

# Supply Chain & Product Sustainability Policy

## PURPOSE

This Supply Chain & Product Sustainability Policy (Policy) outlines Ralph Lauren Corporation's (RLC or the Company) commitments and principles for supply chain and product sustainability, reinforcing our responsibility to promote sustainable practices that drive positive environmental and social impact. It sets forth RLC's expectations on manufacturing practices, product and materials selection, and data monitoring and traceability, all of which are critical for advancing the Company's sustainability goals and objectives.

## SCOPE & RELATED POLICIES

This Policy applies to all RLC entities, including affiliates and subsidiaries, as well as to our suppliers, manufacturing partners, and other value chain collaborators. Where RLC does not have direct operational control, we actively engage and collaborate with our partners to support and advance alignment with the principles and expectations outlined herein.

This Policy is complementary to the [Ralph Lauren Operating Standards](#), is updated annually, and is further supported by the following related policies:

- Supplier Engagement Strategy
- Sustainable Chemical Management Policy
- Animal Welfare Policy
- Conflict Minerals Policy
- Code of Business Conduct and Ethics

All relevant Policies are available on our [Reports & Policies](#) site.

## I. SUPPLY CHAIN AND MANUFACTURING SUSTAINABILITY

**Scope** – All suppliers and licensees are accountable for the sustainability performance of each production facility wherein it manufactures or contracts to manufacture any RLC product and its materials and components (collectively RLC Product). For avoidance of doubt, all facilities that manufacture RLC Product, including supplier's or licensee's own facilities, as well as those of its suppliers, contractors, and subcontractors, are expected to meet or exceed RLC's sustainability requirements as specified by RLC in this Policy and updated from time to time.

**Performance Improvement** – RLC expects each facility to collaborate and engage in a performance improvement program that covers all sustainability focus areas as identified by the Company. Each facility must provide RLC access to all such data in the form and media as required or requested by the Company.

### 1. COMPLIANCE TO ENVIRONMENT REGULATIONS

RLC expects all facilities to comply with all local and national environmental regulations, including but not limited to environmental management and impact assessment requirements, energy and greenhouse gas (GHG) emissions, water use, wastewater discharge, hazardous and non-hazardous waste management, air emissions, ecosystem and biodiversity protection and chemical management requirements, where applicable. Suppliers shall disclose to RLC any non-compliance against the local and national environmental regulations and the remediation measures taken to address and prevent recurrence of such non-compliance. RLC reserves the right to require suppliers to provide public explanation against their environmental violation record.

## 2. ENVIRONMENTAL FOOTPRINT REDUCTION AND DATA MONITORING

RLC expects that facilities manufacturing RLC Product to track and report their environmental impact data via Worldly's Facility Environment Module (FEM) and Facility Data Manager (FDM) on an annual basis. RLC reserves the right to require third-party verification of the FEM and FDM data in accordance with protocols set by Cascale Worldly.

RLC is signatory to the *United Nations Framework Convention on Climate Change* (UNFCCC) *Fashion Industry Charter for Climate Action* (FICCA), pledging to limit our emissions in line with the Paris Agreement goals. In FY20, we established a science-based target to reduce our absolute GHG emissions by 30% by 2030, compared to 2020 levels. This target includes reducing emissions from our operations as well as our supply chain. We are committed to our near-term 2030 goal and working towards long-term impact reduction. We will continue to track our progress annually and will focus on achieving five-year milestones going forward to ensure measurable progress.

As part of our climate commitment under the UNFCCC FICCA, RLC is dedicated to eliminating on-site coal use in our supply chain. In line with this commitment, since November 2022, RLC has not onboarded any new manufacturing facility that utilizes on-site coal. For all existing suppliers and facilities with on-site coal usage that were onboarded prior to November 2022, we require a formal, time-bound commitment to eliminate on-site coal use by the end of 2025. Each of these suppliers must also develop and implement a concrete action plan to achieve this goal.

We are committed to reducing total water consumption by at least 20% across our operations and value chain by the end of 2025, compared to a FY20 baseline. To support this goal, we work closely with suppliers to adopt more water-efficient processing methods, particularly in dyeing and finishing. We also continue to explore innovative solutions — from alternative chemicals to advanced machinery — to reduce water use, energy consumption and emissions across key stages of manufacturing. RLC reserves the right to nominate Facilities to collaborate and engage in performance improvement programs, that drive progress towards our environmental footprint reduction goals.

