

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

For more than 50 years, we have sought to inspire the dream of a better life through authenticity and timeless style. At Ralph Lauren, we believe in creating things that are timeless — that last and that never go out of style. Our iconic products are created to be worn, loved and passed on through generations. This ethos of timelessness extends beyond our products to the lives, communities and natural resources our business intersects. We call this framework Timeless by Design, our global approach to citizenship and sustainability.

Through Timeless by Design, we are ensuring our philosophy of timelessness is embedded from inspiration through to our products' every use and reuse. With this as our North Star, we aim to reduce our overall environmental impact, advance a circular economy and uplift and empower our communities. Our Timeless by Design approach is supported by three pillars: Create with Intent, Protect the Environment and Champion Better Lives:

- Create With Intent – We are working to implement circular principles and instill cultural awareness practices into our design and development process. By designing with timelessness in mind from the start, we are enabling our products to live on responsibly and helping our consumers to love their items longer.
- Protect The Environment –Beyond creating products more responsibly, we are working to operate in ways that respect our planet, such as transitioning to renewable energy, diverting waste from landfill and incineration, and efficiently managing water for our business and the communities where we operate.
- Champion Better Lives – Shaping a business that is timeless and has a positive impact on tomorrow means building relationships that stand the test of time and ensuring that everyone is included, respected and empowered. That’s why we’re committed to supporting our employees, our partners and those within our communities — working to build a brighter future.

Our Company’s reputation and distinctive image have been developed across a wide range of products, brands, distribution channels, and international markets. We believe that our global reach, breadth of lifestyle product offerings, and multi-channel distribution are unique among luxury and apparel companies. Our global reach is extensive, as we sell directly to customers throughout the world via our 553 retail stores and 722 concession-based shop-within-shops, as well as through our own digital commerce sites and those of various third-party digital partners. Merchandise is also available through our wholesale distribution channels at over 9,000 doors worldwide, the majority in specialty stores, as well as through the digital commerce sites of many of our wholesale customers. In addition to our directly operated stores and shops, our international licensing partners operate 182 Ralph Lauren stores and shops.

Risks and opportunities described herein with the potential to have a ‘substantive financial or strategic impact on our business’ are not necessarily ‘material’ to investors as defined by the U.S. Securities and Exchange Commission (SEC). CDP system functionality only allows for 365 days to be reflected in the start and end date fields below. The results contained in this CDP survey are for Ralph Lauren’s fiscal year 2023 (April 3, 2022, through April 1, 2023) which consisted of 363 days.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	April 1 2022	March 31 2023

W0.3

(W0.3) Select the countries/areas in which you operate.

- Australia
- Austria
- Bangladesh
- Belgium
- Canada
- China
- China, Macao Special Administrative Region
- Czechia
- Denmark
- France
- Germany
- Greece
- Hong Kong SAR, China
- India
- Ireland
- Italy
- Japan
- Malaysia
- Netherlands
- Poland
- Portugal
- Republic of Korea
- Singapore
- Spain
- Sweden
- Switzerland
- Taiwan, China
- Turkey
- United Kingdom of Great Britain and Northern Ireland
- United States of America

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, a Ticker symbol	RL (NYSE)

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Not very important	Vital	<p>Direct use: We identified water availability in our direct operations as 'not very important' given that the use of freshwater in our owned and operated facilities is currently only related to domestic purposes that do not represent high-water intensity. We expect this to continue to be the case in the future.</p> <p>Indirect use: Currently, the use of freshwater in our indirect operations is vital for raw materials input as well as manufacturing processes. We expect this to continue in the future. Our water stewardship approach seeks to address use and quality, protect watersheds and ensure access. We partner with the World Wildlife Fund (WWF) to advance our work in this area and set a comprehensive strategy for water stewardship. We analyzed our value chain through the WWF Water Risk Filter to map key areas of water risk. We collect data from the Higg Facility Environment Module (FEM) to track the environmental performance of our suppliers, including on water. This data, combined with water use data from our owned and operated facilities, enables us to understand our water footprint. Our goal to reduce water use by at least 20 percent by 2025 relates to manufacturing and processing in our supply chain and water use in our owned and operated facilities, compared to a FY20 baseline. In our direct operations, we seek opportunities to decrease water use intensity in landscaping at our distribution centers (DCs) and through application of low-flow fixtures in our DCs, offices and stores. In our manufacturing supply chain, we focus on improving water use efficiency while also considering shared basin-level water needs where our suppliers' fabric mills, factories, and laundries are located. In priority water-stressed locations, we are contributing to collective action projects with WWF, local partners and experts to scale water use assessments and reduction strategies.</p>
Sufficient amounts of recycled, brackish and/or produced water available for use	Not very important	Important	<p>Direct use (current): We identified recycled/brackish/produced water availability in our direct operations as 'not very important' given the use of water in Ralph Lauren's owned and operated facilities is only related to domestic purposes that do not represent high water intensity. The use of recycled water in our business operations is largely dependent upon the availability and adoption of water recycling technology in the leased, multi-tenant buildings that we largely occupy.</p> <p>Indirect use (current): Our manufacturing supply chain uses recycled and process water in the production processes (e.g., dyeing and washing to decrease dependency on freshwater resources and costs). Due to the limited scale and application, the usage of recycled and process water is currently not as high as compared to freshwater. There are geographies where our products and materials are manufactured that have regulations related to Zero Liquid Discharge (ZLD) or the use of recycled water. As such, the availability of water resources and our manufacturers' ability to recycle and reuse process water is therefore identified as an important factor in our indirect use.</p> <p>Direct use (future): The use of recycled and process water in our owned and operated facilities is likely to remain constant. However, our use of recycled and process water could increase if there are improvements in the availability and adoption of water recycling technology in the leased, multi-tenant buildings that we largely occupy.</p> <p>Indirect use (future): We also foresee the more urgent need to promote water recycling in our manufacturing supply chain. As water recycling technologies mature in our sourcing regions, it has the potential to become a common practice in the manufacturing facilities globally, and thus help reduce our manufacturing dependency on freshwater resources.</p>

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	76-99	Yearly	The facility water consumption was totaled for facilities with reported water consumption data collected from utility bills. For facilities without water consumption data, water intensity values (m3/sqft) were matched with the facility type (e.g., office, retail, etc.) using an EPA source and multiplied by the total square footage to estimate the water consumption at those sites.	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, yearly monitoring of water withdrawals by total volumes is considered sufficient.
Water withdrawals – volumes by source	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy, which typically withdraw from third party (municipal) sources. As a result, it is not relevant to monitor water withdrawal volumes by source.
Entrained water associated with your metals & mining and/or coal sector activities - total volumes [only metals and mining and coal sectors]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Produced water associated with your oil & gas sector activities - total volumes [only oil and gas sector]	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Water withdrawals quality	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water withdrawals quality.
Water discharges – total volumes	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor total volume of water discharges.
Water discharges – volumes by destination	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor volume of water discharges by destination.
Water discharges – volumes by treatment method	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor volume of water discharges by treatment method.
Water discharge quality – by standard effluent parameters	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water discharge quality by standard effluent parameters.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor emissions to water.
Water discharge quality – temperature	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water discharge temperature.
Water consumption – total volume	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water consumption.
Water recycled/reused	Not relevant	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, it is not relevant to monitor water recycling or reuse.
The provision of fully-functioning, safely managed WASH services to all workers	Not monitored	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. Provision of fully-functioning, safely managed WASH services to all workers is not regularly monitored but our Human Rights Policy stipulates that our Global Health and Safety team ensures a safe and healthy work environment for all Ralph Lauren Corporation employees, customers, contractors, and visitors.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

	Volume (megaliters/year)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	306.32	Higher	Other, please specify (In FY23, as employees continued returning to work at our owned and operated facilities following the pandemic, water use increased at some facilities.)	About the same	Other, please specify (Regarding the five-year forecast, we expect facility occupancy—and therefore total water withdrawals—to remain relatively stable.)	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, changes in water use are correlated with facility occupancy by employees. In FY23, as employees continued returning to work at our owned and operated facilities following the pandemic, water use increased at some facilities. Regarding the five-year forecast, we expect facility occupancy—and therefore total water withdrawals—to remain relatively stable and any other changes in water use efficiency are largely dependent on technology availability and adoption by those buildings.
Total discharges		Please select	Please select	Please select	Please select	
Total consumption		Please select	Please select	Please select	Please select	

W1.2d

(W1.2d) Indicate whether water is withdrawn from areas with water stress, provide the proportion, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress	% withdrawn from areas with water stress	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Identification tool	Please explain
Row 1	Unknown	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	Use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and that takes place in the leased multi-tenant buildings that our facilities largely occupy. As a result, owned and operated facilities have not been included in our water risk analysis but will be considered for future risk analyses.

W1.3

(W1.3) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	6400000	306.32	20893183.5988509	Water use in our owned and operated facilities is only related to domestic purposes that don't represent high water intensity. Reduction in water use in our business operations is largely dependent upon the availability and adoption of water efficiency technology in the leased multi-tenant buildings we largely occupy. As such, we do not expect total water withdrawal volumes to change substantively going forward; however, total water withdrawal efficiency may change depending on company revenue.

