carbon neutral for a period of three years beginning in 2010. Kohl's marks the second consecutive year of achieving this goal in 2011.

Our focus on energy management provides the annual consumption data necessary to accurately measure the carbon generated by operating Kohl's stores nationwide. Kohl's does not stop with energy management but also measures the footprint related to business travel. Additionally, our progress on reducing, managing and verifying our footprint is reported annually to the Carbon Disclosure Project.

Carbon Footprint by the Numbers

Calendar Year	Scope 1 Direct*	Scope 2 Indirect*	Scope 3 Travel*	Total Emissions*	Per 1000 Sq. Feet of Building Space	Number of Stores Operating	Normalized Emissions Per 1000 Sq. Feet*	Emissions Reductions Renewable Energy Credits*	Reductions/Carbon Offsets*	Total Reductions*
2010	27,062	832,519	6,369	865,950	109,088	1,089	7.94	1,064,131	33,000	1,097,131
2011	27,269	855,355	7,918	890,542	111,900	1,127	7.96	1,108,961	33,000	1,141,961

\*Metric Tons of Carbon Equivalent



In 2011, Kohl's expanded its Recycling and Waste strategy to move beyond just disposal and recycling of materials. The creation of our closed-loop system redirects used material to be recycled and reused throughout Kohl's operations. In addition, Kohl's has put programs in place to identify actions that illustrate resource conservation by avoiding waste. The Kohl's logistics teams work with Kohl's merchandise vendors to improve shipment packaging as well. Learn more about these programs below.

**Goals:**  
To recycle 85% of all waste material generated by Kohl's operations by 2015

**2011 Status:**  
Kohl's recycled 78% of all operating waste in 2011

Recycling by the Numbers

Waste Type	Tons Recycled in 2011*
Corrugated Cardboard	105,459
Construction Debris	28,457
Mixed Plastic/Hangers	8,822
Mixed Office Paper	581
Wood Pallets	2,197
Metal	1,940
Carpet	1,354
Bottles & Cans	90
Electronics	10
Light Bulbs/Fluorescent Lights	306
Total	149,216

\*Calendar year



Recycling Highlights

Kohl's recycles and reuses items like hangers, electronic article surveillance (EAS) tags, plastic, and gift cards. These four items are accumulated and shipped together from Kohl's stores to Kohl's Distribution Centers, before being sent for proper recycling and redistribution. This system represents considerable cost, labor, material, and transportation savings for Kohl's as well as the diversion of thousands of items from landfills.

Hangers

Hangers that are collected by the stores are either reused or their material is recycled. Excess hangers are accumulated through Kohl's distribution network and shipped to a recycling partner for sorting and repackaging. Over 15 million hangers have been sent to Kohl's private label manufacturers for reuse on new garments destined for Kohl's. Excess or broken hangers identified in the recycling process are shredded or baled and recycled into pellets that are used in the production of plastic items. Among these items are Kohl's plastic shipping totes, which are being tested in the Kohl's distribution network. Plastic totes have a lifecycle six times as long as a cardboard tote and take up less space during shipping.

Electronic Article Surveillance (EAS) Tags

EAS tags arrive at Kohl's stores on garments as a method to help reduce inventory shortages. These reusable hard tags are removed at point of sale when a garment is sold. Every store accumulates excess tags for recycling. In the recycle process, tags are cleaned and repackaged for use on new shipments to Kohl's. The recycled EAS tags are then sent to Kohl's worldwide, creating a closed-loop process for reuse once again.

Plastic

Plastic is collected from merchandise shipped to each store and from customers who return unwanted merchandise bags of all types. This plastic is bagged and returned to the stores' supporting distribution center where it is baled for recycling. Baled plastic is recycled into plastic pellets or film that are made into new plastic items. Recycling plastic results in overall cost savings for Kohl's.

Gift Cards

After being redeemed at Kohl's stores, Gift Cards are collected for recycling. These used cards are shredded and melted into new PVC sheets for printing and made available to Kohl's suppliers for printing new gift cards.

Waste Avoidance Programs

Digital Signs

Kohl's has implemented digital signing in 476 stores nationwide. This initiative replaces paper signs, which can change multiple times per week during advertising events. This project saves nearly 3,100 cases of paper per month and improves signing as well as store Associate productivity. Kohl's plans to expand this program to continue avoiding waste in the future.

Paperless Charge Statements

An active campaign was implemented this year to convert customers to paperless electronic statements. To date, 2.4 million of our 15 million Kohl's Charge customers have opted for the electronic version of the statement, saving 24,000 reams of paper annually.

Paperless Paycheck

Kohl's introduced web-based pay statements in 2009. Associates are paid electronically via direct deposit to their bank, and check stubs are available online. This eliminated the printing of more than 6 million check stubs annually, saving paper, printing, shipping and mailing costs. As of 2011, about 16.2 million sheets of paper have been saved through this initiative alone.

Units per Carton

By consistently increasing the number of units that can be transported per single merchandise shipping carton, Kohl's raised the average carton size by 0.3 units. This translated into an annual savings of 4.3 million cartons that did not have to be used or handled when shipping Kohl's merchandise. Additional savings were realized in transportation and handling of the cartons throughout the supply chain as well.

Footwear Packaging

Kohl's ships over 33 million footwear units annually. By using smaller boxes, modifying box sizes and removing unnecessary tissue paper from packaging, there has been a significant impact made on resource conservation and freight costs. Box size reductions resulted in a 15% total volume savings or 1.1 million square feet of material. Additionally, tissue paper reductions resulted in an 18% total volume reduction or 38.8 million square feet of packaging material.

Kohl's is committed to achieving long-term sustainability through improved building design and operation. To focus this strategy Kohl's uses the criteria developed by the U.S. Green Building Council (USGBC) in its Leadership in Energy and Environmental Design (LEED) programs. To be LEED certified, a building must meet the criteria which guides best practices for the design, construction and operation of high-performance green buildings. This section highlights Kohl's work in three USGBC programs.

