

Environmental Policy

INTRODUCTION

At Ralph Lauren, our Purpose is to inspire the dream of a better life through authenticity and timeless style. Since our founding, we have believed 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.

Timeless by Design is how we are applying our Company's Purpose to our approach to citizenship and sustainability. From the materials we use to how we make our iconic products, we consider timeless style throughout our design process—ensuring our philosophy of timelessness is embedded from inspiration through to our products' every use and reuse. Timeless by Design is underpinned by our work across three core pillars: Create with Intent, Protect the Environment and Champion Better Lives.

At Ralph Lauren, we are committed to reducing our impact on the environment by creating products responsibly and operating our business in ways that respect our planet. This includes our efforts focused on addressing climate change, managing water resources and waste, ensuring safe chemical use, integrating circularity, sourcing sustainable materials and protecting and restoring biodiversity.

By adopting practices that help preserve the world's natural resources, we can be stewards in protecting our environment and supporting our communities for generations to come.

SCOPE & RELATED POLICIES

This policy covers Ralph Lauren's principles and commitments around protecting the environment and biodiversity and integrating sustainability across our business and supply chain. This policy applies to Ralph Lauren Corporation, its affiliates and subsidiaries (collectively, "RLC" or the "Company"). Where RLC does not have operational control, the Company encourages our business partners to work towards the principles and commitments outlined in this policy.

The following [Company policies and disclosures](#) support the implementation of the principles and commitments outlined herein:

- Operating Standards
- Supply Chain Sustainability Policy
- Supplier Engagement Strategy
- Net Zero Commitment
- Sustainable Chemical Management Policy
- Forest Protection Policy
- Animal Welfare Policy
- Conflict Minerals Policy
- [Code of Business Conduct and Ethics](#)

The principles and commitments outlined in this policy are also guided by relevant global frameworks for environmental action and reporting, including but not limited to:

- Global Reporting Initiative
- Science-based Targets for Nature
- Science-based Targets Initiative
- Sustainability Accounting Standards Board
- The Greenhouse Gas Protocol
- The Paris Agreement
- Task Force on Climate-Related Financial Disclosures
- United Nations Fashion Industry Charter for Climate Action
- United Nations Global Compact

This policy will be reviewed at least every two years and updated as appropriate.

GOVERNANCE

Global Citizenship & Sustainability is integrated across all levels of our organization and governed by our Board of Directors. Our Board of Directors (the Board) is responsible for formal governance of Global Citizenship & Sustainability (GC&S). The Board receives progress updates at least once a year and reviews our annual GC&S Report.

Various Board committees have additional responsibilities:

- The Nominating, Governance, Citizenship & Sustainability Committee oversees our environmental, social and governance (ESG) risks and opportunities. The committee receives quarterly updates; reviews initiatives, goals and policies; and makes recommendations to the Board on ESG matters. Each quarterly update includes a detailed analysis on a specific ESG topic.
- The Finance Committee and the Nominating, Governance, Citizenship & Sustainability Committee advise on the incorporation of goals into our corporate strategy and engagement of business initiatives that influence corporate citizenship and sustainability.
- The Audit Committee assesses ESG risks as part of its overall Enterprise Risk Management (ERM) review.
- The Talent, Culture and Total Rewards Committee considers performance against Company ESG key performance indicators in their compensation decisions.

Our Global Citizenship & Sustainability Steering Committee includes senior leaders from across our Company and meets regularly to prioritize our approach and allocate resources. Committee members also define, track and champion our citizenship and sustainability work, including diversity, equity and inclusion across the organization.

KEY FOCUS AREAS

As part of regular business operations, we complete an updated materiality assessment every two to three years to refine our understanding of key priority issues based on sustainability risks, opportunities and impacts. The key focus areas outlined below were informed by the results of our most recent materiality assessment, which was completed in 2022.

CLIMATE

We are committed to playing our part to address the climate crisis. We do this by:

- Measuring our greenhouse gas (GHG) emissions across our operations and supply chain consistent with standards and best practices such as the Greenhouse Gas Protocol;
- Working towards reducing our absolute scope 1, 2, and 3 GHG emissions by 30% by 2030 from an FY20 base year in line with the recommendations of the Science Based Targets Initiative;
- Working towards eliminating onsite coal consumption from our manufacturing supply chain;
- Working towards achieving net zero GHG emissions by 2040;
- Working towards powering our owned and operated offices, distribution centers and stores with 100% renewable electricity by 2025; and
- Collaborating with others to address many of the decarbonization challenges we face, including engaging with stakeholders in line with the goals of the Paris Agreement.