W1.4

(W1.4) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
Row 1	No	Ralph Lauren product integrity is assessed at various stages of our operations through a robust Global Testing and Quality Assurance Program. We require all materials, components and products supplied or used in the manufacture of Ralph Lauren product to comply with applicable chemical content requirements and chemical laws of the country in which those products are manufactured and distributed. We adopt the American Apparel and Footwear Association Restricted Substances List ("AAFA RSL" or "RSL"), which sets forth specific chemical substances bans, limitations or test methods as specified by government or regulatory agencies. Accordingly, all Ralph Lauren suppliers must acknowledge, warrant and agree to supply components and products that conform with, or exceed the requirements set forth in the AAFA RSL. The RSL is updated on a regular basis and may be supplemented with additional resources to assist our suppliers in understanding and complying with our expectations and requirements

W1.5

(W1.5) Do you engage with your value chain on water-related issues?

	Engagement	Primary reason for no engagement	Please explain
Suppliers	Yes	<Not Applicable>	<Not Applicable>
Other value chain partners (e.g., customers)	Yes	<Not Applicable>	<Not Applicable>

W1.5a

(W1.5a) Do you assess your suppliers according to their impact on water security?

Row 1

Assessment of supplier impact

Yes, we assess the impact of our suppliers

Considered in assessment

Basin status (e.g., water stress or access to WASH services)

Supplier dependence on water

Supplier impacts on water availability

Supplier impacts on water quality

Procurement spend

Number of suppliers identified as having a substantive impact

78

% of total suppliers identified as having a substantive impact

1-25

Please explain

We leverage the WWF Water Risk filter to assess basin and operational risk in our manufacturing supply chain across 3 dimensions: physical, regulatory and reputational risk. This helps us understand physical risk types e.g. scarcity, flooding and quality, as well as regulatory and reputational risks facing manufacturing sites, and the scale of these risks. In our most recent assessment, 10% of suppliers assessed were identified as facing high or very high overall basin risk, and thus considered to have a potential substantive impact on water security based on manufacturing and processing activities. Through our water footprint analysis, supplier scorecard, and the Higg FEM, we also assess supplier dependence and impacts on water and include the dimension of procurement spend. We also adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools for our suppliers report on chemical use in creating our products, enabling us to assess supplier impacts on water quality.

W1.5b

(W1.5b) Do your suppliers have to meet water-related requirements as part of your organization's purchasing process?

	Suppliers have to meet specific water-related requirements	Comment
Row 1	Yes, water-related requirements are included in our supplier contracts	<Not Applicable>

W1.5c

(W1.5c) Provide details of the water-related requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Water-related requirement

Complying with going beyond water-related regulatory requirements

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

1-25

Mechanisms for monitoring compliance with this water-related requirement

On-site third-party audit

Supplier self-assessment

Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

Our Vendor Scorecard, which is implemented across our Tier 1 and 2 supply chain, has environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. One of the prerequisites for the vendor scorecard is the annual ZDHC Wastewater Test, which assesses the quality of the wastewater against the ZDHC MRSL and Wastewater Guidelines that are beyond the regulatory requirements. In FY23, 66% of Tier 1 and 56% of Tier 2 (by business spend) have performed wastewater tests in accordance with the Guidelines; of these, 83% comply with the ZDHC requirements, with 99.8% of the substances screened compliant with the ZDHC standard. 16 out of 78 suppliers with potential substantive impact have complied with this testing requirement.

Water-related requirement

Conducting water-related risk assessments on a regular basis (at least once annually)

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

51-75

Mechanisms for monitoring compliance with this water-related requirement

On-site third-party audit

Supplier self-assessment

Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

Our Vendor Scorecard, which is implemented across our Tier 1 and 2 supply chain, has environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. One of the prerequisites in the vendor scorecard is the annual Higg FEM assessment with 3rd party verification, which assesses supplier capability in water management. Facilities with high water use (more than 35 m3 daily) and those located in areas of high/very high water risk are asked to complete the full section. Facilities are asked to evaluate their water risk and required to determine the applicable water risk rating. In FY23, 90% of our Tier 1 suppliers and 78% of our Tier 2 suppliers (by business spend) have reported through Higg FEM. 42 out of 78 suppliers with potential substantive impact have complied with this requirement.

Water-related requirement

Reducing total water withdrawal volumes

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

1-25

Mechanisms for monitoring compliance with this water-related requirement

On-site third-party audit
Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

Our Supply Chain and Product Sustainability Policy outlines our water use reduction goal and states that each production facility utilized or engaged in the manufacture of Ralph Lauren product is expected to operate in high resource use efficiency to minimize its energy and water consumption. In FY23, we continued to expand our support to help our partners set facility-level water reduction targets through Aii's Carbon Leadership Program. We sponsored 48 facilities, representing about 47% of our raw material business spend, and 19 strategic finished goods facilities. Through the program, sponsored facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the roadmaps developed by the nominated facilities, an aggregated saving estimation of 17 million m3 of water annually has been identified. 10 out of 78 suppliers with potential substantive impact have set a target and action plan to reduce total water withdrawal volumes and are progressing in implementation.

Water-related requirement

Setting and monitoring water withdrawal reduction targets

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

26-50

Mechanisms for monitoring compliance with this water-related requirement

On-site third-party audit
Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

In FY23, we continued to expand our support to help our partners set facility-level water reduction targets through the Carbon Leadership Program. We sponsored 48 facilities, representing approximately 47% of our raw material business spend, and 19 strategic finished goods facilities. Through the program, sponsored facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the roadmaps developed by the nominated facilities, an aggregated saving estimation of 17 million cubic meters of water annually has been identified. 10 out of 78 suppliers with potential substantive impact have set a target and action plan to reduce total water withdrawal volumes.

Water-related requirement

Substituting hazardous substances with less harmful substances

% of suppliers with a substantive impact required to comply with this water-related requirement

100%

% of suppliers with a substantive impact in compliance with this water-related requirement

26-50

Mechanisms for monitoring compliance with this water-related requirement

On-site third-party audit
Supplier self-assessment
Supplier scorecard or rating

Response to supplier non-compliance with this water-related requirement

Retain and engage

Comment

In FY23, we continued to expand our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the ZDHC MRSL. We gained visibility of chemical inventories and MRSL conformance status of Tier 1 manufacturing facilities that represent 79% of our business spend. Of the chemicals reported, 84% conform with the MRSL. Additionally, in our Tier 2 supply chain, we have chemical visibility on 52% of our woven, knit and sweater material business spend. 86% of the chemicals reported conform with the MRSL. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond. 23 out of 78 suppliers with potential substantive impact have complied with this chemical monitoring requirement.

(W1.5d) Provide details of any other water-related supplier engagement activity.**Type of engagement**

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services

% of suppliers by number

1-25

% of suppliers with a substantive impact

26-50

Rationale for your engagement

Freshwater is an essential resource that the apparel industry is heavily reliant on — from growing cotton to dyeing and washing fabric. We commit to reducing water consumption across our value chain to achieve at least 20% reduction in total water use across our operations and value chain by 2025, compared to FY20 baseline.

Impact of the engagement and measures of success

We continued our partnership with the Apparel Impact Institute (Aii) to roll out the Carbon Leadership Program. Through the Carbon Leadership Program, we invested in technical support for each participating manufacturing facility to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plans with near-, medium-, and long-term priorities that align with broader industry ambitions and best practices. Success is measured by the number of suppliers enrolled in the program. In FY23, we expanded our roll out of the Carbon Leadership Program to cover 48 facilities, representing approximately 47% of our raw material business spend, and 19 strategic finished goods facilities. 10 out of 78 suppliers with potential substantive impact have set a target and action plan to reduce total water withdrawal volumes.

In addition, since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid an estimated more than 240,000 cubic meters of water use.

Success is measured by the volume of avoided water use.

Comment

In FY23 through the Carbon Leadership Program, the nominated facilities set 2025 and 2030 water reduction targets through the program ranging up to 100%. Based on the roadmaps developed by the nominated facilities, an aggregated saving estimation of 17 million cubic meters of water annually has been identified.

Type of engagement

Other

Details of engagement

Other, please specify (Requirement to adhere to our code of conduct regarding water stewardship and management; Requirement to set and meet minimum standards for treatment of discharge)

% of suppliers by number

100%

% of suppliers with a substantive impact

100%

Rationale for your engagement

Each of our suppliers is required to sign our Vendor Compliance Packet (VCP) which details our code of conduct. This legal document also features our sustainability policy. We incorporated our water stewardship commitment into our supply chain and materials sustainability policy which covers all suppliers and licensees.

Impact of the engagement and measures of success

The success of our water stewardship strategy requires engagement with our suppliers to manage and reduce water use in our supply chain. Through our Vendor Compliance Packet (VCP), our suppliers are made aware of our sustainability policy, and are expected to comply with the requirements set therein as they sign the agreement. We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations.

In addition to that, we are screening our supply base for any potential significant environmental impacts through the Higg Facility Environmental Module and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities—at a minimum—to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken.