Goals:

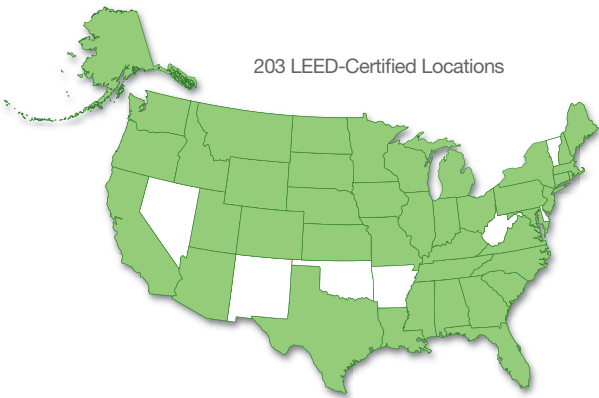
- 1. To LEED-EB:O&M certify at least 50 existing Kohl's stores per year using a LEED for Existing Buildings: Operations & Maintenance (EB:O&M) prototype
- 2. To achieve LEED certification for all stores that have been newly constructed since fall 2008 and to re-certify the Kohl's new store prototype using the higher standards in the public launch of the LEED 2009 for Retail: New Construction (NC) Volume Program
- 3. To LEED certify all new corporate buildings.

2011 Status:

- 1. 108 stores have achieved EB:O&M certification, 30 of them at the Silver level. Kohl's achieved a Gold pre-certified EB:O&M prototype. 65 additional stores are registered for certification.
- 2. 93 stores achieved NC LEED certification, 37 of them at the Silver level. Kohl's achieved a Gold pre-certified LEED 2009 for Retail: New Construction (NC) prototype
- 3. Kohl's Wisconsin Photo Studio and Texas Call Center are both LEED Gold certified. Kohl's Maryland E-Fulfillment Center, New York Design Office, Texas Call Center Phase 2 and West Coast Design Office are registered for LEED certification.

Building Design by the Numbers

LEED Certification Type	LEED Certification Description	Total Number of Kohl's Buildings Certified
EB:O&M	Existing Building: Operations & Maintenance	108
NC	New Construction	93
CI	Commercial Interiors	2
Total Number of LEED Certified Buildings		203



LEED Certification Level	2009	2010	2011	Total
Gold	1	1	1	3
Silver	11	13	43	67
Certified	37	10	86	133
Total	49	24	130	203



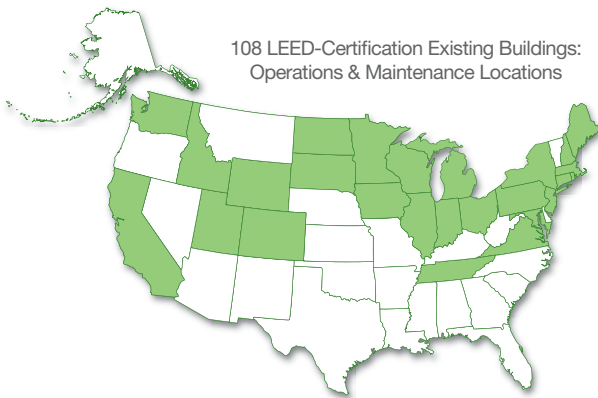
LEED for Existing Buildings: Operations & Maintenance

Program Description

Through the LEED for Existing Buildings: Operations and Maintenance (EB:O&M) program, Kohl's works to secure LEED certification for qualifying existing stores. These stores are evaluated and upgraded with features that maximize operational efficiency and minimize environmental impact. All Kohl's stores are maintained and operated using many LEED-EB:O&M guidelines and policies, even when not qualifying for certification.



Remodeled customer service area



LEED-EB:O&M Program Highlights

Sustainable Purchasing

Kohl's sustainable purchasing policy gives preference to products with reduced impact on the environment. There is recycled content in our merchandise bags, office supplies, corrugated boxes, restroom paper and gift boxes. A minimum of 60% (by cost) of our operating purchases for Kohl's stores are sustainable products.

Operational Recycling

Kohl's stores recycle office paper, cans, glass, cardboard, hangers and plastic goods. There are designated areas within the stores for sorting recyclable materials, including an area for Associates and customers to bring in plastic bags from home.

Green Cleaning

Kohl's stores are cleaned using green housekeeping methods and green chemicals and equipment. All restroom paper products are made from 100% recycled materials.

Energy Efficiency

All Kohl's LEED-EB:O&M stores are ENERGY STAR® labeled. Earning the ENERGY STAR® label indicates the location is among the top 25% of retail stores in the country for energy performance. ENERGY STAR® labeled buildings use an average of 35% less energy than similar buildings and generate one-third less carbon dioxide.



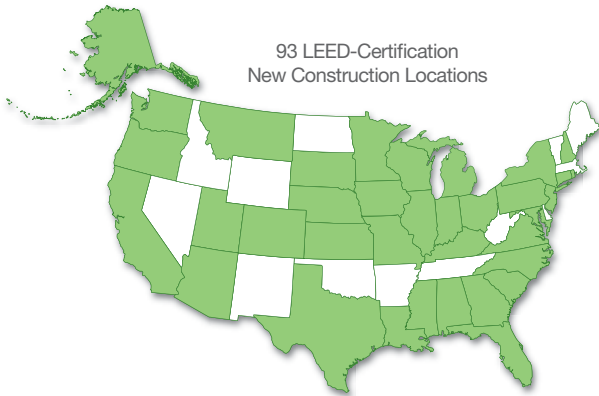
LEED for New Construction

Program Description

Using the USGBC’s LEED volume certification process, Kohl’s achieved a Gold pre-certified LEED for Retail New Construction (NC) prototype. The Kohl’s Gold NC prototype includes all standard new store formats and will be utilized to LEED certify all ground-up new stores built nationwide as they are constructed. These stores feature numerous sustainable design, construction, and operational attributes that maximize efficiency and minimize environmental impact. Takeover locations, though not qualified for LEED volume certification, are still designed, constructed and operated using many of the LEED NC standards.



Solar reflective membranes mitigate the heat island effect in Palm Coast, Florida



New Construction Program Highlights

Sustainable Building Materials

An estimated 20% of the total building materials (by cost) used in the construction of a new Kohl’s store contain recycled content and are regionally sourced from within 500 miles of each new store site. Building materials such as steel, carpeting, ceiling tiles, drywall and insulation are selected to contain the maximum amounts of post and pre-consumer recycled content.