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. We do this by:

- Working towards achieving at least a 20% reduction in total water use across our operations and value chain, compared to an FY20 baseline, by 2025;
- Engaging in collective action program implementation in priority geographies; and
- Supporting and partnering with organizations providing clean water sources for those in need and increasing community access to Water, Sanitation and Hygiene (WASH) solutions.

WASTE MANAGEMENT

We commit to integrating zero waste principles across our business. We do this by working towards:

- Achieving zero waste to landfill across our distribution centers by 2023 by reducing waste at its source, including at our facilities and in our supply chain, and diverting waste from landfill through increased recycling, reuse and other methods;
- Reducing excess inventory and keeping materials in use for as long as possible; and
- Achieving 100% recyclable, reusable or sustainably sourced packaging materials by 2025.

CHEMICAL MANAGEMENT

We are committed to ensuring the chemicals used to make our products are safe for people and the environment. We do this by:

- Monitoring and reducing the use and discharge of hazardous chemicals in our manufacturing supply chain, with the ultimate goal of eliminating the use of hazardous chemicals in our supply chain by 2025.
- Collaborating with peers and experts to eliminate the use and discharge of hazardous chemicals across the apparel supply chain, through partnership in the Roadmap to Zero Programme by Zero Discharge of Hazardous Chemicals (ZDHC) and implementing the ZDHC Manufacturing Restricted Substances List.

INTEGRATED CIRCULARITY

We are committed to enabling our past and future products to live on responsibly by 2030 through the Ralph Lauren Live On promise. Our circularity strategy is helping to shape our approach to product development and to supporting a more circular textile economy. We do this by working towards:

- Making five of our iconic products Cradle to Cradle (C2C) Certified® by 2025;
- Offering high-quality products made with 100% recycled cotton by 2025;
- Investing in scaling innovative technologies and regenerative practices to advance a circular economy by 2025;
- Setting and implementing circular principles into our design and development process by 2025; and
- Extending the life of our products by connecting consumers with ways to rent, repair and recirculate our products in select top cities by 2025.

SUSTAINABLE MATERIALS

We commit to using more materials in a way that results in positive social and environmental impact, protects biodiversity, advances animal welfare and continuously improves the traceability of our raw materials. We do this by working towards:

- Achieving 100% sustainably sourced key materials by 2025;
- Increasing transparency and traceability of our material use;
- Designing and building Ralph Lauren stores with materials that minimize environmental impact and maximize occupant health; and
- Having 100% of our key wood suppliers for new Ralph Lauren store interiors use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025.

BIODIVERSITY

Biodiversity is essential for the health of people, the environment and the economy. We are committed to developing a biodiversity strategy and setting goals aligned with the Science Based Targets for Nature by 2024. We are doing this by working towards:

- Building an in-depth understanding of our current impacts and dependencies on biodiversity;
- Identifying ways to avoid new negative impacts and reduce existing ones where possible;
- Developing strategies to restore and regenerate ecosystems; and
- Identifying opportunities to engage in transformative, systems-level efforts to address drivers of nature loss.

REPORTING & COMMUNICATIONS

We are committed to transparency throughout our sustainability journey. We communicate our goals, strategies, and progress in the above areas both internally and externally, including by:

- Publishing an annual Global Citizenship & Sustainability Report that is available to all stakeholders;
- Disclosing our climate change and water stewardship strategies, impacts and opportunities annually through CDP;
- Leveraging internal communications channels such as Ralph Lauren's intranet, RL Today, and Workplace;
- Encouraging colleagues to learn about and support related initiatives through platforms and employee groups, such as the Green Ponies; and
- Ensuring all of our design, production and merchant teams receive annual training on sustainable, circular, inclusive and culturally cognizant design.

This policy will be made available publicly on the Ralph Lauren corporate website and to employees on the Company's intranet, RL Today. Employees will, at regular intervals, be required to acknowledge their awareness and understanding of this policy.