Comment

Each of our suppliers is required to sign our Vendor Compliance Packet (VCP) which details our code of conduct. This legal document also features our sustainability policy. We incorporated our water stewardship commitment into our supply chain and materials sustainability policy which covers all suppliers and licensees.

Type of engagement

Incentivization

Details of engagement

Incentivize demonstrable progress against targets on water withdrawals in your supplier relationship management
 Incentivize demonstrable progress against targets on water pollution in your supplier relationship management
 Other, please specify (Water management and stewardship action is integrated into our supplier evaluation)

% of suppliers by number

100%

% of suppliers with a substantive impact

100%

Rationale for your engagement

Our Supplier Engagement Strategy (SES) aims to achieve mutual, long-term, positive impacts across our supply chain. This requires enduring partnerships based on transparency and trust. The SES provides a framework for us in building and maintaining these partnerships. It enables us to develop performance-based supply chain segmentation, as well as drive continuous improvement and positive impact that are based on shared transparency, accountability and value creation. In FY23, we increased the use of industry tools for our supplier scorecard, including Higg Facility Environment Module (FEM) as well as the tracking of resource-efficient production practices. We communicate our expectations of responsible practices with all suppliers, and seek feedback from our strategic and key partners on their expectations of responsible purchasing practices. The sustainability performance is a contributor to the supplier's overall performance evaluation scorecard, which is used to inform business decisions and segmentation.

Impact of the engagement and measures of success

Our Supplier Engagement Strategy (SES) provides a framework for us to build and maintain mutual, long-term partnerships with our suppliers. The performance-based supply chain segmentation takes into account the supplier's performance in sustainability metrics, including climate, water stewardship, and sustainable chemicals management alongside other business-critical issues such as quality. Our strategic and key supplier segments are held to a higher degree of expectations and are incentivized through growing business and transparency. Currently, 50% of our business is with strategic and key suppliers that meet business, social, and environmental performance, and we are aiming to grow to 80% by 2025.

Comment

We rely on our partnership with the suppliers to drive reductions in our manufacturing water use. We also continue to invest in programs and initiatives that support our supply partners in setting up and implementing a sustainability and water stewardship roadmap that aligns with or exceeds our goals.

W1.5e

(W1.5e) Provide details of any water-related engagement activity with customers or other value chain partners.

Type of stakeholder

Other, please specify (NGO, local community, industry peers)

Type of engagement

Innovation & collaboration

Details of engagement

Encourage stakeholders to work collaboratively with other users in their river basins toward sustainable water management

Rationale for your engagement

Our rationale for prioritizing engagements with value chain partners is to understand our water footprint and water risk assessment. Our strategy includes engagements with manufacturing partners and local communities and entities where we operate. An example of this is our participation in WWF's Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region. The goal of the program is that by 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature. In 2022, 13 textile wet processing facilities joined the program and were evaluated for potential water management improvement opportunities and provided with recommendation plans. Through the implementation of these improvement opportunities, the 13 sites saved a total of more than 114,330 cubic meters of water in 2022.

Impact of the engagement and measures of success

Success in this program is measured based on achievement of WWF's three objectives for the collective action program: to assess the interactions and trade-offs between users and sectors in representative zones of the Bhavani and Noyyal river basin; to demonstrate pilots in key sites to strengthen the positive interactions leading to healthy river ecosystems and water security; and to influence sectoral, local, regional and national policies that deliver on a shared vision and outcomes for sustainable river basin management.

Type of stakeholder

Other, please specify (NGOs, growers)

Type of engagement

Other

Details of engagement

Other, please specify (Support partners to increase adoption of soil health management systems)

Rationale for your engagement

We are investing in engagement with U.S. cotton farmers through the U.S. Regenerative Cotton Fund (USRCF) led by the Soil Health Institute (SHI), who works with growers to support adoption of soil health management systems, including practices such as cover crops and reduced tillage, across more than 1 million acres of U.S. cotton cropland. The founding investment in USRCF from The Ralph Lauren Corporate Foundation enables SHI to accelerate and scale these efforts to reach farmers in a way they haven't before.

Impact of the engagement and measures of success

Success is measured through increased adoption of soil health practices by cotton producers in the U.S. and associated improvements in key soil health metrics as tracked by SHI.

Type of stakeholder

Other, please specify (NGOs, local communities)

Type of engagement

Other

Details of engagement

Other, please specify (Support partners in improving community access to safe water)

Rationale for your engagement

Safe drinking water is the most primary of human needs, yet worldwide, one in three people do not have access to this vital resource. To help end this disparity, we support organizations providing clean water for those in need. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural parts of the Upper West Region of Ghana. In FY23, we funded six water pumps for a total of 43 pumps, improving safe water access to more than 40,000 people since our partnership began. We are also proud to expand our goal to fund 100 pumps by 2026.

Impact of the engagement and measures of success

Success is measured through the number of pumps funded by the Company.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Fines, enforcement orders, and/or other penalties	Comment
Row 1	No	<Not Applicable>	No fines or violations to report.

W3. Procedures

W3.1

(W3.1) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants	How potential water pollutants are identified and classified	Please explain
Row 1	Yes, we identify and classify our potential water pollutants	<p>Ralph Lauren is a partner in the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, a cross-sector coalition aimed at advancing the industry toward zero discharge of hazardous chemicals. Through this partnership, we collaborate with peers and experts to eliminate the use and discharge of these chemicals across the apparel supply chain. We adopt the ZDHC Manufacturing Restricted Substances List (MRSL) and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL-conformant, safer alternatives.</p> <p>In FY23, we continued to expand our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the MRSL. We gained visibility of chemical inventories and MRSL conformance status of Tier 1 manufacturing facilities that represents 79% of our business spend, compared to 72% last year. Of the chemicals reported, 84% conform with the MRSL. In our Tier 2 supply chain, we have chemical visibility on 52% of our woven, knit and sweater material business spend. 88% of the chemicals reported conforms with the MRSL. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond.</p>	<Not Applicable>

W3.1a

(W3.1a) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Water pollutant category

Inorganic pollutants

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Inorganic pollutants can potentially impact water quality, and aquatic ecosystems and biodiversity. Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements

Reduction or phase out of hazardous substances

Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant

chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

Water pollutant category

Oil

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Oil can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements

Reduction or phase out of hazardous substances

Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

Water pollutant category

Nitrates

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Nitrates can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements

Reduction or phase out of hazardous substances

Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

Water pollutant category

Phosphates

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Phosphates can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements

Reduction or phase out of hazardous substances
Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

Water pollutant category

Other nutrients and oxygen demanding pollutants

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Other nutrients and oxygen demanding pollutants can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements
Reduction or phase out of hazardous substances
Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

Water pollutant category

Other synthetic organic compounds

Description of water pollutant and potential impacts

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Other synthetic organic compounds can potentially impact water quality, and aquatic ecosystems and biodiversity. The ZDHC Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use in the processing of textile materials, leather, rubber, foam, adhesives and trims used in textiles, apparel, and footwear industry. Chemical formulations covered by restrictions in the ZDHC MRSL include, but are not limited to, cleaners, adhesives, paints, inks, detergents, dyes, colorants, auxiliaries, coatings and finishing agents used during raw material production, wet processing, process machinery maintenance, wastewater treatment, sanitation, and pest control. The ZDHC MRSL goes beyond the traditional approaches to chemical restrictions, which only apply to finished products (Restricted Substances List - RSL) and is focused on consumer safety. The MRSL approach also helps protect workers, local communities, and the environment from the possible impacts of harmful chemicals.

Value chain stage

Supply chain

Actions and procedures to minimize adverse impacts

Beyond compliance with regulatory requirements
Reduction or phase out of hazardous substances
Discharge treatment using sector-specific processes to ensure compliance with regulatory requirements

Please explain

Ralph Lauren expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. We are a partner in the ZDHC Programme. Through this partnership, we collaborate to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC MRSL and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products and prioritize the substitution of harmful chemicals with MRSL conformant, safer alternatives. We adopt the ZDHC Wastewater Guidelines, a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis and corrective action, to remediate issues found and implement processes to prevent recurrence. Ralph Lauren expects all suppliers and facilities with industrial water use to complete the ZDHC wastewater test at least once a year, and upload their test reports on the ZDHC Gateway - Wastewater Module. Success is measured and evaluated through the percentage of suppliers complying with these requirements.

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Every two years

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market

Tools and methods used

WWF Water Risk Filter

Other, please specify (Maplecroft Global Water Security Risk Index)

Contextual issues considered

Water availability at a basin/catchment level

Water quality at a basin/catchment level

Stakeholder conflicts concerning water resources at a basin/catchment level

Implications of water on your key commodities/raw materials

Water regulatory frameworks

Status of ecosystems and habitats

Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Employees

Local communities

Regulators

Suppliers

Other water users at the basin/catchment level

Comment

We collaborate with the World Wildlife Fund (WWF) to advance our work in this area and set a comprehensive strategy for water stewardship and water use reductions in our value chain. We analyzed our value chain through the WWF Water Risk Filter to map key areas of water risk and develop a water footprint. The analysis also identified opportunities for watershed conservation, reduced water consumption, and improved community access to water. We also utilize the Maplecroft database to analyze water risks at the country level.