Heat Island Effect

Kohl’s stores use a reflective ENERGY STAR® rated roofing material that mitigates the heat island impact which is caused by asphalt and other dark surfaces.

Construction Waste Management

All construction waste generated by the construction of new Kohl’s stores is carefully managed to ensure the least possible amount of debris is sent to landfills and incinerators. Recycling efforts reduce landfill waste by an estimated 75%.

Water Efficiency

Using native and adaptive vegetation and a “smart” irrigation controller, new Kohl’s stores have reduced water usage for landscaping irrigation. We have also reduced water consumption over 30% by using water-conserving plumbing fixtures in new Kohl’s stores.

Air Quality

New Kohl’s stores are constructed with low VOC (Volatile Organic Compound) materials and also feature increased fresh air ventilation, carbon dioxide monitoring and a strict no-smoking policy within 25 feet of building entrances.

LEED Certified Corporate Facilities

Program Description

Since construction of the Kohl’s Photo Studio in 2007, Kohl’s has made a commitment to build all new corporate projects to LEED standards that meet our environmental goals.



Exterior: San Antonio, TX Call Center



Interior: Edgewood, MD E-fulfillment Center



Lobby: New York, NY Design Office

2011 Corporate Projects

San Antonio Call Center

The Call Center in San Antonio, Texas is a LEED for Commercial Interiors Gold certified project constructed inside a LEED Silver certified Core & Shell building. Currently Kohl’s is expanding on the site into a second building, which is registered as a LEED for New Construction project.

New York Design Office

The New York Design Office is registered as a LEED for Commercial Interiors project. Located in central Manhattan, the project is expected to achieve exemplary performance for development density and public transportation access.

E-Fulfillment Center 3

The E-Fulfillment Center (EFC-3) in Maryland will be Kohl’s first industrial facility to seek LEED certification. Currently registered as a LEED for New Construction project, EFC-3 consists of a 600,000 square foot existing building and 400,000 square foot addition.

In 2011, Kohl's formally extended its sustainability program to include Supply Chain Sustainability. This strategy builds on Kohl's sustainable operations strategy as well as the company's commitment to engaging stakeholders. This sustainability effort began in its early form in 2009 by surveying merchandise vendors, and has grown to the actions outlined in this report. Kohl's works hard to keep its operations sustainable and actively collaborates with its supply chain partners to drive the concept of efficiency and resource conservation.

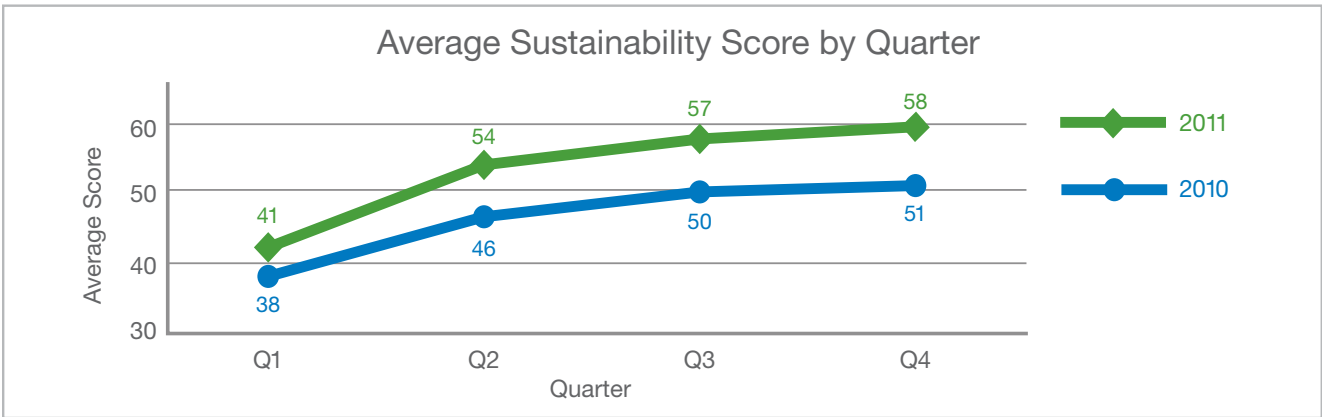
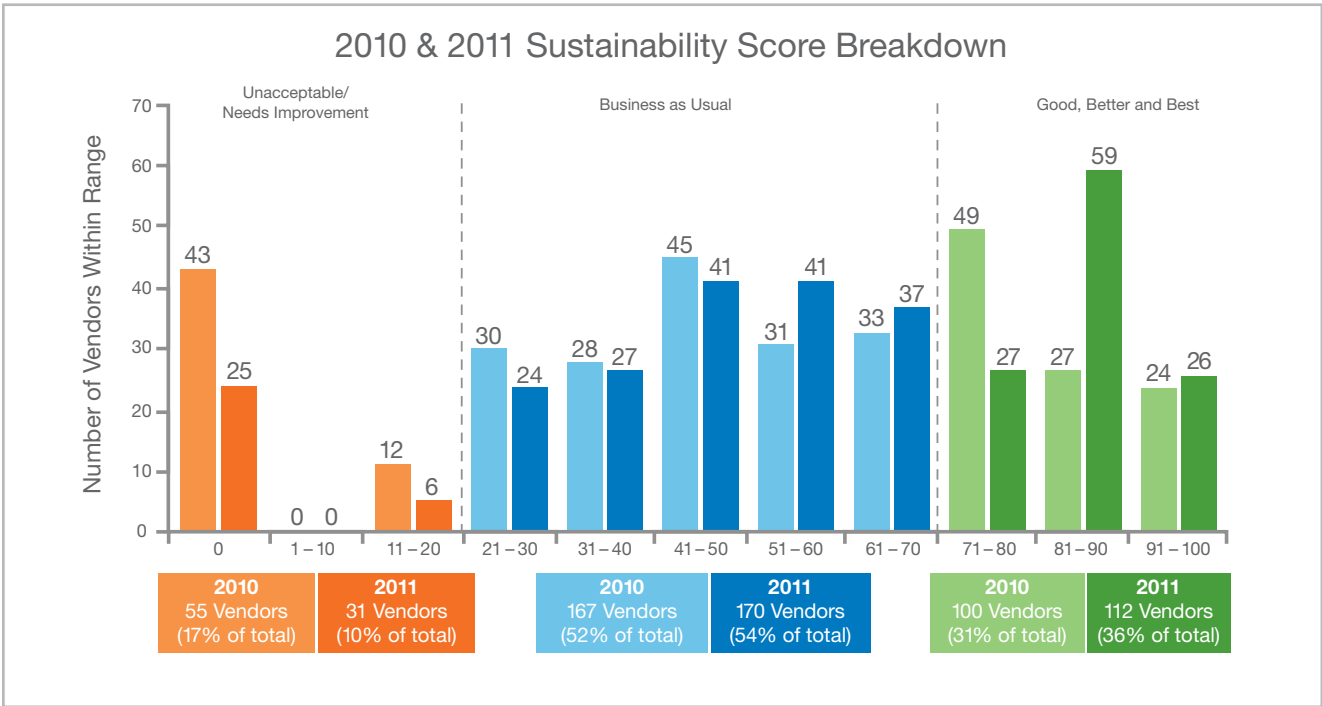
Goals:

