

W0. Introduction

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W0.1

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

Founded in 1967 by Mr. Ralph Lauren, we are a global leader in the design, marketing, and distribution of premium lifestyle products, including apparel, footwear, accessories, home furnishings, fragrances, and hospitality. For more than 50 years, Ralph Lauren has sought to inspire the dream of a better life through authenticity and timeless style. Our long-standing 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 504 retail stores and 684 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 approximately 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 148 Ralph Lauren stores and shops.

We've stood for values and things that last — things that are timeless and enduring; things to cherish as they age and that never fall out of style. This belief remains central to who we are today. It is with this core belief that we have reimagined our pursuit of a more equitable and sustainable future. We are taking what it means to create timeless style and creating a business and products that are not only enduring but can inspire the dream of a better life with a plan for a better future. We call this evolution Timeless by Design. With Timeless by Design, we are taking our philosophy of creating products that are meant to be passed down through generations and applying it to everything that we do — from how we make our products, to how we impact the Earth, and how we champion our people and 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've always created products that are meant to be loved and passed down through generations. Now, we are making those pieces more responsibly: with more sustainable materials, according to circular design principles, and by instilling cultural sustainability practices. By designing timelessness in from the start, we'll enable all our products to live on responsibly.

**Protect The Environment** – Creating timeless products goes beyond their design. It means creating them and operating our business in ways that respect our planet, such as using renewable energy, managing our waste properly and using our water responsibly. By adopting practices that help preserve the world's natural sources, we can be stewards in protecting our environment for generations to come.

**Champion Better Lives** – Creating a business that is timeless and has a positive impact on tomorrow means building relationships that stand the test of time — ensuring everyone is included, respected and empowered. That's why we're committed to supporting our employees, our partners and those within our communities today and working to find more ways to help them build a brighter future.

Risks and opportunities described herein with the potential to have a 'substantive financial or strategic impact on our business' is 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 2022 (March 28, 2021, through April 2, 2022) which consisted of 370 days.

W0.2

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**(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 2021	March 31 2022

W0.3

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**(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
- Viet Nam

**W0.4**

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

USD

**W0.5**

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**(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**

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

No

**W0.7**

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**(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**

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**W1.1**

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**(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	Direct use: We identified water availability in our direct operations as 'not very important' given that currently, use of freshwater in our owned and operated facilities is only related to domestic purposes that do not represent high water intensity, and we expect this to continue to be the case in the future. Indirect use: Currently, 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, and we expect this to continue in the future. Our approach to water stewardship includes actions that address overall use and quality, protecting watersheds and ensuring access. We partner 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 comprehensive value chain water footprint. The analysis also identified opportunities for watershed conservation, reduced water consumption and improved community access. 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 will seek opportunities to decrease water use intensity in landscaping at our distribution centers and through application of low-flow fixtures in our distribution centers, offices, and stores. In our manufacturing supply chain, we focus on improving water use efficiency while also considering the 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.
Sufficient amounts of recycled, brackish and/or produced water available for use	Not very important	Important	Direct use (current): We identified the 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. 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 the 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. 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. 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.

**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	6218000	263.54	23594141.3068225	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 you engage with your value chain on water-related issues?**

- Yes, our suppliers
- Yes, our customers or other value chain partners

**W1.4a**

**(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?**

**Row 1**

**% of suppliers by number**  
76-100

**% of total procurement spend**  
76-100

**Rationale for this coverage**

We request water usage and management data reporting and verification from all our finished goods and material manufacturing suppliers through the Sustainable Apparel Coalition's (SAC) Higg Index Facility Environmental Module. In FY22, we fully integrated sustainability key performance indicators into our vendor scorecard, with specific focuses on carbon, water and sustainable chemical management performance, which now sit alongside other business-critical issues, such as quality. Our vendor scorecard links supplier capacity and performance to purchasing decisions.