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

	Rationale for approach to risk assessment	Explanation of contextual issues considered	Explanation of stakeholders considered	Decision-making process for risk response
Row 1	Ralph Lauren leverages the WWF Water Risk filter to assess basin and operational risk in our manufacturing supply chain across three dimensions: physical risk, regulatory risk, and reputational risk. This assessment enables us to better understand the type of physical risks such as scarcity, flooding, quality, and ecosystem services status risks, as well as regulatory and reputational risks facing manufacturing sites, as well as the scale of these risks, based on basin location as well as business activities including manufacturing and processing.	Specifically, this assessment examines both water availability and water quality at the basin/catchment level, as manufacturing processes across our value chain depend on both sufficient amounts of water and water of sufficient quality. Water regulatory frameworks can also impact water availability, cost, and use and discharge requirements across our value chain, so this contextual issue is considered as well.	The assessment takes into account employees, local communities, suppliers, and other water users at the basin or catchment level as stakeholder groups to provide a comprehensive picture of physical risk. Stakeholder conflicts concerning water resources and access to WASH services can be a driver of reputational risk, so this contextual issue is also considered. Water regulatory frameworks can also impact water availability, cost, and use and discharge requirements across our value chain, so regulators as a stakeholder group are considered as well.	This approach, leveraging the WWF Water Risk Filter, helps inform internal decision-making processes by providing a lens through which we identify priority basins and priority sites, as well as a framework for determining and making decisions regarding the most appropriate and impactful actions that our company may undertake or invest in to address contextual water risk, such as such as conservation initiatives, nature-based solutions, operational practice improvements, and sourcing strategy.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes, only in our value chain beyond our direct operations

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

In our corporate Enterprise Risk Management process, risks rating criteria are used to assess the extent to which a risk event may affect the company's strategy, finances, operations, and/or reputation. Substantive financial or strategic impact is defined as any risks rated as 'critical' or 'high'. A 'critical' risk is defined as having one or more of the following potential impacts: (1) a very high impact on the company's ability to meet strategic goals or execute priority initiatives; (2) leading to greater than \$700 million impact on revenue or \$70 million impact on our operating margin; (3) a national, sustained, negative reputational damage with stakeholders; or (4) leading to severe and potentially long-term impact on the operations of our business. A 'high' risk is defined as having one or more of the following potential impacts: (1) a high impact on the company's ability to meet strategic goals or execute priority initiatives; (2) leading to between \$350 million and \$700 million impact on revenue or between \$35 million and \$70 million impact on our operating margin; (3) a national, short-term, negative reputational damage with stakeholders; or (4) leading to significant impact on the operations of our business. Risks and opportunities described herein with the potential to have a "substantive financial or strategic impact on our business" are not necessarily 'material' to investors as defined by the SEC.

W4.1b

(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	0	Less than 1%	Based on the CDP guidance, this question only considers the number of Ralph Lauren's directly owned and operated facilities that are exposed to the water risks in our supply chain. As we identified inherent water-related risks within our value chain beyond our operations, we put in place mitigation efforts that focus on building our supply chain resilience to water-related risks. More information is provided in W4.3a. The impact of water risks in our supply chain to our directly owned and operated facilities is therefore deemed not significant, as reported in W1.1. Hence, we do not report on W4.1c for the same reason.

W4.1c

(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

Country/Area & River basin

United States of America	Not known
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Number of facilities exposed to water risk

0

% company-wide facilities this represents

Less than 1%

Production value for the metals & mining activities associated with these facilities

<Not Applicable>

% company's annual electricity generation that could be affected by these facilities

<Not Applicable>

% company's global oil & gas production volume that could be affected by these facilities

<Not Applicable>

% company's total global revenue that could be affected

Less than 1%

Comment

Based on the CDP guidance, this question only considers the number of Ralph Lauren's directly owned and operated facilities that are exposed to the water risks in our supply chain. As we identified inherent water-related risks within our value chain beyond our operations, we put in place mitigation efforts that focus on building our supply chain resilience to water-related risks. More information is provided in W4.3a. The impact of water risks in our supply chain to our directly owned and operated facilities is therefore deemed not significant, as reported in W1.1.

W4.2a

(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

India	Other, please specify (Yamuna, Arabian Sea, Sutlej)
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Stage of value chain

Supply chain

Type of risk & Primary risk driver

Chronic physical	Water stress
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Primary potential impact

Supply chain disruption

Company-specific description

The use of freshwater in our indirect operations is vital for our raw materials input (e.g., cotton growing) as well as manufacturing processes (e.g., fabric and garment dyeing and washing) in our value chain. As a result, water risks in locations where we source raw materials or manufactured goods may have the potential to result in supply chain disruptions. Ralph Lauren takes a holistic approach to water stewardship. We are committed to reducing water consumption across our value chain and to safeguarding and improving access to water resources in our communities.

Timeframe

More than 6 years

Magnitude of potential impact

Medium-low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial impact

The basins identified as having very high risk could potentially face disruptions in manufacturing activities due to water related issues. This however could be mitigated through our company's sourcing strategy, therefore the magnitude of potential impact is rated as medium-low.

Primary response to risk

Upstream	Other, please specify (Ralph Lauren takes a holistic approach to water stewardship. We are committed to reducing water consumption across our value chain and to safeguarding and improving access to water resources in our communities.)
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Description of response

We are committed to reducing water consumption across our value chain, and to safeguarding and improving access to water resources in our communities. We have a public goal to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. In FY23, we continued our participation in WWF's Noyyal-Bhavani Collective Action Program. This program is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. In addition to addressing regional textile industry impacts on freshwater, the program also focuses on improving farming water management practices, protecting freshwater biodiversity and clearing of invasive species that harm water systems.

We are also working to eliminate the use of hazardous chemicals in our production by 2025. We monitor our suppliers' conformance to the ZDHC MRSI and require our suppliers to conduct wastewater tests aligned with ZDHC Wastewater Guidelines.

We evaluate innovative technologies that enable optimization of water usage in dyeing processes. We also continued our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid an estimated 240,000 cubic meters of water use.

We also support organizations providing clean water for those in need. In 2022, The Ralph Lauren Corporate Foundation supported WaterAid, a nonprofit organization with a focus on improving access to water, sanitation and hygiene (WASH). The project will directly reach 21 villages in Budhni, where there is a high volume of apparel factory workers and their families. This year, the Foundation's grant funds establishing local water governance committees in 21 villages; providing 750 marginalized families with piped water connection at home; repairing water and toilet infrastructure in five schools, directly benefiting 733 students; and reaching 1,874 people with WASH services and hygiene education.

Cost of response

Explanation of cost of response

The cost of response remains unknown as we are tackling the issues holistically, and our value chain partners where our water risks predominantly lie are implementing water-related initiatives as an investment inherent to their business and corporate strategy.

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Currently, we have not identified water risks in our direct operations with the potential to have substantive or strategic impact, considering the use of freshwater in Ralph Lauren's own and operated facilities does not represent high water intensity and freshwater use is not a significant business critical function within our own and operated facilities. Within our own operations, Ralph Lauren stores and offices largely occupy leased, multi-tenant buildings, and mainly use water for drinking and sanitation purposes.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Efficiency

Primary water-related opportunity

Improved water efficiency in operations

Company-specific description & strategy to realize opportunity

Ralph Lauren is working with product manufacturers to use more water-efficient production methods and to capture water data through the Sustainable Apparel Coalition Higg Index Facility Environment Module. In FY23, we continued our partnership with the Apparel Impact Institute (Aii) to expand the Carbon Leadership Program within our supply chain. We sponsored 48 facilities, representing approximately 47% of our raw material business spend, and 19 strategic finished goods facilities. Through the Program, we invested in technical support for each participating manufacturing facility to develop their bespoke 2025 and 2030 carbon and water reduction roadmaps and clear action plans with near-, medium- and long-term priorities that align with broader industry ambitions and best practices, which is of strategic interest to our business in the face of climate change and water risk. In FY23, nominated facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the developed roadmaps for the nominated facilities, an aggregated saving estimation of 17 million cubic meters of water annually has been identified.

We will continue to expand the rollout of the program in our supply chain and work closely with our suppliers to track progress and support them in capability building and collective action programs that help overcome obstacles in implementing their action plan.

We also continued our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid an estimated 240,000 cubic meters of water use.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

Our main driver for investing in initiatives related to water efficiency improvements is to minimize our impact and reliance on freshwater resources. These initiatives may have the potential of significant cost savings and help minimize the risk of financial loss due to water-related issues for manufacturers that implement the efficiency measures. This enhances the business value and market competitiveness for our manufacturers, especially those with high water intensity and that are located in regions with high water scarcity risks.