- 1. Survey the top 300 vendors to gather metrics on their sustainability practices and create a relative ranking
- 2. Collaborate with and educate vendors on sustainability in order to improve average scores in 2011

2011 Status:

- 1. Top 300 vendors received quarterly sustainability surveys, 2011 scoring emphasized energy management and emissions measurement
- 2. Education efforts resulted in a 12% improvement in vendor average score, moving from 51 points in 2010 to 58 points in 2011

Supply Chain Sustainability by the Numbers



Merchandise Vendor Sustainability

Supply Chain Survey

Every quarter, Kohl's merchandise vendors are asked to complete a forty-two question survey on six areas of sustainability as listed in the table below. This year, scoring emphasis was placed in the area of Energy/Climate to engage vendors in footprint measurement. The survey is a voluntary self-assessment on sustainability. Vendor results are included on the company's supply chain scorecard, but did not affect the overall vendor grade in 2011. It was our goal to encourage vendor sustainability in a collaborative format regardless of level of sustainability sophistication.

Sustainability Survey Scoring 2011

Area	Possible Survey Points
Management/Policy	20
Energy/Climate	35
Waste Management	15
Packaging	15
Partnerships	5
Supply Chain Sustainability	10
Total	100

Vendor Education Efforts

In 2011, to help vendors improve their supply chain survey performance, Kohl's increased its collaboration with the vendor community by hosting a series of educational webinars on the sustainability survey. The webinars covered topics such as sustainability policy, energy measurement, recycling and supply chain sustainability. The webinars were held throughout the third quarter of 2011, broadcasting a total of 12 sessions. The project brought in 325 total participants representing over 100 different companies.

Sustainable Apparel Coalition

The Sustainable Apparel Coalition (SAC) is a group of apparel manufacturers, retailers and non-governmental organizations (NGOs) working to modernize the merchandise supply chain by providing information to facilitate more sustainable decisions in their everyday business. The information used by the SAC is a synthesis of work done independently by various companies and organizations as well as new collaboration between industry leaders. The tools provided by the SAC include environmental impact metrics of facilities, as well as life cycle analyses of raw materials. Kohl's is proud to be a founding circle member and administrative leader on the coalition.

In 2011, the SAC finalized its first pilot of V1.0 Eco Index to be distributed and completed by all founding circle members. Kohl's participated in the pilot test by ranking the sustainability of two of Kohl's private brand products throughout their entire production process—from field, to production, to end of life. In addition to piloting two key items, Kohl's also piloted the SAC's facilities module to measure relative sustainability of 19 factory locations worldwide that produce private and exclusive brands for Kohl's. To learn more about the SAC, please visit [sustainableapparelcoalition.org](http://sustainableapparelcoalition.org).

Business for Social Responsibility (BSR) Energy Efficiency Pilot

In 2010 and 2011, Kohl's participated in the BSR Energy Efficiency Pilot to engage with five factories located in China on energy efficiency education and action plans. The BSR sponsored four educational sessions for factories in China in both Guangdong and Shanghai to learn about energy programs and set action plans for future improvements. Kohl's is looking for ways to bring sustainability and business efficiency to its business partners in a worldwide marketplace. Through the membership in Business for Social Responsibility, Kohl's can leverage its resources to accomplish mutually beneficial goals.



Sustainable Supply Chain–Transportation

In 2011, Kohl’s executed 18,880 backhaul trips to our Distribution Centers from our vendors on return trips to stores. This eliminated 4,355,796 empty miles. These once empty trailers now carry merchandise from our vendors, ultimately reducing the number of inbound transportation trips. Kohl’s also uses rail transportation for 52% of all inbound transportation. Rail uses less fuel and causes fewer emissions than truck services. Biofuels were used on 5.8% or 1,933,233 miles on outbound deliveries to stores. In 2011, 100% of our top merchandise carriers were active members of the EPA SmartWay Transport program. The program stresses fuel efficiency and carbon-reduction strategies.



In January 2011, new regulation from the California Air Resources Board (CARB) in partnership with SmartWay required shippers to install aerodynamic truck skirts and low-rolling-resistance tires. Shippers are required to equip 20% of their fleet every year until 2016. After the first year in the program, Kohl’s has 33% of its trailers equipped with aerodynamic skirts. Kohl’s is now in the process of converting over 4,000 of its tires to SmartWay-certified, low-rolling-resistance tires. The CARB/SmartWay program is expected to reduce carbon dioxide emissions by 1 million metric tons by 2020.



Kohl’s trailers retrofitted with aerodynamic skirts

Kohl’s commitment to sustainability doesn’t stop at our corporate front door. We have a formal program to engage three specific groups of stakeholders: Associates, customers and partnerships. This section highlights our engagement work in 2011.

Associates

At Kohl’s, every Associate is part of the virtual “green network.” To further embed sustainability into the culture of the organization, Kohl’s educates every Associate on Kohl’s sustainability program and its goals as well as ways they can consider the environment in everyday decision making. This thinking can be as small as making double-sided copies to as large as designing environmentally friendly buildings or packaging for our merchandise. Associates can send their suggestions on sustainability to a dedicated email address: [green@kohls.com](mailto:green@kohls.com). The efforts of every Associate help Kohl’s make an impact to lessen our footprint every day.