## 3. SUSTAINABLE CHEMICALS MANAGEMENT

RLC has adopted the Zero Discharge of Hazardous Chemicals Manufacturing Restricted Substances List (ZDHC\_MRSL), a harmonized list of chemical substances banned from intentional use in the manufacturing and processing of textile, apparel, and footwear products. Each production facility utilized or engaged in manufacture of RLC Product is expected to create and implement an effective chemical selection and procurement process to ensure all chemicals entering the facility comply with RLC's [Sustainable Chemicals Management Policy](#).

## 4. MATERIALS AND WASTE MANAGEMENT

RLC is committed to embedding zero-waste principles throughout our business operations and value chain. Our approach prioritizes reducing waste at its source and maximizing diversion from landfill and

incineration through increased recycling, reuse, and other methods. We expect all facilities across our value chain to actively collaborate in minimizing waste generation and to divert waste materials from landfill and incineration to the greatest extent possible, supporting our broader sustainability and circularity goals.

**Disposal standards for un-merchantable finished product at factory** — When finished products are deemed un-merchantable by RLC and confirmed to be destroyed, suppliers may not dispose of products through incineration without energy recovery, or through landfilling. RLC requires suppliers to consider the following method options, if in compliance with law, in order of preference:

- Recycling product back into new yarn/fabric materials (i.e., upcycling);
- Recycling product to lower-grade products like rags or insulation (i.e., downcycling); or
- Incineration for energy (last option when others have been first considered).

**Disposal standards for un-merchantable raw materials/trims at factory** — When raw materials are deemed un-merchantable by RLC and confirmed to be destroyed, suppliers may not dispose of products through incineration without energy recovery or through landfilling. RLC requires suppliers to consider the following method options, in order of preference:

- Resale or reuse (only applicable for non-proprietary, non-branded raw materials/trims);
- Recycling raw materials/trims back into new yarn/fabric materials (i.e., upcycling);
- Recycling raw materials/trims to lower-grade products like rags or insulation (i.e., downcycling); or
- Incineration for energy (last option when others have been first considered).

## II. MATERIALS AND PRODUCT SUSTAINABILITY

RLC made a public commitment to achieve 100% sustainably sourced key materials by the end of 2025. This time-bound goal has been successfully achieved and will be maintained as an ongoing commitment as part of our standard operating procedures. Key materials include cotton, wool, viscose, leather, down, cashmere and polyester and our approach to sustainably sourcing these materials is detailed annually in our Global Citizenship & Sustainability Report.

Raw materials represent a significant portion of RLC's environmental and social impact, thus making fiber production and textile processing an important part of our Timeless by Design strategy. We are continually exploring and assessing sustainable material innovations with a focus on reducing our negative impacts and scaling our positive impacts.

RLC's partnerships with suppliers, manufacturers, and licensees are key to achieving its sustainability goals. RLC expects suppliers to continue to provide sustainable, traceable, and verified materials to maintain this commitment.

**Scope** – All facilities involved in the manufacture of RLC products, materials, and components—including those owned or operated by suppliers, licensees, and their respective suppliers, contractors, and subcontractors—are required to meet or exceed RLC's Sustainable Materials and Product requirements as set forth in this Policy and as updated regularly by RLC. We expect all suppliers to establish a sustainability strategy, proactively seek out preferred fiber suppliers, and initiate or continue sourcing sustainable and certified raw materials or finished products that meet RLC's sustainability requirements. Suppliers are responsible for fully

understanding the requirements of any certification(s) and/or standard(s) used to validate sustainability attributes, as well as all applicable RLC supplier requirements.

**Sustainable Materials** – All sustainable material claims must be substantiated with appropriate documentation and validation tools specific to each initiative. For all claims using chain-of-custody certifications, RLC requires valid Scope Certificates from both material and finished goods suppliers. We also request that material suppliers provide the Transaction Certificates to validate certified bulk shipments of fabrics or yarn to the finished goods supplier. In addition, Transaction Certificates from finished goods suppliers are required for every shipment of certified finished goods.