Type of opportunity

Resilience

Primary water-related opportunity

Increased supply chain resilience

Company-specific description & strategy to realize opportunity

Through our ongoing partnership with World Wildlife Fund (WWF), we have conducted a comprehensive water risk analysis, enabling us to identify water-stressed basins in our supply chain and prioritize action and investment to improve watershed health in those locations. In FY23, we continued our participation in WWF's Noyyal-Bhavani Collective Action Program. This program is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. In addition to addressing regional textile industry impacts on freshwater, the program also focuses on improving farming water management practices, protecting freshwater biodiversity and clearing of invasive species that harm water systems. In 2022, 13 textile wet processing facilities joined the program and were evaluated for potential water management improvement opportunities and provided with recommendation plans. Through the implementation of these improvement opportunities, the 13 sites saved a total of more than 114,330 cubic meters of water in 2022. For raw materials, we evaluated the impacts of cotton farming as part of our water stewardship strategy, so this is of strategic interest to our business. Cotton accounts for more than 80 percent of our total material use. Adoption of regenerative farming practices that make better use of rainfall and irrigated land presents an important opportunity for managing water risk in our value chain. These practices increase soil fertility, water holding capacity and carbon capture; reduce erosion and pollution runoff; and create more resilience against floods

and droughts. Our company also has a goal to have 100% of our cotton be sustainably sourced by 2025. In 2021, the Ralph Lauren Corporate Foundation and the Soil Health Institute (SHI) announced a founding grant to launch the U.S. Regenerative Cotton Fund, a unique, farmer-facing, science-based initiative that will support long-term, sustainable cotton production in the United States. The Foundation's founding contribution has primarily supported work in four states: Texas, Arkansas, Mississippi, and Georgia. This past year, other leading industry and philanthropic peers have joined USRCF in support of the goal to reach nine states representing 85% of U.S. cotton production.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

Our main driver for investing in initiatives related to water resilience and efficiency improvements is to minimize our impact and reliance on freshwater resources. These initiatives may have the potential of significant cost savings and help minimize the risk of financial loss due to water related issues for manufacturers or raw material producers that implement the efficiency measures. This helps enhance the business value and market competitiveness for our manufacturers and raw material producers, especially those with high water intensity and that are located in regions with high water scarcity risks.

Type of opportunity

Products and services

Primary water-related opportunity

New R&D opportunities

Company-specific description & strategy to realize opportunity

Ralph Lauren is committed to industry partnerships and investing in scalable, innovative technologies that enable further efficiencies in processes, material usage, water, and energy consumption. These initiatives help unlock opportunities in our value chain to reduce reliance in freshwater resources while also offering innovative products to our customers. Our water stewardship strategy includes development of lower impact products and materials. We continue to work towards increasing the use of recycled content for both synthetic and natural fibers. Our strategy also includes the use of regeneratively grown fibers and materials to support soil health. In FY23, 89% of our units produced met at least one of our sustainable material criteria—up from 77% in FY22. Last year we announced a comprehensive circularity strategy to further advance sustainability goals. We're working on using the principles of Cradle to Cradle® (C2C) as foundational inspiration for design, development, manufacturing, packaging and the post-sale experience. In FY23, we launched our C2C Certified® Gold Cashmere Sweater, an iconic product made to be worn, loved and live on responsibly for generations to come. Available in Men's Purple Label and Women's Collection brands, the first-of-its-kind luxury crewneck cashmere sweater is the first of five iconic Ralph Lauren products that we committed to have C2C Certified® by 2025. At least one additional product will be submitted for certification in 2023. We also plan to continue working towards our goal of offering high-quality products made with 100% recycled cotton by 2025 and investing in scaling innovative technologies and regenerative practices to advance the circular economy by 2025.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

Our main driver for investing in initiatives related to industry partnerships and scalable, innovative technologies is to enable further efficiencies in processes, material usage, water use, and energy consumption, which will help unlock opportunities in our value chain to reduce reliance in freshwater resources. These initiatives may have the potential of significant cost savings and help minimize the risk of financial loss due to water-related issues for manufacturers that implement the innovative technologies. This helps enhance the business value and market competitiveness for our manufacturers, especially those with high water intensity and that are located in regions with high water scarcity risks.

Type of opportunity

Markets

Primary water-related opportunity

Increased brand value

Company-specific description & strategy to realize opportunity

Water stewardship is an important focus area in our industry. Ralph Lauren is working to ensure that water is used efficiently in our value chain. We believe our work in water stewardship will enable our business and our supply chain to build resilience and reduce the impact of our business in water resource availability and climate change, which we believe will elevate our brand value as we expect consumers to shift preferences to brands managing resources more responsibly and mitigating their impacts. We are continuously pursuing opportunities to create products with less water through partnerships with our supply chain partners and implementation of innovative technologies. We are committed to communicating our water stewardship efforts across our stakeholders.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

Our main driver for investing in water stewardship initiatives is to enable our business and our supply chain to build resilience and reduce the impact of our business on water resource availability and climate change, thereby elevating our brand value. These initiatives may have the potential of cost savings and help minimize the risk of financial loss due to water-related issues for manufacturers that implement the innovative technologies. This helps enhance the business value and market competitiveness for our manufacturers, especially those with high water intensity and that are located in regions with high water scarcity risks.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

Scope	Content	Please explain
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	Scope	Content	Please explain
Row 1	Company-wide	<p>Description of the scope (including value chain stages) covered by the policy</p> <p>Description of business impact on water</p> <p>Commitment to align with international frameworks, standards, and widely-recognized water initiatives</p> <p>Commitment to reduce or phase-out hazardous substances</p> <p>Commitment to reduce water withdrawal and/or consumption volumes in direct operations</p> <p>Commitment to reduce water withdrawal and/or consumption volumes in supply chain</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in local communities</p> <p>Commitment to water stewardship and/or collective action</p> <p>Commitment to the conservation of freshwater ecosystems</p> <p>Commitments beyond regulatory compliance</p> <p>Reference to company water-related targets</p> <p>Acknowledgement of the human right to water and sanitation</p> <p>Recognition of environmental linkages, for example, due to climate change</p>	<p>Ralph Lauren takes a holistic approach to water stewardship. Our water stewardship strategy is aligned with the Paris Climate Agreement, the UN Global Compact and SDG6. We have a public goal to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. We look to conserve water in our operations, protect its sources, responsibly manage wastewater and help improve community access to this fundamental resource. Through our ongoing partnership with WWF, we have conducted a comprehensive water risk analysis, enabling us to identify water-stressed basins in our supply chain and prioritize action and investment to improve watershed health in those locations. We are also working to eliminate the use of hazardous chemicals in our production by 2025. We monitor our suppliers' conformance to the ZDHC MRSL and require our suppliers to conduct wastewater tests aligned with ZDHC Wastewater Guidelines. We incorporated suppliers' water, chemical, and wastewater management KPIs in our Supplier Engagement Strategy and supplier scorecard that informs the supplier segmentation and business (procurement) decisions. These KPIs are considered alongside other KPIs such as climate, citizenship, business execution, and quality. We collaborate with our suppliers through the Aii Carbon Leadership Program to develop roadmap for climate and water impact reduction.</p> <p>On innovation, we are developing a platform for technologies that drive water efficiency in wet processing. We evaluate innovative technologies that enable optimization of water usage in dyeing processes, which is a major contributor in water usage in our sector. We also continued our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid an estimated 240,000 cubic meters of water use.</p> <p>In communities worldwide, access to safe water remains a challenge; globally, one in three people do not have access to safe drinking water. We are working to help end this disparity by supporting organizations providing clean water sources for those in need. As part of this effort, we continued our partnerships with organizations focused on community access and WASH (Water, Sanitation and Hygiene) solutions, based on local needs.</p>

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual or committee	Responsibilities for water-related issues
Chief Executive Officer (CEO)	Our CEO, who also holds the title of President, and is a member of our Board of Directors (the "Board"), is responsible for the daily management of our company. Our CEO reviews and approves significant water strategy and communications decisions, including our target to achieve at least a 20% reduction in total water use across our operations and value chain by 2025.
Board-level committee	Formal governance of Global Citizenship & Sustainability at Ralph Lauren, including water-related issues, sits with our Board of Directors (the Board). The full Board receives a report on citizenship and sustainability progress, including water-related issues, at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report. The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board has oversight of our environmental, social, and governance (ESG) risks and opportunities, which are reviewed by the Nominating Committee on a quarterly basis. The Nominating Committee receives quarterly updates; reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including water-related issues. In addition, for FY23, ESG metrics in the form of a scorecard were selected by the Talent, Culture & Total Rewards Committee to serve as a strategic modifier goal which, if exceeded, may adjust bonuses (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%. These ESG metrics include progress towards our water target of achieving at least a 20 percent reduction in total water use across our operations and value chain by 2025.
Other C-Suite Officer	Our Chief Branding and Innovation Officer is a member of our Board of Directors (the "Board") and also holds the title of Vice Chairman of the Board. The Chief Branding and Innovation Officer receives and reviews a report on citizenship and sustainability progress at least once annually alongside the Board, including water-related issues, and reviews the Company's annual Global Citizenship & Sustainability Report.