**Impact of the engagement and measures of success**

We have a public goal to achieve at least a 20% reduction in total water use across our operations and value chain by 2025. Suppliers are requested to report on facility-level water consumption, water sources, water use management, potential water-stress risks, and wastewater management processes, on an annual basis. In FY22, our manufacturing and processing water footprint was 11,087,765 m3 — a 23.9% reduction compared to FY20. This decrease was primarily driven by COVID-19-related business impacts, such as production volumes decreasing by over 25.6% compared to FY20. We continue to measure success towards our water targets with the data provided by suppliers (verified by third party) through the Higg Index Facility Environmental Module (FEM). In FY22, we expanded the rollout of the Sustainable Apparel Coalition's (SAC) Higg Index FEM to cover our broader supply chain and increased visibility of our supply chain's environmental performance data. We collected data from 273 Tier 1 facilities, representing 92% of our supply chain spend — an increase from 77% last year.

**Comment**

Within the reporting facilities, 229 (87% of our business spend) have completed data verification by an SAC-approved third party. Based on the verified data, the reporting facilities scored an average of 46 points across all sections, with an average of 59 points in the water management section.

**(W1.4b) Provide details of any other water-related supplier engagement activity.****Type of engagement**

Innovation &amp; collaboration

**Details of engagement**

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

**% of suppliers by number**

1-25

**% of total procurement spend**

26-50

**Rationale for the coverage of your engagement**

We collaborate with the Apparel Impact Institute to support our top raw material suppliers to establish water reduction roadmaps that focus on efficiency and optimization.

**Impact of the engagement and measures of success**

We continued our partnership with the Apparel Impact Institute (Aii) to pilot the Mill/Impact Program and 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. We enrolled fabric mill and vertically integrated facilities, representing approximately 45% of our raw material business spend, as well as strategic finished goods facilities into our first cohort of the Program. In FY22, the nominated facilities set water reduction targets ranging up to 72% by 2030 against their 2019 baseline. Based on the developed roadmaps for the nominated facilities, it is estimated that the aggregate annual carbon and water savings at the facility level will reach 800,000 tons of CO2 equivalent and 8 million m3 of water, respectively, by the end of the decade.

We are expanding the roll out of the Carbon Leadership Program to our broader supply chain to support our suppliers in setting science-backed energy, carbon, as well as water targets and monitoring implementation. In FY20, we nominated Tier 2 fabric mills in the Aii Mill/Impact Program to help reduce their overall environmental impact, including carbon, energy, and water use. In FY22, the mills completed an 18-month program focusing on efficiency and optimization. On average, the facilities completed 90% of all recommended measures, including 46 projects in total with an average investment payback period of 7.9 months. Through the completion of these optimization projects, our facilities achieved an estimated annual total savings of 679,637 m3 of water and 80,489 tons of steam, in addition to reduced carbon emissions, and energy consumption.

In addition, we continued to collaborate directly with our manufacturers in improving water use efficiency. Since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. These transitions have helped our suppliers avoid an estimated 169,992 cubic meters of water use in FY22. We also continued to reduce the use of water-intensive chemicals and processing in the production of our core Polo and Lauren denim products.

**Comment**

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.

**Type of engagement**

Onboarding &amp; compliance

**Details of engagement**

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**

76-100

**% of total procurement spend**

76-100

**Rationale for the coverage of 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 Index 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****Type of engagement**

Incentivizing for improved water management and stewardship

**Details of engagement**

Demonstrable progress against water-related targets is incentivized in your supplier relationship management

Water management and stewardship action is integrated into your supplier evaluation

**% of suppliers by number**

76-100

#### % of total procurement spend

76-100

#### Rationale for the coverage of 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 FY22, we expanded our SES and supplier performance evaluation to all suppliers. 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. Our strategic and key supplier segments are held to a higher degree of expectations and are incentivized through growing business and transparency. Currently, 53% of our business is with the strategic and key suppliers (21% of suppliers by number), and we are aiming to grow to 80% by 2025. We integrated sustainability into our supplier performance evaluation scorecard where climate, water stewardship, and chemical management performance sit alongside other business-critical issues such as quality. 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.

#### Comment

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## W1.4c

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### (W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

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. We nominated six manufacturing facilities in the area to identify opportunities to improve their efficiency in energy and water use. 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.

We are also 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. 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.

## W2. Business impacts

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### W2.1

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

No

### W2.2

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

No

## W3. Procedures

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### W3.3

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

Yes, water-related risks are assessed

### W3.3a

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

**Value chain stage**

Direct operations

**Coverage**

Full

**Risk assessment procedure**

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

**Frequency of assessment**

Annually

**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

**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 partner 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 direct operations through the WWF Water Risk Filter to map key areas of water risk and develop a water footprint. The Water Risk Filter's risk assessment is based on the geographic location and operational characteristics of Ralph Lauren's owned and operated facilities, which inform a site's basin-related risks and operational-related risks.

