



Genesco Inc. Earns Top Marks in 2020 Corporate Equality Index

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--Genesco Earns 100% Rating on the Human Rights Campaign Foundation's Annual Scorecard Assessing LGBTQ Workplace Equality--

NASHVILLE, Tenn., Jan. 27, 2020 /PRNewswire/ -- Genesco Inc. (NYSE: GCO) proudly announces that it received a score of 100% on the Human Rights Campaign Foundation's [2020 Corporate Equality Index \(CEI\)](#), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Genesco joins the ranks of more than 680 major U.S. businesses that also earned top marks this year.



"It is an honor to be recognized for our commitment to LGBTQ workplace equality," said Genesco Chairman, President and Chief Executive Officer Robert J. Dennis. "Diversity and inclusion are important pillars in our corporate culture and operating businesses. I am proud of our company's continued efforts to embrace and celebrate our employees and customers with our LGBTQ-friendly policies, benefits and overall responsible citizenship."

"The impact of the Human Rights Campaign's Corporate Equality Index over its 18-year history is profound. In this time, the corporate community has worked with us to adopt LGBTQ-inclusive policies, practices and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said HRC President Alphonso David.

The results of this year's CEI showcase how 1,059 U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but helping advance the cause of LGBTQ inclusion in workplaces abroad. Genesco's efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and the designation as a *Best Place to Work for LGBTQ Equality*.

The CEI rates companies and top law firms on detailed criteria falling under five broad categories:

- Non-discrimination policies
- Employment benefits
- Demonstrated organizational competency and accountability around LGBTQ diversity and inclusion
- Public commitment to LGBTQ equality
- Responsible citizenship

The full report is available online at www.hrc.org/cei.

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About Genesco Inc.

Genesco Inc., a Nashville-based specialty retailer, sells footwear and accessories in more than 1,490 retail stores throughout the U.S., Canada, the United Kingdom and the Republic of Ireland, principally under the names Journeys, Journeys Kidz, Schuh, Schuh Kids, Little Burgundy, Johnston & Murphy, and on internet websites www.journeys.com, www.journeyskidz.com, www.journeys.ca, www.schuh.co.uk, www.littleburgundyshoes.com, www.johnstonmurphy.com, www.johnstonmurphy.ca, www.trask.com, and www.dockersshoes.com. In addition, Genesco sells wholesale footwear under its Johnston & Murphy brand, the Trask brand, the licensed Dockers brand, the licensed Levi's brand, the licensed Bass brand, and other brands. For more information on Genesco and its operating divisions, please visit www.genesco.com.

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