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring progress towards corporate targets Providing employee incentives Reviewing and guiding corporate responsibility strategy	The Nominating, Governance, Citizenship & Sustainability Committee (the Nominating Committee) of the Board receives quarterly updates; reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including water-related issues. Each quarterly update to the Nominating Committee also includes a standing agenda item on ESG-related risks, inclusive of water and climate risks. Updates in the previous year include a summary of ESG key performance indicators, including updates on water-related KPIs. The Finance Committee of the Board and the Nominating committee advise on the incorporation of goals into our corporate strategy and engagement on those business initiatives that influence corporate citizenship and sustainability. The Audit Committee of the Board reviews ESG risks as part of its overall Enterprise Risk Management review. The full Board receives a report on citizenship and sustainability progress at least once annually and reviews the Company's annual Global Citizenship & Sustainability Report. The Talent, Culture & Total Rewards Committee reviews and approves our compensation programs, including corporate metrics and milestones related to any ESG factors included in the compensation plans, and may consult the Nominating Committee on ESG goals when establishing, monitoring, or reviewing performance goals. For Fiscal 2023, ESG metrics in the form of a scorecard were selected by the Talent, Culture & Total Rewards Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society. These ESG metrics serve as a strategic modifier goal which, if exceeded, may adjust bonuses (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%. These ESG metrics include progress towards our water target of achieving at least a 20 percent reduction in total water use across our operations and value chain by 2025.

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence on water-related issues	Criteria used to assess competence of board member(s) on water-related issues	Primary reason for no board-level competence on water-related issues	Explain why your organization does not have at least one board member with competence on water-related issues and any plans to address board-level competence in the future
Row 1	No, and we do not plan to address this within the next two years	<Not Applicable>	Other, please specify (We will consider board members with competence on climate-related issues, which are closely interrelated with water-related issues, with any future changes to board membership.)	In the coming year, we are planning to hold education sessions with our Board members on climate-related issues, some of which may be closely interrelated with water-related issues. For future changes to board membership, we will consider board members with competence on climate-related issues, which are closely interrelated with water issues. In recent changes to our board membership, we have welcomed several new members with backgrounds on topics related to ESG and we are seeking to complement their expertise with a member with competence on climate, which is closely interrelated with water issues. In seeking appropriate members with this competence, we will also ensure we can continue to maintain a balanced and representative board across the various committee memberships that board members must maintain.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Chief Executive Officer (CEO)

Water-related responsibilities of this position

- Assessing water-related risks and opportunities
- Managing water-related risks and opportunities
- Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Our CEO, who is a member of our Board of Directors (the "Board"), is responsible for the daily management of our company. The formal governance of Global Citizenship & Sustainability, including water-related issues, sits with the Board. Our CEO reviews and approves significant water strategy and communications decisions, including our target to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. Our CEO also serves on the Steering Committee of the G7 Fashion Pact, helping the organization set priorities, ensure appropriate allocation of resources, and advocate for increased sustainability standards and expectations within our industry across all three of the Fashion Pact pillars: climate, biodiversity, and oceans.

Name of the position(s) and/or committee(s)

President

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Our CEO also holds the title of President, and thus has the same responsibilities for water-related issues as described for the CEO role.

Name of the position(s) and/or committee(s)

Chief Financial Officer (CFO)

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets
Managing annual budgets relating to water security

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Our CFO, who also holds the title of COO, is responsible for the daily management of our company's finances. Our CFO reviews and approves any significant water strategy and communications decisions.

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify (Chief Product Officer)

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets
Managing value chain engagement on water-related issues

Frequency of reporting to the board on water-related issues

More frequently than quarterly

Please explain

Our Chief Product Officer has responsibility for our end-to-end product lifecycle and creates a direct line between managing the development, production, and transport of our product and the water impacts of our product and operations. She is also a member of our Global Citizenship & Sustainability Steering Committee.

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify (Chief Global Impact & Communications Officer)

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

More frequently than quarterly

Please explain

Our Chief Global Impact & Communications Officer is responsible for day-to-day management of water-related issues as part of our global citizenship and sustainability (GC&S) program and reports directly to our CEO. Our Chief Global Impact & Communications Officer serves as chair of our GC&S Steering Committee and, in that role, meets regularly with representatives from across our organization to prioritize and resource our approach for water-related issues and other GC&S topics. She also meets regularly with our corporate sustainability team to advise on strategy, supplier engagement, and communications related to water stewardship. Our Chief Global Impact & Communications Officer also serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the Fashion Pact Steering Committee, establishing working groups, and supporting outreach to external partners and experts across all three of the Fashion Pacts pillars: climate, biodiversity, and oceans.

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify (Chief People Officer)

Water-related responsibilities of this position

Assessing water-related risks and opportunities
Managing water-related risks and opportunities
Monitoring progress against water-related corporate targets
Providing water-related employee incentives

Frequency of reporting to the board on water-related issues

More frequently than quarterly

Please explain

Our Chief People Officer is a member of our Global Citizenship & Sustainability Steering Committee, which meets regularly to prioritize and resource our approach for water-related issues and other sustainability topics. The steering committee is composed of leaders from across the Company and is responsible for defining, tracking, and championing this work with the appropriate teams.

Name of the position(s) and/or committee(s)

Other committee, please specify (Nominating, Governance, Citizenship and Sustainability Committee; Audit Committee; Finance Committee; Talent, Culture and Total Rewards Committee)

Water-related responsibilities of this position

- Assessing water-related risks and opportunities
- Managing water-related risks and opportunities
- Monitoring progress against water-related corporate targets
- Providing water-related employee incentives

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

Ralph Lauren Corporation is governed by a Board of Directors, consisting of four Committees: the Audit Committee; the Nominating, Governance, Citizenship & Sustainability Committee; the Talent, Culture & Total Rewards Committee and the Finance Committee. The Nominating Committee oversees ESG risks and opportunities. It receives quarterly updates from our Chief Global Impact & Communications Officer, Chief Product Officer, Chief People Officer and their teams; reviews initiatives, goals and policies; and makes recommendations to the Board on ESG matters. The Audit Committee assesses ESG risks as part of its overall Enterprise Risk Management review. The Finance Committee and the Nominating Committee advise on the incorporation of goals into our corporate strategy and engagement of business initiatives that influence corporate citizenship and sustainability. The Talent, Culture & Total Rewards Committee considers KPIs in executive compensation decisions, including those related to ESG.

Name of the position(s) and/or committee(s)

Other committee, please specify (Global Citizenship & Sustainability Steering Committee)

Water-related responsibilities of this position

- Assessing water-related risks and opportunities
- Managing water-related risks and opportunities
- Monitoring progress against water-related corporate targets

Frequency of reporting to the board on water-related issues

More frequently than quarterly

Please explain

Our Global Citizenship & Sustainability Steering Committee meets regularly to prioritize our approach and allocate resources to sustainability topics, including water-related topics. The steering committee is composed of senior leaders from functions and geographies across the Company. The Committee defines performance metrics and champions our efforts throughout the organization.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	Yes	To strengthen the relationship between pay and performance, our executive annual cash incentive bonus plan and our non-executive commission and bonus plans are subject to the achievement of pre-established performance goals, which are established independently of plan participants at the beginning of each fiscal year. In Fiscal 2023, we continued to include ESG metrics in our short-term incentive compensation plan as the strategic goal modifier to link short-term incentive payouts to the Company's progress on key ESG goals such as climate, water, waste, and diversity. These indicators include progress towards our water target of achieving at least a 20 percent reduction in total water use across our operations and value chain by 2025.

W6.4a

(W6.4a) What incentives are provided to C-suite employees or board members for the management of water-related issues (do not include the names of individuals)?

	Role(s) entitled to incentive	Performance indicator	Contribution of incentives to the achievement of your organization's water commitments	Please explain
Monetary reward	Corporate executive team Other, please specify (All director-level employees and above (other than our Executive Chairman and Chief Creative Officer))	Reduction of water withdrawal and/or consumption volumes – supply chain	Our compensation structure is linked to progress on key performance indicators in order to drive progress towards our sustainability-related goals. For Fiscal 2023, ESG metrics in the form of a scorecard were selected by the Talent, Culture & Total Rewards Committee to serve as a strategic modifier goal which, if exceeded, may adjust bonuses (other than our Executive Chairman and Chief Creative Officer) upwards by up to 10%. These ESG metrics include progress towards our water target of achieving at least a 20 percent reduction in total water use across our operations and value chain by 2025.	The goal of our competitive executive compensation program is to attract, inspire and reward passionate, talented and creative employees who are dedicated to our Purpose of "Inspiring the dream of a better life, through authenticity and timeless style." Our compensation programs are designed to reward sustained business growth and results and are intended to drive stockholder value through several principles, including: (1) Strong pay-for-performance alignment by rewarding progress on our highest priority strategic and financial goals (including our water-related goal), balancing the interests of our five stakeholder groups: Our Employees, Our Customers, Our Stockholders, Our Partners/Suppliers, and Our Communities. (2) Inspire creativity and collaboration ("one team", "one strategy") to achieve our highest priority strategic and financial goals, including our water-related goal.
Non-monetary reward	Please select	Please select		

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

- Yes, direct engagement with policy makers
- Yes, trade associations
- Yes, funding research organizations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