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**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**

Annually

**How far into the future are risks considered?**

3 to 6 years

**Type of tools and methods used**

Tools on the market

Databases

**Tools and methods used**

WWF Water Risk Filter

Maplecroft Global Water Security Risk Index

Other, please specify (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.

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#### Value chain stage

Other stages of the value 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

#### 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 evaluated the impacts of cotton farming. We looked at our key cotton growing regions through the WWF Water Risk Filter to identify geographies with high risk for water scarcity. We also estimated total water use (rainfed and irrigated) in cotton agriculture. We also used our store locations to estimate water use and scarcity risks associated with product use, including customer water use for washing.

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### W3.3b

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#### (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.

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 and 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, 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 and regulators as a stakeholder group are considered as well. Stakeholder conflicts concerning water resources and access to WASH services can be a driver of reputational risk, so this contextual issue is also considered. This approach 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 the most appropriate and impactful actions that our company may undertake or invest in to address contextual water risk, such as conservation initiatives, nature-based solutions, operational practice improvements, and sourcing strategy.

### W4. Risks and opportunities

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#### W4.1

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##### (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

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**(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 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 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 preserving 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 preserving 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 preserving 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. We collaborate with 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 believe a contextual water target approach is important to better align our reduction goals with the water challenges in our value chain. In priority water-stressed locations, including in India, we are contributing to collective action programs with WWF, local partners, and experts to scale water use assessments and support watershed health through conservation interventions, including wetland restoration, stakeholder engagement, as well as the adoption of preferable land use management practices.

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 that require no hazardous chemicals are discharged through wastewater.

On innovation, we are developing water-related innovation through the Color on Demand technology platform, which aims to optimize cotton dyeing and enable up to 40 percent less water use compared to traditional cotton dyeing processes. In FY22, we launched an open-source ECOFAST™ manual in collaboration with Dow to support faster adoption of an improved dyeing process.

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. In 2022, the Ralph Lauren Corporate Foundation launched a year-long partnership with WaterAid, empowering women in Budhni, India, to make access to WASH services a reality. Our partnership with WaterAid aims to bring clean water systems, hygiene and menstrual hygiene education to 25,000 people in Budhni homes, schools and healthcare centers. It also aims to deliver essential WASH services to factories in coordination with another Company partner, HERproject™.

**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

**(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 FY22, we continued our partnership with the Apparel Impact Institute (Aii) to roll out the Carbon Leadership Program within our supply chain. 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 FY22, nominated facilities set water reduction targets ranging up to 72% by 2030 against their 2019 baseline. Based on the developed roadmaps for the nominated facilities, it is estimated that the aggregate annual carbon and water savings at the facility level will reach 800,000 tons of CO2 equivalent and 8 million m3 of water, respectively, by the end of the decade.

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. In FY20, we enrolled five Tier 2 fabric mills in the Aii Mill/Impact Program to help reduce their overall environmental impact, including carbon and energy use. In FY22, they completed an 18-month program focusing on efficiency and optimization. On average, the facilities completed 90% of all recommended measures, including 46 projects in total with an average investment payback period of 7.9 months. Through the completion of these optimization projects, our facilities achieved an estimated annual total savings of 679,637 m3 of water, 80,489 tons of steam, as well as energy and carbon.

**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**

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 FY22, we continued our partnership with the Apparel Impact Institute (Aii) to roll out the Carbon Leadership Program within our

supply chain. Through the Program, we invested in technical support for each 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. These initiatives aim to help reduce our supply chain's reliance on freshwater resources, hence increasing our supply chain resilience, considering some of our manufacturing facilities are located in regions with high water scarcity risk. 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. We looked at our key cotton growing regions through the WWF Water Risk Filter to identify geographies with high risk for water scarcity. We also estimated total water use (rained and irrigated) in cotton agriculture—the volume used is significant and our focus is on both reducing water use in cotton production and increasing effectiveness of water use. A key driver of this is the adoption of regenerative farming practices that make better use of rainfall and irrigated land. 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 FY22, 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.