2011 marked the third consecutive year for the cultivation of three vegetable gardens on the corporate campus. Two of the gardens are located adjacent to the on-site daycare facilities and teach children of Kohl’s Associates about gardening and healthy eating. All three gardens are tended by Kohl’s Associate volunteers, and all the food grown is donated to the Milwaukee Hunger Task Force. In the three years, more than 1800 pounds of healthy vegetables were donated.

Customers

At Kohl’s we strive to share the Kohl’s sustainability story in ways that are efficient and attention getting. At our stores, we have regular overhead messaging to our customers about the ENERGY STAR®, LEED and solar attributes of the store. We also share messages through our point of sale monitors and through educational graphics and brochures. We meet the needs of our tech-savvy customers through social media messaging and our dedicated sustainability website: [kohlsgreenscene.com](http://kohlsgreenscene.com). Finally, we encourage our customers to send us their feedback and comments on Kohl’s environmental programs through a dedicated email address: [green@kohls.com](mailto:green@kohls.com).

Partnerships

Growing Power is a nonprofit urban agriculture farm in the city of Milwaukee, located about five miles east of Kohl’s Corporate Campus. Associates at Kohl’s engage with Growing Power in a variety of ways to support its mission. Here are a few ways Kohl’s partners with Growing Power:



- Corporate Garden—use of Growing Power plants and compost
- Cafeteria Waste Composting—300 pounds per week of pre-consumed organic waste are sent to Growing Power to help them “grow” soil
- Weekly Farmers Market
- Weekly Market Basket Program of healthy fruits and vegetables at an affordable price
- Associates in Action volunteer events

In 2011, Kohl’s began a relationship with The Nature Conservancy of Wisconsin with an initial gift of \$50,000 designated for planting trees in Kohl’s home state of Wisconsin. As a result of this gift, trees were planted in both the Baxter Hollow and Door County conservancy lands. Kohl’s Associates teamed up with Nature Conservancy volunteers to plant trees on three acres in the Baraboo Baxter Hollow lands. An additional gift of \$50,000 was given in late 2011 to be designated for additional Wisconsin tree planting and a prairie restoration project.







## Cause Merchandise Program

For over a decade, Kohl's has offered exclusive hardcover books and coordinating plush toys, featuring some of the world's most beloved characters. From The Cat in the Hat to Curious George, legendary talents such as Dr. Seuss, Eric Carle and more have made this program a success. Additional offerings have included cookbooks, holiday CDs, and other family-friendly merchandise. Even better, 100% of the net profit is donated to support kids' health and education initiatives in communities nationwide. Since 2000, more than \$208 million has been raised through our Kohl's Cares® cause merchandise program, with more than \$28 million raised in 2011 alone.



Kid-friendly merchandise; all for a great cause

## Hospital Partnerships

Healthy kids, happy kids! Kohl's partners with more than 160 hospitals nationwide to help educate kids and their parents about injury prevention, childhood obesity, asthma, immunizations and more. We support community outreach programs focused on issues affecting kids and work with our hospital partners to tailor programs based on their communities' individual needs. For example, at the Phoenix Children's Hospital, over \$2 million has been donated since 2002, with over \$400,000 donated in 2011 alone. The hospital utilizes the dollars to execute Kohl's Healthy Kids and Families, a program that promotes being fit and eating well. In 2011, more than \$23 million was donated to our hospital partners, with a total donation of \$149 million since 2000.



## Scholarships



Neha Gupta

The Kohl's Cares® Scholarship Program is an annual opportunity to recognize and reward young volunteers ages 6-18 across the country for their contributions to their communities. Since 2001, Kohl's has recognized more than 15,000 kids with over \$3 million in scholarships and prizes.

In 2011, Kohl's recognized nearly 2,200 kids with over \$400,000 in scholarships and prizes. Ten national winners received a total of \$10,000 in scholarships each for post-secondary education, including Neha Gupta, 14, of Yardley, PA. At nine years old, Neha started the nonprofit organization Empower Orphans to help underprivileged children in India and the United States gain basic education and build confidence for the future. She conducted fundraisers, presented her vision at international conferences and developed volunteer groups in the United States, United Kingdom, Australia, New Zealand, Singapore and India that have positively impacted the lives of more than 2,000 children.

## Fundraising

Recognizing that financial vitality is important to the success of any philanthropic effort, Kohl's Cares also offers a Fundraising Gift Card Program, providing a simple, effective way to help raise funds for schools and youth-serving nonprofit organizations. Since 2000, over 12,500 organizations have participated in the Kohl's Cares Fundraising Gift Card Program, raising more than \$35 million in fundraising dollars.

# When it Comes to Kids, Kohl's Cares

We support kids' health and education initiatives in communities nationwide. With over a decade of dedication and millions of dollars raised, we aim to give kids a happier, healthier future. From injury prevention, immunization and nutrition programs to scholarships and cause merchandise, we are committed to making a difference for kids so that someday they can make a difference in the world.



Where We Made Our Start—Giving Back to the Milwaukee Community

Since 2000, Kohl's and Kohl's Cares have combined to give approximately \$43.4 million to support charitable initiatives in the metro-Milwaukee area. We seek to develop focused partnerships with premier organizations in the Milwaukee community that align with Kohl's philanthropic platform of supporting kids' health and education. Currently we have partnerships established with the following organizations:

Hunger Task Force

Kohl's Serving Up Supper for Kids

Penfield Children's Center

Kohl's Building Block

Junior Achievement of Wisconsin

Junior Achievement Capstone in the Kohl's Education Center

Betty Brinn Children's Museum

Kohl's Healthy Kids

Milwaukee Art Museum

Kohl's Art Generation in the Kohl's Education Center

JDRF (Juvenile Diabetes Research Foundation)

Kohl's Cares is the title sponsor of JDRF's Southeastern Wisconsin annual Walk to Cure Diabetes and Gala

Discovery World

Kohl's Design It!

