

# Conflict Minerals Policy

## COMMITMENT TO RESPONSIBLE SOURCING

Ralph Lauren Corporation (“RLC” or “the Company”) is dedicated to sourcing materials and products in a socially and environmentally responsible manner. This commitment extends to ensuring compliance with Section 1502 of the US Dodd-Frank Wall Street Reform and Consumer Protection Act (the “U.S. Dodd-Frank Act”) and the implementing Conflict Minerals Rules (“Conflict Mineral Rules”) promulgated by the U.S. Securities and Exchange Commission (the “SEC”). This Conflict Minerals Policy (the “Policy”) is part of our company-wide efforts to respect human rights.

## EXPECTATIONS OF SUPPLY CHAIN PARTICIPANTS

RLC contracts for the manufacture of our products including certain products in which columbite-tantalite (coltan), cassiterite, gold, and wolframite, or their derivatives, tantalum, tin and tungsten (collectively, the “3TGs”), may be necessary to the functionality or production of those products. Since we do not directly manufacture products we must rely on our global network of suppliers, vendors, and factories (the “Supply Chain Participants”) to provide information regarding the products they supply to us and the origin of any 3TGs that are necessary to the functionality of those products.

RLC is opposed to human rights abuses such as those occurring in the Democratic Republic of Congo (“DRC”) or any adjoining country that shares an internationally recognized border with the DRC (the Republic of the Congo, the Central African Republic, South Sudan, Rwanda, Uganda, Zambia, Burundi, Tanzania and Angola) (collectively, the “Covered Countries”), and are committed to the principles of ethical business practices, including the responsible sourcing of 3TGs. We expect that our Supply Chain Participants share this commitment and require that they cooperate with us in the compliance of the Conflict Minerals Rules.

RLC strictly prohibits the use of conflict minerals, as defined by the Conflict Minerals Rule. We expect all Supply Chain Participants to purchase from sources that do not directly or indirectly contribute to conflict in the Covered Countries. RLC reserves the right to request from a Supply Chain Participant any such information or documentation necessary to monitor compliance with this Policy.

## DUE DILIGENCE PROCESS

RLC bases its due diligence measures, in all material respects, on the framework set forth in the Organisation for Economic Co-Operation and Development (“OECD”) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition, including the supplements on tin, tantalum, tungsten, and gold (collectively, “OECD Guidance”). RLC further considers the European Union Conflicts Minerals Rule’s due diligence requirements, although our business activities do not come within its scope.

The due diligence process shall occur annually.

## CONFLICT MINERALS REPORTING

All reports that RLC files with the SEC in compliance with the Conflict Minerals Rule will be available to the public through [our website](#).

## COMMUNICATING WITH RLC REGARDING THIS POLICY

Questions regarding the RLC Conflict Minerals Policy can be sent to the Company’s Global Citizenship, Worker Wellbeing Department: Ralph Lauren Corporation, 601 W. 26th Street, New York, NY 10001. Email: [GlobalCitizenship@RalphLauren.com](mailto:GlobalCitizenship@RalphLauren.com)

Report any violation or potential violation of this Policy through the Ralph Lauren Hotline by email, [RL-Hotline@ralphlauren.com](mailto:RL-Hotline@ralphlauren.com), telephone, or the [Internet](#).

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This policy is effective as of January 1, 2023. The Company reserves the right to update this policy at any time, to comply with changes in the legislation and in its internal organization and procedures.