In accordance with [RLC's Operating Standards](#), suppliers are prohibited from working with or arranging for purchase of any materials or services that supports or utilizes forced, indentured, bonded, or compulsory labor obtained through human trafficking, coercion, or slavery.

### **Cotton:**

RLC is committed to sourcing 100% sustainable cotton by 2025.

Sustainable cotton sources include:

- Better Cotton - Better Cotton Claim Units (BCCUs) must be transferred to the RLC account on the Better Cotton Platform (BCP)
- Organic – Cotton certified to the Global Organic Textile Standard (GOTS) or the Organic Content Standard (OCS) for raw material, OCS for finished products
- In-Conversion or Transitional – Cotton grown organically but not yet certified to the recognized organic standards. In-conversion cotton must be verified by an independent third-party accredited certification body.
- Recycled – Cotton certified to the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS)
- U.S. Cotton Trust Protocol (Trust Protocol) cotton – Protocol Cotton Claim Units (PCCUs) must be tracked and transferred to RLC through the Trust Protocol's proprietary Protocol Consumption Management Solution and ultimately to RLC
- Regenerative – Cotton certified to regenagri® or from a third-party regenerative cotton program vetted by RLC for alignment with key regenerative practices and impact metrics.

In accordance with [RLC's Operating Standards](#), suppliers are prohibited from working with or arranging for purchase of any materials or services that supports or utilizes forced, indentured, bonded, or compulsory labor obtained through human trafficking, coercion, or slavery.

### **Cellulosic Fabrics and Wood-based materials:**

RLC is committed to protecting the world's forests through our approach to procurement of materials used in any aspect of our business, including cellulosic fabric, pulp, paper, or wood used in our products, packaging and assets. RLC requires all suppliers who use, produce, purchase, invest in, or sell cellulosic-based fibers or wood-based products to adhere to the below requirements.

- **Viscose and other Man-made Cellulosic Fibers (MMCF):** RLC has committed to sourcing 100% of wood-based man-made cellulosic fabrics from manufacturers with a Green Shirt rating on the Canopy Hot Button Report. The Hot Button Report assesses MMCF producers' forest sourcing and their leadership on Next Gen production — and points to other important data needed for informed purchasing, including producers' traceability initiatives, the use of FSC-certified fiber and support for conservation solutions.

- **Wood Substrates:** 100% of our key wood suppliers will use sustainably-sourced (certified repurposed or recycled by a forest management system) wood substrates for new Ralph Lauren store interiors.

**Packaging and Paper:** RLC is committed to sourcing paper/packaging materials that are recyclable, reusable, or made with recycled or FSC-certified content.

**Polyester:** RLC is committed to sourcing 100% recycled polyester, certified to the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS).

**Nylon:** RLC is committed to sourcing recycled nylon, certified to the Global Recycled Standard (GRS) or Recycled Claim Standard (RCS).

**Wool:** RLC is committed to sourcing 100% Responsible Wool Standard (RWS) certified wool or GRS or RCS certified recycled wool.

**Cashmere:** RLC is committed to sourcing 100% Sustainable Fibre Alliance (SFA) certified cashmere or GRS or RCS certified recycled cashmere.

**Leather:** RLC is committed to sourcing 100% of our leather from Leather Working Group (LWG) certified tanneries.

**Down:** RLC is committed to sourcing 100% Responsible Down Standard (RDS) certified down and feathers.

**Other Animal Products:** In addition to our commitments above, RLC prohibits the use of real fur, angora rabbit fiber, and materials from fetal, aborted or newly born animals in all products.

All suppliers and licensees must comply with RLC's [Animal Welfare Policy](#), which includes a table of material-specific permissibility guidelines based on country of origin and animal type and additional specific animal type requirements.

**Conflict Minerals:** Conflict Minerals mean gold, columbite-tantalite (coltan), cassiterite (tin), and wolframite (tungsten) sourced from non-certified mines in the Democratic Republic of Congo, its adjoining countries (Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia), and other areas identified in the U.S. State Department's Conflict Minerals Map (collectively referred to as the DRC), which may be used in the manufacture of various consumer products. RLC prohibits the use of Conflict Minerals in its Products.