Zoological Society of Milwaukee

Kohl's Wild Theater

Wisconsin State Fair presented by U.S. Cellular

Kohl's Family Value Day

Summerfest

Kohl's Family Value Day, Kohl's Captivation Station

Kohl's Serving Up Supper for Kids

In 2011, thousands of children in Milwaukee received free meals thanks to Hunger Task Force, Wisconsin's premier anti-hunger organization, and the Kohl's Serving Up Supper for Kids program. Funded by a \$1.5 million donation from Kohl's Cares®, nutritious meals were provided to Milwaukee children in need throughout the summer months when school meals are not available.



Kids enjoying food provided by Hunger Task Force and Kohl's

Meal sites included schools, community learning centers and recreation centers. Additionally, The United States Department of Agriculture has referred to the Serving Up Supper program as the "Milwaukee Model" for communities in other states to replicate. Approximately 90,000 suppers were served annually between June and August 2011.

Kohl's Education Center

In partnership with the Milwaukee Art Museum, the Kohl's Education Center is designed for families and kids to cultivate an appreciation and love for art. Inside the Center, children and families learn about art through fun, high-tech and interactive games and exhibits, while also being able to create art of their own. The Kohl's Art Generation program, now in its fourth year, is made possible by \$3.7 million in donations from Kohl's Cares to the Milwaukee Art Museum.



Kohl's Art Generation Studio at Milwaukee Art Museum

The new Kohl's Education Center serves as the hub of the Kohl's Art Generation family programming, which includes:

**Kohl's Art Generation (KAG) Gallery**— Animation: Art Goes to the Movies is the first interactive exhibition in this space, addressing the creative process and how animators today look to the past for inspiration.

**KAG Lab**— Museum Inside-Out takes children behind the scenes of the museum to learn the creative decisions and problem-solving staff members are involved in daily, from treating works of art in conservation, to selecting frames for artwork in the gallery.

**KAG Studio**— Engages families with hands-on art making. Finding inspiration from the artwork in the museum's collection and exhibitions, the studio is a place to create art projects to take home.

**Kohl's Color Wheels**— The mobile art experience continues with the Kohl's Color Wheels van, bringing hands-on art activities and lessons to schools, local festivals and attractions throughout the greater-Milwaukee area year round.





## Supporting Women's Health

As part of our commitment to fight breast cancer in Wisconsin, Kohl's will donate more than \$7 million over three years to the American Cancer Society's Midwest Division and the Southeast Wisconsin Affiliate of Susan G. Komen for the Cure. Through partnerships with these premier breast cancer organizations we have developed programs that focus on the continuum of a woman's breast health care—from prevention and screening, through diagnosis and treatment, including research funding.

Additionally, partnerships include sponsorship of each organization's premier walk-event in Wisconsin. In 2011, Kohl's represented the largest corporate team at each of these Milwaukee events with more than 5,000 Associates, friends and family participating in the Susan G. Komen Walk for the Cure and 2,000 in the American Cancer Society's Making Strides Against Breast Cancer walk.



Dana Buchman breast cancer awareness merchandise



American Cancer Society Making Strides Against Breast Cancer - Milwaukee Walk

## Committed to the Cause

The chance of a woman having invasive breast cancer sometime during her life is a little less than 1 in 8. And for every woman who is diagnosed, there is a family who hopes for a cure. In Wisconsin, through our cause merchandise program and partnerships with notable women's health organizations, like the Southeast Wisconsin Affiliate of Susan G. Komen for the Cure and The American Cancer Society Midwest Division, we continue to fund research, raise awareness and educate women about the importance of regular exams and prevention.



## Associate Volunteering

We believe that every dollar counts and every hand helps. An established qualifying 501(c)(3) nonprofit can earn a Kohl's corporate grant when a minimum of five Associates from one location volunteer at least three consecutive hours of time. A highlight of these efforts is Kohl's annual National Go Green Event held in April to celebrate both National Volunteer Week and Earth Day. During this event, Associates in communities across the country join forces to give back and go green.

In Seattle, eleven local stores brought their Associates together to participate in the Earth Day cleanup and river restoration with the Nature Consortium; a grassroots, community-based organization dedicated to connecting people, arts and nature. Over 70 volunteers provided a collective 292 hours of work, resulting in a donation of \$16,500.



Associates in Action Earth Day Event – Seattle, Washington

## Associates in Action by the Numbers

### Since 2001:

- More than 85,000 events
- More than 500,000 Associate volunteers
- More than 1.6 million hours volunteered
- More than \$47 million in grants donated

### In 2011:

- More than 21,000 events
- More than 123,000 Associate volunteers
- More than 420,000 hours volunteered
- More than \$12.4 million in grants donated

## Disaster Relief

When a major disaster occurs, Kohl's is committed to easing the hardship for our Associates and customers in communities we serve. By making charitable donations to the American Red Cross, we help deliver much-needed emergency assistance throughout affected areas. During 2011, Kohl's donated to the American Red Cross in support of relief efforts for disasters such as Hurricane Irene, Midwest tornadoes and the Japan tsunami. In addition to financial contributions, Kohl's also encourages Associates to volunteer in support of cleanup efforts through its Associates in Action volunteer program. In recognition of volunteer hours, Kohl's donates corporate grants to the nonprofit organizations being supported by Kohl's Associates.

### Since 2001:

- More than \$4.2 million donated

### In 2011:

- More than \$900,000 donated

# Everyone Can Make a Difference

Our Associates are making a difference in the lives of children by volunteering for qualifying youth-serving 501(c)(3) nonprofit organizations and environmental initiatives. In Wisconsin, Associates are also encouraged to help make a difference in women's health by volunteering with qualifying Wisconsin-based 501(c)(3) nonprofit organizations that focus on breast cancer.





## Our Philosophy

Kohl's Department Stores, Inc. is committed to high standards of behavior on issues of social responsibility. Through our Terms of Engagement ("our Policy"), we hold all of our Vendor Partners to these same high standards. Our Policy is designed to protect the interests of workers engaged in the manufacturing of merchandise procured for Kohl's and we select Vendor Partners who we believe share our commitment to the fair and ethical treatment of employees. Our compliance philosophy focuses on taking corrective action on identified issues and continuous improvement. Our Policy is posted at [connection.kohls.com](http://connection.kohls.com) under the "new vendors" tab.