Our Chief Global Impact & Communications Officer has responsibility for overseeing our water stewardship strategy as well as oversight for direct and indirect engagement with policy makers, our relationships with trade associations, and funding of research organizations on sustainability-related issues, including water-related issues. She evaluates and approves any direct engagement with policy makers on water stewardship and directs any policy engagement through trade associations, such as the American Apparel and Footwear Association. In this capacity, she is positioned to identify and resolve any conflicts between our overall water strategy and the policy priorities of our trade associations. Day-to-day responsibility for public policy engagement is managed by our Head of Public Affairs, who regularly meets with our sustainability team to understand, evaluate, and execute policy engagement actions. If we identify inconsistencies between our external engagements and partners and our water commitments, we engage directly with the organization to provide feedback on its position, highlight the inconsistency, and encourage changes to its position to align with our water commitments.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

- Yes (you may attach the report - this is optional)
- Ralph Lauren 10-K_For Fiscal Year Ended April 1, 2023.pdf

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	5-10	Ralph Lauren's Global Citizenship & Sustainability governance is integrated across all levels of our organization. Our Board of Directors is responsible for formal governance of Global Citizenship & Sustainability. The Nominating, Governance, Citizenship and Sustainability Committee of the Board oversees our environmental, social and governance (ESG) risks and opportunities; receives quarterly updates; reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters. We regularly conduct materiality assessments to help identify and prioritize the citizenship and sustainability issues, risks, and opportunities that matter most to our business and stakeholders, including water-related issues. Within our governance structure, we have created the Water Stewardship Working Group, dedicated to driving progress on our water stewardship commitment and KPIs. In terms of long-term business objectives, we have set our water-related commitment across our material and finished goods manufacturing, supply chain, and direct operations. Our goal is to achieve at least a 20 percent reduction in total water use across our operations and value chain compared to a FY20 baseline by 2025. In our strategic business growth plan, we integrate citizenship and sustainability into our business principles and use sustainability KPIs as one of the metrics for measuring the success of our long-term business objectives.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	5-10	Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. We look to conserve water in our operations, protect its sources, responsibly manage wastewater and help improve community access to this fundamental resource. We set medium- to long-term goals for climate and water, which we believe align our trajectory towards our long-term objectives. In FY23, we continued our participation in WWF's Noyyal-Bhavani Collective Action Program. We monitor our broader supply chain water performance through the Higg FEM and collaborate with the Aii to identify opportunities for efficiency in energy, chemical, and water use. We continued to expand our support to help our partners set facility-level water reduction targets through the Carbon Leadership Program. Through the program, nominated facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the roadmaps developed by the nominated facilities, an aggregated saving estimation of 17 million m3 of water annually has been identified. We also adopted the ZDHC MRSL and collaborate with industry to eliminate the use and discharge of hazardous chemicals across the apparel supply chain. Our raw material water strategy includes accelerating the adoption of regenerative cotton farming practices and working towards achieving 100% sustainably sourced cotton by 2025. We also plan to invest in scalable, innovative technologies that enable further water efficiencies.
Financial planning	Yes, water-related issues are integrated	5-10	The Finance and the Nominating, Governance & Sustainability Committees of our Board advise on the incorporation of goals into our corporate strategy and business initiatives that influence corporate citizenship and sustainability. As part of our financial planning, we have a portion of our budget dedicated to water-related programs. We financed and collaborated with Better Cotton, WWF, Aii, and organizations that focus on watershed health and community WASH solutions. In FY23, Ralph Lauren became a member of the U.S. Cotton Trust Protocol, which helps farmers transition to more sustainable cotton cultivation practices and enables growers to measure the environmental impacts of their operation to support continuous improvement. It provides quantifiable, verifiable goals in six key sustainability metrics, including water management. Through our work with WWF, we are helping to create healthier eco-systems and addressing water issues at basin-level. In partnership with Aii, our suppliers have identified the opportunities to reduce energy, chemical, and water use. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural communities in the Upper West Region of Ghana. In FY23, we funded 6 water pumps for a total of 43 pumps, improving safe water access to approximately 43,000 people since our partnership began. We are proud to expand our goal to fund 100 pumps by 2026.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

0

Anticipated forward trend for CAPEX (+/- % change)

0

Water-related OPEX (+/- % change)

0

Anticipated forward trend for OPEX (+/- % change)

0

Please explain

Ralph Lauren primarily uses freshwater in our own and operated facilities, including retail locations, offices, and distribution centers, for drinking and sanitation purposes. These facilities are not water-intensive in comparison to the supply chain. Therefore, water-related CAPEX and OPEX has not changed substantively year over year. We also do not anticipate significant changes in capital and operational expenditure related to water use in our operations.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	Yes	In conducting scenario analysis, the focal question we are asking is - how should our corporate strategy and supporting investments change in response to potential climate change scenarios? We have selected scenarios to encompass physical and transition scenarios that address our highest priority climate risks related to physical impacts to our facilities and supply chain and transition risks presented by carbon pricing and other regulations. We selected these scenarios to ensure inclusion of multiple greater than 2 degrees aligned physical scenarios and multiple 2 degrees or lower transition scenarios.

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization's business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1	Climate-related	In conducting scenario analysis, the focal question we are asking is - how should our corporate strategy and supporting investments change in response to potential climate change scenarios? We have selected scenarios to encompass physical and transition scenarios that address our highest priority climate risks related to physical impacts to our facilities and supply chain and transition risks presented by carbon pricing and other regulations. We selected these scenarios to ensure inclusion of multiple greater than 2 degrees aligned physical scenarios and multiple 2 degrees or lower transition scenarios.	Water-related outcomes were not included in our climate-related scenario analysis, but we plan to include water-related outcomes in future scenario analysis work and will use that information to inform business strategy.	Water-related outcomes were not included in our climate-related scenario analysis, but we plan to include water-related outcomes in future scenario analysis work and will use that information to inform business strategy.

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, but we are currently exploring water valuation practices

Please explain

Our company does not currently use an internal price on water but through our Water Stewardship working group, we are exploring how various internal water valuation practices may or may not be useful in accounting for the importance of water to our business and value chain and thus in properly assessing the return on investments in water use reduction and stewardship initiatives, interventions, and innovations.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
Row 1	Yes	We define low water impact products as those that are designed to reduce water use and/or pollution in the manufacturing of our products, including the raw material production phase.	<Not Applicable>	We're working on applying the principles of Cradle to Cradle® (C2C) as foundational inspiration for design, development, manufacturing, packaging and the post-sale experience. C2C-Certified® assesses the safety, circularity and responsibility of materials and products across five categories of sustainability performance, including water and soil stewardship. In FY23, we launched our C2C Certified® Gold Cashmere Sweater. The first-of-its-kind luxury crewneck cashmere sweater is the first of five iconic Ralph Lauren products that we committed to have C2C Certified® by 2025. Every component of the sweater has been certified, from the cashmere fiber to its rich dyes and iconic label made with organic cotton. The C2C Certified® Gold Cashmere Sweater replaced the original iconic product, and our certified assortment will expand to include other cashmere products. We are also cascading our learnings from the certification process to inform the design and development of future products.

W8. Targets

W8.1

(W8.1) Do you have any water-related targets?

Yes

W8.1a

(W8.1a) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

	Target set in this category	Please explain
Water pollution	Yes	<Not Applicable>
Water withdrawals	Yes	<Not Applicable>
Water, Sanitation, and Hygiene (WASH) services	Yes	<Not Applicable>
Other	Please select	<Not Applicable>

W8.1b

(W8.1b) Provide details of your water-related targets and the progress made.

Target reference number

Target 1

Category of target

Water withdrawals

Target coverage

Company-wide (including suppliers)

Quantitative metric

Reduction in total water withdrawals

Year target was set

2019

Base year

2019

Base year figure

14870315

Target year

2025

Target year figure

11896252

Reporting year figure

11150603

% of target achieved relative to base year

125.071728473808

Target status in reporting year

Underway

Please explain

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Our industry depends on water, from irrigation for fiber crop cultivation to dyeing and washing processes in manufacturing to management of our owned and operated facilities. As a result, we look to conserve water in our operations, protect its sources, responsibly manage wastewater and help improve community access to this fundamental resource. Our goal is to achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by 2025. In FY23, our water footprint was 11,150,603 m3 — a 25% reduction compared to FY20. This reduction was driven by production volumes decreasing by 33% compared to FY20, which contributed significantly to our supply chain water consumption, as well as improved visibility into supplier water consumption. In parallel, we continued our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid over 240,000 cubic meters of water use.

Target reference number

Target 2

Category of target

Water, Sanitation and Hygiene (WASH) services

Target coverage

Country/area/region

Quantitative metric

Other, please specify (# of water pumps funded for local population)

Year target was set

2023

Base year

2023

Base year figure

43

Target year

2026

Target year figure

100

Reporting year figure

43

% of target achieved relative to base year

0

Target status in reporting year

New

Please explain

Safe drinking water is the most primary of human needs, yet worldwide, one in three people do not have access to this vital resource. To help end this disparity, we support organizations providing clean water for those in need. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural communities in the Upper West Region of Ghana. In 2023, we funded nine water pumps for a total of 43 pumps, which will improve safe water access to approximately 43,000 people since our partnership began. We are also proud to expand our goal to fund 100 pumps by 2026.