#### 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.

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#### 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 low impact products and materials. We are currently working to increase 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 FY22, 76% of our units produced met at least one of our sustainable material criteria—up from 33% in FY21. 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 FY22, we began working on our first C2C-certified product, a luxury cashmere sweater. We also plan to continue investing in scalable technologies that will elevate the quality of recycled materials. In 2020, Ralph Lauren invested in Natural Fiber Welding (NFW), a leading sustainable material science startup that is scaling a new industry standard for natural fiber recycling. Our partnership with NFW was on display at the 2022 Australian Open with the launch of the RLX CLARUS® Polo Shirt. It marked the unveiling of a first-to-market patented platform that transforms virgin and recycled cotton in ways previously not possible. The shirt features a high-performance cotton that performs similarly to plastic-based synthetic fabrics like polyester and nylon, but without the use of petroleum-based fossil fuels. We began integrating Color on Demand into our supply chain in FY22 and first launched product utilizing ECOFAST™ Pure as part of the Team USA collection for the Olympic & Paralympic Games Tokyo 2020. By releasing a detailed manual on how to dye cotton more sustainably and more effectively using ECOFAST™, we are open-sourcing this improved dyeing process to encourage adoption in the textile industry. We will continue to work with our suppliers to adopt these practices. As we develop new and expanded circular and low impact products, this could result in a competitive advantage, brand preference, and brand loyalty among customers.

#### 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.

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#### 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.

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**W6. Governance**

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**W6.1**

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

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

**W6.1a**

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

	Scope	Content	Please explain
Row 1	Company-wide	<p>Description of business dependency on water</p> <p>Description of business impact on water</p> <p>Description of water-related standards for procurement</p> <p>Reference to international standards and widely-recognized water initiatives</p> <p>Company water targets and goals</p> <p>Commitment to align with public policy initiatives, such as the SDGs</p> <p>Commitments beyond regulatory compliance</p> <p>Commitment to water-related innovation</p> <p>Commitment to stakeholder awareness and education</p> <p>Commitment to water stewardship and/or collective action</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in local communities</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. We are committed to reducing water consumption across our value chain and to safeguarding and preserving water resources in our communities. 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. Our water stewardship work is built upon three pillars: Conservation, Cotton, and Community. We collaborate with 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 are also working to eliminate the use of hazardous chemicals in our production by 2025. We monitor our suppliers' conformance to the ZDHC MRSLS and require our suppliers to conduct wastewater tests aligned with ZDHC Wastewater Guidelines that require no hazardous chemicals are discharged through wastewater. We incorporated suppliers' water, chemical, and wastewater management KPIs in our Supplier Engagement Strategy (SES) 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, as both issues are correlated and have synergies through facility-level efficiency improvement.</p> <p>On innovation, we are developing water-related innovation through the Color on Demand technology platform, which aims to optimize cotton dyeing and enable up to 40 percent less water use compared to traditional cotton dyeing processes.</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	Please explain
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. This includes reviewing a summary report of our water-related risks on an annual basis.
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. 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.
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. As a member of the Board, our Chief Branding and Innovation Officer has a role in the formal governance of Global Citizenship & Sustainability at Ralph Lauren, including water-related issues.

**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 implementation and performance Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding 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, and a deep dive on an ESG topic, allowing the members to bring their expertise to the subject at hand. 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. For Fiscal 2022, 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.

**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 are actively considering board members with competence on climate-related issues, which are closely interrelated with water issues, with any future changes to board membership.)	For future changes to board membership, we are actively considering 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)

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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)

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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 significant water strategy and communications decisions.

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

Chief Operating Officer (COO)

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Quarterly

**Please explain**

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

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

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

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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 also serves on the Operating Committee of the G7 Fashion Pact, helping to implement the priorities set by the 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.

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

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

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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 broader citizenship and sustainability program and reports directly to our CEO. Our Chief Global Impact & Communications Officer serves as chair of our Global Citizenship & Sustainability Steering Committee and, in that capacity, meets monthly with representatives from across our organization to prioritize and resource our approach for water-related issues and other sustainability topics. She also meets regularly with our dedicated corporate sustainability team to advise on strategy, supplier engagement, and external communications related to water stewardship.

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

Other C-Suite Officer, please specify (Chief Branding and Innovation Officer)

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

More frequently than quarterly

**Please explain**

Our Chief Branding and Innovation Officer is a member of our Global Citizenship & Sustainability Steering Committee, which meets monthly 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.