## SOCIAL RESPONSIBILITY & SOCIAL COMPLIANCE

**KOHL'S**  
expect great things<sup>®</sup>

### Socially Responsible Product Sourcing

#### Our Policy

Our Policy spells out Kohl's expectations to our Vendor Partners regarding wages and benefits, working hours, the use of child or forced labor, which includes without limitation, prison and slave labor or human trafficking for those purposes, discrimination, disciplinary practices, women's rights, legally protected rights of workers to free association, health and safety issues and more.

We contract with numerous Vendor Partners, who in turn, contract with hundreds of manufacturing facilities worldwide to procure merchandise sold in our stores. It is critically important to us that each Vendor Partner's manufacturing facility treats its workers fairly, in compliance with local labor laws and all other terms of our Policy.

While the foundation of our efforts is our Policy, we believe compliance is a process which requires working closely with our Vendor Partners to identify and address challenges in a responsible manner that considers the needs and expectations of the affected Vendor Partner, its suppliers, employees and our shareholders. We continually monitor social compliance and challenge our Vendor Partners to protect the health, safety and human rights of workers.

#### Oversight of Our Policy

Kohl's organizational structure supports the uniform and objective application of the compliance program to all Vendor Partners. Dedicated policy compliance personnel are responsible for day-to-day duties and administration of the compliance program and are independent of the Product Development and Merchandising departments who are responsible for development, sourcing and merchandising. As a result, day-to-day decisions regarding the social compliance status of potential factories and those factories that are being used to produce merchandise for Kohl's are made by Associates not involved in actual purchase negotiation.

We expect our Vendor Partners to take all steps necessary to ensure compliance with our Policy in their manufacturing facilities that produce merchandise for us, whether the facility is operated by them or by one of their subcontractors. We require our Vendor Partners who produce private label and exclusive merchandise for us to identify all manufacturing facilities, domestic and foreign, that they plan to use to produce such merchandise and to provide us with written certification that each facility will operate in compliance with our Policy. Subcontractors that a Vendor Partner desires to use in the manufacturing process require our approval.

We recognize that publication of a statement of principles is insufficient to achieve compliance with these principles and that aggressive enforcement of our Policy is required. To achieve this goal, we actively monitor factories in which our merchandise is produced. We reserve the right to review all Vendor Partner facilities, including the use of unannounced on-site inspections of manufacturing facilities. Factory monitoring visits are performed by professional independent third-party monitors and are ongoing. Once deemed compliant with our Policy, factories are monitored periodically, based on established risk level. To date, we have performed in excess of 26,000 monitoring visits to over 5,000 manufacturing facilities in 75 countries around the world to ensure compliance with our Policy.

#### Kohl's Private and Exclusive Brands

  
MARC ANTHONY

  
FILA  
SPORT

  
CHAPS  
EST. 1978

  
APT.9

  
LC LAUREN CONRAD

  
ROCK & REPUBLIC

  
sonoma  
LIFE + STYLE

  
Croft & Barrow

  
food  
network

  
Mudd

  
HAWK

  
DANA BUCHMAN

  
Simply Vera  
VERA WANG

  
JENNIFER LOPEZ

  
jumping beans

  
ELLE  
CONTEMPORARY COLLECTION

  
Candie's



Factory Monitoring Process

We have retained the services of two professional, independent third-party firms to monitor Vendor Partner compliance with our Policy. Our monitors have auditing professionals located in the territories in which the manufacturing facilities are located, able to speak the language of workers and management, and have extensive experience with monitoring social compliance on behalf of international customers.

The monitors visit each manufacturing facility, interviewing factory workers and management, observing facility conditions and performing detailed testing of facility business records in order to complete our factory monitoring program to determine the level of compliance with our Policy and applicable laws. Our full compliance audit program includes the following modules:

- Laws and Regulations
  - Wages and Benefits
  - Working Hours
  - Child Labor
  - Health and Safety
- Discrimination
  - Free Association
  - Disciplinary Practices
  - Women’s Rights
  - Monitoring and Compliance
- Health and Safety-Dormitories
  - Environmental Requirements
  - Communication and Record Keeping
  - Subcontracting
  - Forced/Slave Labor & Human Trafficking

During the course of each facility visit, the monitor documents all deficiencies related to our Policy. Upon completion of each visit, the monitor summarizes and discusses each deficiency with factory management to facilitate corrective actions and then sends a report to Kohl’s. Kohl’s Policy compliance team reviews factory monitoring reports and works with our Business Partners to implement corrective actions.

Corrective Action and Remediation

If noncompliance with Kohl’s Policy is identified, we take appropriate action, which, depending on the severity of the deviation, ranges from working with our Vendor Partner to ensure adequate steps are taken to address deficiencies, to canceling affected orders, to terminating our relationship with our Vendor Partner. We require our Vendor Partners to adopt a corrective action plan whenever possible. Follow-up evaluations are completed to verify subsequent adherence to our Policy. We make every effort to attempt to bring noncompliant facilities into compliance rather than terminate our business relationship.

Education and Training

We provide training to Vendor Partners on our Policy and our expectation of compliance. We regularly communicate with our Vendor Partners on compliance issues. In 2011, we conducted numerous individual training sessions for Vendor Partners to promote understanding and compliance with our requirements. In this way, we clearly communicated our expectations and, in turn, our Vendor Partners had the opportunity to explain their practical challenges to us. The following topics were reviewed during training sessions:

- Expectations for Suppliers
  - Policy Definitions
  - Best Practices
  - Site Verification Methods
- Reporting of Facility Assessments
  - Remediation Methods
  - Compliance Improvement

In addition, we strongly encourage our Vendor Partners to develop and/or enhance their own internal social compliance functions to raise awareness and to sustain performance improvements. We emphasize open, on-going Vendor Partner communication.

We also conduct internal training sessions for Product Development Associates regarding our Policy requirements quarterly. We provide relevant Kohl’s Associates who have direct responsibility for supply chain management training on human trafficking and slavery, particularly with respect to mitigating risks within the supply chain.

Vendor Partner Certification of Compliance

Kohl’s requires direct suppliers to certify compliance with all laws and regulations, including but not limited to, laws regarding slavery and human trafficking in the country or countries in which they do business.