Target reference number

Target 3

Category of target

Water pollution

Target coverage

Company-wide (including suppliers)

Quantitative metric

Other, please specify (% of suppliers complying with ZDHC wastewater requirement)

Year target was set

2019

Base year

2020

Base year figure

72

Target year

2025

Target year figure

100

Reporting year figure

83

% of target achieved relative to base year

39.2857142857143

Target status in reporting year

Underway

Please explain

Aligned with the ZDHC approach to confirm that MRSL substances are not intentionally used, we require manufacturing facilities with wet processing to test their wastewater output against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. Among our facilities, 66% of Tier 1 and 56% of Tier 2 (by business spend) have performed wastewater tests in accordance with the Guidelines; of these 83% comply with the ZDHC requirement (compared to 72% in FY21), with 99.8% of the substances screened compliant with the ZDHC standard. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond. Note that base year figure, target year figure, and reporting year figure are percentages (72%, 100%, and 83% respectively).

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, but we are actively considering verifying within the next two years

W10. Plastics

W10.1

(W10.1) Have you mapped where in your value chain plastics are used and/or produced?

	Plastics mapping	Value chain stage	Please explain
Row 1	Yes	Direct operations Supply chain	<p>We use plastics in packaging items used directly for our products and in transporting our products from suppliers to our end customer. We consider packaging a component of the product and are working toward using materials that reduce environmental impact and minimize waste. In FY23, we were able to make significant progress toward our goal of packaging material sustainability with a full transition to polybags with 100% recycled content from all key suppliers. On RalphLauren.com, we offer a reduced packaging option that gives consumers the ability to remove plastic or paper inserts, hangers, garment bags, promotional materials and paper invoices from their orders. In FY23, we continued to remove and recycle all polybags from reduced packaging orders, which represented about 9% of all orders placed in North America through RalphLauren.com.</p> <p>We are proud to have diverted 92% of waste from landfill and incineration across our distribution centers (DCs), meeting the Zero Waste International Alliance definition of zero waste. Many efforts contributed to this milestone, including the FY23 installation of balers at two of our DCs to increase plastic recycling.</p> <p>We also use some amounts of plastics in our products in the form of materials such as polyester, nylon, etc. In FY23, polyester represented only 6.5% of our material use and nylon represented only 1.6% of our material use on a units basis. We continue to prioritize recycled polyester and have a goal to achieve 100% recycled polyester by 2025 as part of our sustainable material sourcing goals. In our supply chain, we are accelerating the elimination of Polyvinyl chloride, commonly referred to as "PVC" or "vinyl". PVC has a wide range of applications in our industry. Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC.</p>

W10.2

(W10.2) Across your value chain, have you assessed the potential environmental and human health impacts of your use and/or production of plastics?

	Impact assessment	Value chain stage	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	<Not Applicable>	<p>We use plastics in packaging items used directly for our products and in transporting our products from suppliers to our end customer, as well as in our products in the form of materials such as polyester, nylon, etc. We have not conducted a formal assessment of the potential environmental and human health impacts of our use of plastics, but have taken steps towards reducing our use of single-use and virgin plastics where possible. In FY23, we were able to make significant progress toward our goal of packaging material sustainability with a full transition to polybags with 100% recycled content from all key suppliers. On RalphLauren.com, we offer a reduced packaging option that gives consumers the ability to remove plastic or paper inserts, hangers, garment bags, promotional materials and paper invoices from their orders. In FY23, we continued to remove and recycle all polybags from reduced packaging orders.</p> <p>We are proud to have diverted 92% of waste from landfill and incineration across our DCs, meeting the Zero Waste International Alliance definition of zero waste. Many efforts contributed to this milestone, including the FY23 installation of balers at two of our DCs to increase plastic recycling.</p> <p>We continue to prioritize recycled polyester and have a goal to achieve 100% recycled polyester by 2025 as part of our sustainable material sourcing goals. In FY23, we launched the POLO® MIRUM® sneaker and crossbody pouch, which are partially made from a 100% plastic-free material from Natural Fiber Welding (NFW), created without relying on petrochemical and synthetic inputs.</p> <p>Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC. Additionally, PVC has been incorporated into the Ralph Lauren Testing Manual to verify compliance with Ralph Lauren standards.</p>

W10.3

(W10.3) Across your value chain, are you exposed to plastics-related risks with the potential to have a substantive financial or strategic impact on your business? If so, provide details.

	Risk exposure	Value chain stage	Type of risk	Please explain
Row 1	Not assessed – and we do not plan to within the next two years	<Not Applicable>	<Not Applicable>	<p>We use plastics in packaging items used directly for our products and in transporting our products from suppliers to our end customer, as well as in our products in the form of materials such as polyester, nylon, etc. We have not conducted a formal assessment of our exposure to plastics-related risks, but are taking steps towards reducing our use of single-use and virgin plastics across our value chain where possible.</p>

W10.4

(W10.4) Do you have plastics-related targets, and if so what type?

	Targets in place	Target type	Target metric	Please explain
Row 1	Yes	Plastic polymers Plastic packaging Plastic goods Waste management	<p>Reduce the use of plastics additives</p> <p>Eliminate problematic and unnecessary plastic packaging</p> <p>Reduce the total weight of virgin content in plastic packaging</p> <p>Increase the proportion of post-consumer recycled content in plastic packaging</p> <p>Increase the proportion of plastic packaging that is recyclable in practice and at scale</p> <p>Increase the proportion of plastic packaging that is reusable</p> <p>Eliminate problematic and unnecessary plastics within our goods</p> <p>Reduce the total weight of virgin content in plastic goods</p> <p>Increase the proportion of recyclable plastic waste that we collect, sort, and recycle</p>	<p>We have a goal to achieve 100% recyclable, reusable or sustainably sourced packaging materials by 2025. We consider packaging a component of the product and are working toward using materials that reduce environmental impact and minimize waste. In FY23, we were able to make significant progress toward our goal of packaging material sustainability with a full transition to polybags with 100% recycled content from all key suppliers. We also began pilot testing paper-based alternatives to polybags and polymailers for initial adoption in North American Polo Factory Stores and e-commerce, respectively.</p> <p>We also have a goal to achieve zero waste to landfill across our distribution centers by 2023. (Using the Zero Waste International Alliance definition of zero waste, we will divert more than 90% of the waste generated at our distribution centers from landfill and incineration.) We are proud to have diverted 92% of waste from landfill and incineration across our distribution centers, meeting the Zero Waste International Alliance definition of zero waste. Many efforts contributed to this milestone, including the FY23 installation of balers at two of our distribution centers to increase plastic recycling and the addition and expansion of partnerships with textile recyclers.</p> <p>We have a goal to achieve 100% recycled polyester by 2025 as part of our sustainable material sourcing goals. In FY23, polyester represented only 6.5% of our material use on a units basis. In our supply chain, we are accelerating the elimination of Polyvinyl chloride, commonly referred to as "PVC" or "vinyl". Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC.</p>

W10.5

(W10.5) Indicate whether your organization engages in the following activities.

	Activity applies	Comment
Production of plastic polymers	No	Not engaged in this activity
Production of durable plastic components	No	Not engaged in this activity
Production / commercialization of durable plastic goods (including mixed materials)	Yes	We use some amount of plastics in our products in the form of materials such as polyester, nylon, etc. In FY23, polyester represented only 6.5% of our material use and nylon represented only 1.6% of our material use on a units basis. Ralph Lauren commits to no longer design and develop products with PVC materials. Raw material and finished goods suppliers and licensee partners are expected to ensure all materials developed and used in Ralph Lauren products do not contain PVC.
Production / commercialization of plastic packaging	No	Not engaged in this activity
Production of goods packaged in plastics	No	Not engaged in this activity
Provision / commercialization of services or goods that use plastic packaging (e.g., retail and food services)	Yes	We use plastics in packaging items used directly for our products and in transporting our products from suppliers to our end customer.

W10.7

(W10.7) Provide the total weight of plastic durable goods/components sold and indicate the raw material content.

Row 1

Total weight of plastic durable goods/components sold during the reporting year (Metric tonnes)

Raw material content percentages available to report

% virgin fossil-based content

<Not Applicable>

% virgin renewable content

<Not Applicable>

% post-industrial recycled content

<Not Applicable>

% post-consumer recycled content

<Not Applicable>

Please explain

W10.8

(W10.8) Provide the total weight of plastic packaging sold and/or used, and indicate the raw material content.

	Total weight of plastic packaging sold / used during the reporting year (Metric tonnes)	Raw material content percentages available to report	% virgin fossil-based content	% virgin renewable content	% post-industrial recycled content	% post-consumer recycled content	Please explain
Plastic packaging sold	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Plastic packaging used		Please select	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	

W10.8a

(W10.8a) Indicate the circularity potential of the plastic packaging you sold and/or used.

	Percentages available to report for circularity potential	% of plastic packaging that is reusable	% of plastic packaging that is technically recyclable	% of plastic packaging that is recyclable in practice at scale	Please explain
Plastic packaging sold	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Plastic packaging used	Please select	<Not Applicable>	<Not Applicable>	<Not Applicable>	

W11. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Ralph Lauren's Chief Executive Officer (CEO) and Chief Global Impact & Communications Officer have both signed off on this disclosure.	Chief Executive Officer (CEO)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

No

Please confirm below

I have read and accept the applicable Terms