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

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

**Responsibility**

Assessing water-related risks and opportunities  
Managing water-related risks and opportunities

**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 monthly to prioritize and resource our approach for water-

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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, Compensation Committee)

**Responsibility**

Assessing water-related risks and opportunities  
 Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

Quarterly

**Please explain**

As a public company, Ralph Lauren Corporation is governed by a Board of Directors, consisting of four Committees: the Audit Committee; the Nominating, Governance, Citizenship and Sustainability Committee (the "Nominating Committee"); the Compensation and Organizational Development Committee; and the Finance Committee. The Nominating Committee oversees our ESG risks and opportunities. The Committee receives quarterly updates; reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters, including water-related issues. The Audit Committee oversees the enterprise risk management process, including ESG risk. 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 Compensation Committee considers performance against Company ESG key performance indicators in their compensation decisions.

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

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

**Responsibility**

Assessing water-related risks and opportunities  
 Managing water-related risks and opportunities

**Frequency of reporting to the board on water-related issues**

More frequently than quarterly

**Please explain**

Our Global Citizenship & Sustainability Steering Committee meets monthly 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. It is chaired by our Chief Global Impact & Communications Officer, who also oversees our sustainability program. The Steering Committee also includes our Chief Branding and Innovation Officer, Chief People Officer, and Chief Product Officer.

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 2022, we introduced 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, 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	Please explain
Monetary reward	Corporate executive team	Reduction in consumption volumes Other, please specify (All director-level employees and above (other than our Executive Chairman and Chief Creative Officer))	Our compensation structure is linked to progress on key performance indicators in order to drive progress towards our sustainability-related goals. For Fiscal 2022, 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.
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 like 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.

**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)

**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	Building resilience across our value chain is important for our long-term business objectives. Our approach to water stewardship includes actions that address overall water use and quality, protecting watersheds, and seeking to ensure water access at the community level. We set medium- to long-term goals for climate and water, which we believe align our trajectory towards our long-term objectives. We are taking the contextual water target approach and investing in collective action programs to scale water conservation efforts. In FY22, we joined WWF’s Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region. We nominated six manufacturing facilities in the area to identify opportunities to improve their efficiency in energy and water use. We monitor our broader supply chain water performance through the Higg FEM and collaborate with the Aii to identify opportunities for efficiency with regard to energy, chemical, and water use. 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 efficiencies in processes, materials, water, and energy consumption.
Financial planning	Yes, water-related issues are integrated	5-10	The Finance and the Nominating, Governance & Sustainability Committees of our Board of Directors 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 Initiative (BCI), World Wildlife Fund (WWF), Apparel Impact Institute (Aii), and organizations that focused on watershed health and community WASH (Water, Sanitation and Hygiene) solutions. As a Better Cotton Initiative member, we support its mission to address the environmental, social, and economic issues associated with growing cotton. 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. We plan to invest in a number of water conservation programs in the coming year, as well as furthering our partnerships with organizations focused on community access and WASH (Water, Sanitation and Hygiene) solutions based on local needs.

**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	No, but we anticipate doing so within the next two years	

**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, such as in cotton dyeing. Color on Demand is a new system composed of a set of technologies that enables the recycling and reuse of all water from the dyeing process, establishing the world's first scalable zero wastewater cotton dyeing system. As part of the first phase of Color on Demand, Ralph Lauren optimized the use of ECOFAST™ Pure Sustainable Textile Treatment, a pre-treatment solution developed by Dow for cotton textiles. When used with existing dyeing equipment, ECOFAST™ Pure enables the use of up to 40% less water and 85% fewer chemicals compared to traditional cotton dyeing processes.	<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 FY22, we began working on our first C2C-Certified® product, a luxury cashmere sweater. Later this year, we will be kicking off two additional C2C product certification projects. In addition, we open-sourced the ECOFAST™ Manual to improve dyeing process and accelerate change in the industry and launched Color on Demand as part of our in-store experience.