Social/Labor Working Group–Sustainable Apparel Coalition

Kohl’s is a member of the Social/Labor Working Group formed under the Sustainable Apparel Coalition. The Social/Labor Working Group is developing a component of the Apparel Index to align group members on a set of indicators meant to capture a continuum of performance—from basic awareness and compliance to aspirational and industry leading practice at brand and facility levels.

Better Work Program Participant

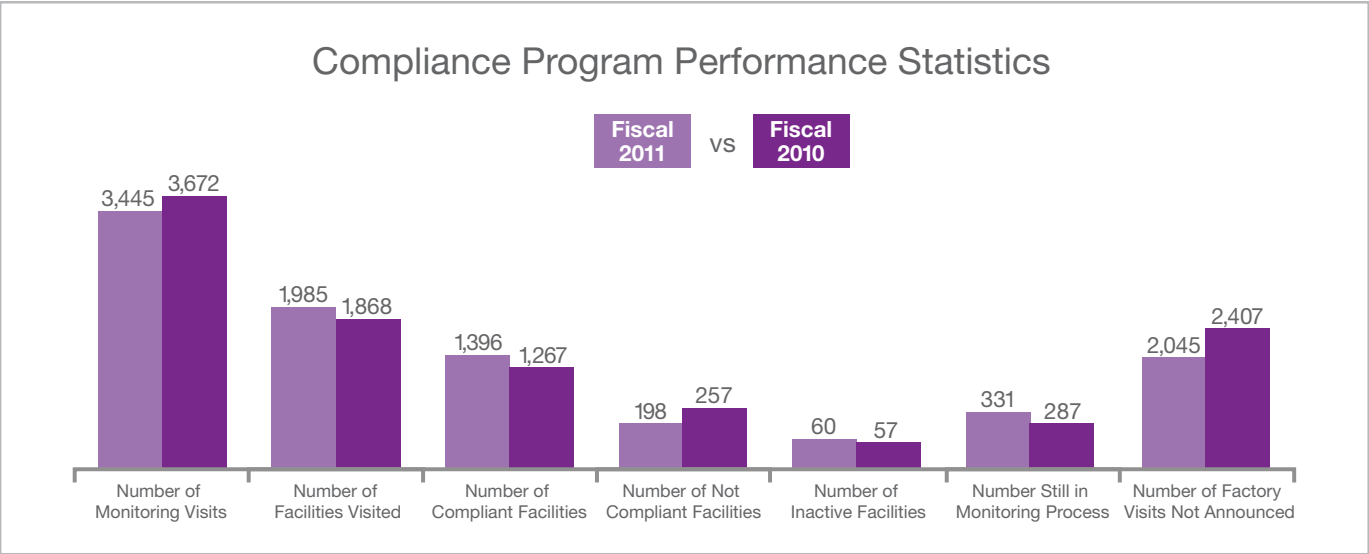
In 2011, Kohl’s participated in the Better Factories Cambodia (BFC) and Better Work Vietnam (BWV) programs, which are International Labour Organization programs focused on strengthening labor standards in export garment industries in specified countries. Our reliance upon BFC and BWV factory monitoring results helps reduce audit fatigue and factory monitoring costs, which provides factory management with more time to focus on corrective action and sustainable, continuous improvement.

Policy Regarding Cotton from Uzbekistan

Consistent with our commitment to social responsibility, Kohl’s does not knowingly carry products that use cotton originating from any country that condones the use of child and/or forced labor. Kohl’s does not source any private or exclusive brand products from Uzbekistan and, to the best of our knowledge, cotton from Uzbekistan is not used in goods produced for Kohl’s in other countries. Until we are convinced that forced child labor is not being used to produce cotton in Uzbekistan, Kohl’s specifically prohibits the use of Uzbekistan cotton in the manufacturing of merchandise intended for sale in our stores.

Clean Diamond Trade Act

We require our suppliers of diamonds and jewelry to ensure that the merchandise they sell to Kohl’s meets the requirements of the Clean Diamond Trade Act and the Kimberly Process Certification and that this merchandise does not contain conflict diamonds.



STANDARD DISCLOSURES: Profile Disclosures			
Profile Disclosure	Description	Reported	Reference Page
Strategy & Analysis			
1.1	Statement from the most senior decision-maker of the organization.	fully	2
Organizational Profile			
2.1	Name of the organization.	fully	4
2.2	Primary brands, products, and/or services.	fully	4
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	fully	4
2.4	Location of organization's headquarters.	fully	4
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	fully	4
2.6	Nature of ownership and legal form.	fully	4
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	fully	4
2.8	Scale of the reporting organization.	fully	4
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	fully	4
2.10	Awards received in the reporting period.	fully	8, 9
Report Parameters			
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	fully	4
3.3	Reporting cycle (annual, biennial, etc.)	fully	4
3.4	Contact point for questions regarding the report or its contents.	fully	4
3.12	Table identifying the location of the Standard Disclosures in the report.	fully	33, 34
Governance, Commitment, & Engagement			
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	fully	5, 29, 30
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	fully	29, 30
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	fully	8, 9, 13-16, 18, 20, 22-24, 26, 28
4.13	Memberships in associations (such as industry associations) and/or national/ international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	fully	8, 9, 13, 18, 20, 22, 23, 26
4.14	List of stakeholder groups engaged by the organization.	fully	20
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	fully	20

STANDARD DISCLOSURES: Performance Indicators			
Profile Disclosure	Description	Reported	Reference Page
Economic			
Indirect Economic Impacts			
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	fully	22, 23, 24, 26, 28
Environmental			
Materials			
EN1	Materials used by weight or volume.	fully	11
Energy			
EN5	Energy saved due to conservation and efficiency improvements.	fully	7, 8, 9, 10
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	fully	9, 10
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	fully	7, 8, 9, 10
Emissions, Effluents and Waste			
EN16	Total direct and indirect greenhouse gas emissions by weight.	fully	10
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	fully	9, 10
Products and Services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	fully	17, 18
Transport			
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	fully	19
Social: Society			
Local Communities			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	fully	20, 22, 23, 24, 26, 28



**KOHL'S**® | expect  
**great**  
things