**W8. Targets**

**W8.1**

**(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.**

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Company-wide targets and goals	Targets are monitored at the corporate level Goals are monitored at the corporate level	Ralph Lauren's Global Citizenship & Sustainability governance, targets, and goals are integrated across all levels of our organization. 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. We are committed to reducing water consumption across our value chain and to safeguard and preserve water resources in our communities. To achieve this commitment, our water stewardship strategy consists of three pillars: 1) CONSERVATION - Safeguard and preserve water resources where we operate through contextual water targets and collective action program implementation in priority geographies with high water stress. 2) COTTON - Sustainably-sourced cotton and accelerate the adoption of regenerative farming practices. 3) COMMUNITY - Partner with organizations focused on watershed health and community WASH (Water, Sanitation and Hygiene) solutions. As part of our water stewardship strategy, we also aim to eliminate the use of hazardous chemicals in our supply chain as part of our sustainable chemicals management work to minimize the impact of water and environmental pollution in our manufacturing geographies. Each of these ambitions is incorporated across our business operations through the relevant department's goals and KPIs, and tracked on a quarterly basis at minimum. Under our governance structure, we have created a cross-functional Water Stewardship Working Group, dedicated to driving progress on our water stewardship commitment and KPIs. They provide a progress report to our Global Citizenship & Sustainability Steering Committee on a quarterly basis. Our Global Citizenship & Sustainability Steering Committee is chaired by our Chief Global Impact & Communications Officer and includes leaders from across the Company. The Steering Committee meets monthly to review progress, prioritize our approach, and allocate resources. Our Nominating, Governance & Sustainability committee of our Board of Directors has oversight of companywide environmental, social, and governance (ESG) policies and initiatives. The committee receives quarterly updates; reviews initiatives, goals, and policies; and makes recommendations to the Board on ESG matters. Our Board of Directors (the Board) is responsible for formal governance of Global Citizenship & Sustainability. 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.

**W8.1a**

**(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.**

**Target reference number**

Target 1

**Category of target**

Water consumption

**Level**

Company-wide

**Primary motivation**

Water stewardship

**Description of target**

Achieve at least a 20 percent reduction in total water use across our operations and value chain by 2025.

**Quantitative metric**

% reduction in total water consumption

**Baseline year**

2019

**Start year**

2019

**Target year**

2025

**% of target achieved**

23.9

**Please explain**

We are taking a contextual water target approach to better align our reduction goal with local water challenges. In priority water-stressed locations, we are contributing to collective action projects with WWF and local partners and experts to scale water use assessments and reduction strategies. We are working to implement our water stewardship action plan for achieving and maintaining a 20 percent reduction in our water footprint (manufacturing and processing in our supply chain and water use in our owned and operated facilities) by 2025. In FY22, our footprint was 11,087,765 m<sup>3</sup> — a 23.9% reduction compared to FY20. This decrease was primarily driven by COVID-19-related business impacts, such as production volumes decreasing by over 25.6% compared to FY20, which contributed significantly to our supply chain water consumption.

**Target reference number**

Target 2

**Category of target**

Product water intensity

**Level**

Company-wide

**Primary motivation**

Reduced environmental impact

**Description of target**

100 percent sustainably sourced cotton by 2025.

**Quantitative metric**

Other, please specify (% of sustainably sourced raw material)

**Baseline year**

2019

**Start year**

2019

**Target year**

2025

**% of target achieved**

84

**Please explain**

Cotton accounts for more than 80% of our total material use. We are working to source cotton in a manner that prioritizes soil health, utilizes water efficiently, minimizes chemical inputs, and supports workers' rights and farmers' profitability. In FY22, 84% of our cotton products met at least one of our defined sustainability attributes. This year we continued our transition to sustainable cotton for apparel products; and Ralph Lauren Home transitioned 95% of core bedding and bath and new fashion bedding to cotton qualities we recognize as sustainable, such as organic or Better Cotton.

An important component of our 2025 goal of using 100% sustainably sourced cotton this is the adoption of regenerative farming practices. In the U.S., The USRCF led by SHI, with a founding grant from the Ralph Lauren Corporate Foundation, is working with growers to support adoption of soil health management systems, including practices such as cover crops and reduced tillage.

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**Target reference number**

Target 3

**Category of target**

Water discharge

**Level**

Company-wide

**Primary motivation**

Reduced environmental impact

**Description of target**

Eliminate the use of hazardous chemicals in our supply chain by 2025.

**Quantitative metric**

Other, please specify (% proportion of wastewater that is safely treated)

**Baseline year**

2019

**Start year**

2019

**Target year**

2025

**% of target achieved**

49

**Please explain**

We require our manufacturers' facilities with wet processing to provide us with transparency on their chemical usage and MRSL compliance on monthly basis, and to test their wastewater against ZDHC wastewater guidelines and share the results with us through the ZDHC Gateway portal on an annual basis at minimum. We gained transparency of chemical inventories and MRSL conformance status of manufacturing facilities that represent 72% of our supply chain spend, compared to 31% last year. Of the chemicals reported, 82% conform with the MRSL, up from 59% last year. Fifty seven percent of the Tier 1 facilities and 29% of the Tier 2 facilities by business spend have performed wastewater tests in accordance with the Guidelines. 49% of suppliers by total business spend conform with the ZDHC wastewater standards (84% of facilities tested). Out of the substances screened, 99.9% comply with the ZDHC standard.

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**Target reference number**

Target 4

**Category of target**

Other, please specify (Impact of product manufacturing)

**Level**

Company-wide

**Primary motivation**

Reduced environmental impact

**Description of target**

100% of our tanned leather will be Leather Working Group-certified by 2025

**Quantitative metric**

Other, please specify (% of tanned leather that is Leather Working Group-certified)

**Baseline year**

2019

**Start year**

2019

**Target year**

2025

**% of target achieved**

64

**Please explain**

The Leather Working Group (LWG) is a not-for-profit organization providing environmental certification for the leather manufacturing industry, with over 1300 members from across the leather supply chain, including brands and retailers. The LWG Leather Manufacturer Audit protocol assesses the environmental performance and compliance of leather manufacturing facilities (i.e. tanneries). The protocol includes sections assessing freshwater usage, with scoring that rewards the use of water that is recycled, as

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well as effluent treatment, requiring legal discharge of wastewater and rewarding with higher scores tanneries that achieve target levels of water quality using a range of appropriate technologies. In 2021, 64% of our leather tanneries were certified by the Leather Working Group (LWG).

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## W8.1b

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### (W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

#### Goal

Providing access to safely managed Water, Sanitation and Hygiene (WASH) in local communities

#### Level

Company-wide

#### Motivation

Water stewardship

#### Description of goal

Worldwide, one in three people do not have access to safe drinking water. To help end this disparity, we support organizations working to provide clean water sources for those in need. We plan to invest in a number of water conservation programs in the coming year, as well as furthering our partnerships with organizations focused on community access and WASH (Water, Sanitation and hygiene) solutions based on local needs.

#### Baseline year

2019

#### Start year

2019

#### End year

2025

#### Progress

We monitor our progress through the number of initiatives and outreach in our WASH partnerships and solutions. Through our continued partnership with GiveMeTap in FY22, we helped fund 18 incremental drinking water projects in rural Africa. We also donate at least \$2 for every Polo-branded bottle sold on RalphLauren.com to help fund the installation of water pumps across rural Ghana. By FY2023 the program is expected to provide 36 water pumps in the Upper West region of Ghana benefiting more than 36,000 people. The Ralph Lauren Corporate Foundation continued a multi-year partnership with DigDeep, a nonprofit helping to close the gap in water accessibility to help ensure that every American has access to clean, running water. In 2022, the Foundation launched a year-long partnership with WaterAid, empowering women in the town of Budhni, India, to make sustainable access to water, sanitation and hygiene (WASH) a reality. Our partnership with WaterAid aims to bring clean water systems, hygiene and menstrual hygiene education to 25,000 people in Budhni homes, schools and healthcare centers. It also aims to deliver essential WASH services to factories in coordination with another Company partner, HERproject™.

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#### Goal

Engaging with local community

#### Level

Basin level

#### Motivation

Water stewardship

#### Description of goal

By 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature.

#### Baseline year

2019

#### Start year

2019

#### End year

2030

#### Progress

In FY22, we joined WWF's Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region in collaboration with WWF-India and two other corporate partners. We nominated six manufacturing facilities in the area to identify opportunities to improve their efficiency in energy and water use, which in turn will help reduce overall impacts on the basin from manufacturing. Through the Program, in FY22, 255 participants attended eight training sessions under two modules — Best Practices on Energy and Water Conservation. Pilots were implemented in select wetlands for community-led monitoring, water quality improvement and invasive species management by distributing water quality kits to citizen groups. A mutual understanding was reached to form a working group in Sular Lake with local NGOs, industrialists and government officials.

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#### Goal

Engagement with suppliers to help them improve water stewardship

#### Level

Company-wide

#### Motivation

Reduced environmental impact

#### Description of goal

Achieve at least 20% reduction in total water use across our operations and supply chain by 2025, compared to a FY20 baseline.

#### Baseline year

2019

#### Start year

2019

**End year**

2025

**Progress**

We continued our partnership with Aii to pilot the Mill/Impact Program and roll out the Carbon Leadership Program. We enrolled fabric mill and vertically integrated facilities, representing approximately 45% of our raw material business spend, as well as strategic finished goods facilities into our first cohort of the Program. In FY22, the nominated facilities set water reduction targets ranging up to 72% by 2030 against their 2019 baseline. Based on the developed roadmaps for the nominated facilities, it is estimated that the aggregate annual carbon and water savings at the facility level will reach 800,000 tons of CO2 equivalent and 8 million m3 of water, respectively, by the end of the decade. We are expanding the roll out of the Carbon Leadership Program to broader supply chain. In FY20, we nominated Tier 2 fabric mills in the Aii Mill/Impact Program to help reduce their overall environmental impact, including carbon, energy, and water use. In FY22, the mills completed an 18-month program focusing on efficiency and optimization. On average, the facilities completed 90% of all recommended measures, including 46 projects in total with an average investment payback period of 7.9 months. Through the completion of these optimization projects, our facilities achieved an estimated annual total savings of 679,637 m3 of water and 80,489 tons of steam, in addition to reduced carbon emissions, and energy consumption.

**Goal**

Engagement with suppliers to reduce the water-related impact of supplied products

**Level**

Company-wide

**Motivation**

Water stewardship

**Description of goal**

Achieve at least 20% reduction in total water use across our operations and supply chain by 2025, compared to a FY20 baseline.

**Baseline year**

2019

**Start year**

2019

**End year**

2025

**Progress**

We continue to collaborate directly with our manufacturer in improving water use efficiency. Since FY20, we have been working closely with our suppliers to adopt more water-efficient processing for our materials and product manufacturing. These transitions have helped our suppliers avoid an estimated 169,992 cubic meters of water use in FY22. We also continued to reduce the use of water-intensive chemicals and processing in the production of our core Polo and Lauren denim products.

**Goal**

Promotion of sustainable agriculture practices

**Level**

Company-wide

**Motivation**

Water stewardship

**Description of goal**

100% of our cotton will be sustainably sourced, defined as: Better Cotton, organic, transitional, recycled, regenerative or Fair Trade-certified by 2025

**Baseline year**

2019

**Start year**

2019

**End year**

2025

**Progress**

As part of our water stewardship strategy, we looked at our key cotton growing regions through the WWF Water Risk Filter to identify geographies with high risk for water scarcity. We also estimated total water use (rainfed and irrigated) in cotton agriculture and we are working to reduce water use in cotton production and increase water use effectiveness. A key driver of this is the adoption of regenerative farming practices, which increase soil fertility, water holding capacity and carbon capture; reduce erosion and pollution runoff; and create more resilience against floods and droughts. In the U.S., the USRCF led by SHI 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.

In FY22, we continued our transition to sustainable cotton for apparel products and Ralph Lauren Home transitioned 95% of core bedding and bath and new fashion bedding to cotton qualities we recognize as sustainable, such as organic or Better Cotton. In 2021, we sourced more than 19,000 metric tons of cotton lint as Better Cotton, while supporting the not-for-profit's holistic efforts to make cotton a more climate-resilient, socially-viable and, ultimately, more sustainable crop.

**Goal**

Watershed remediation and habitat restoration, ecosystem preservation

**Level**

Basin level

**Motivation**

Water stewardship

**Description of goal**

By 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature.

**Baseline year**

2019

**Start year**

2019

**End year**

2030

**Progress**

In FY22, we joined WWF's Noyyal-Bhavani Collective Action Program to help address industry impacts on freshwater in the region in collaboration with WWF-India and two other corporate partners. The goal of the collective action program is that by 2030, the Noyyal and Bhavani sub-basins are healthy river ecosystems that ensure water security for people and nature. We nominated six manufacturing facilities in the area to identify opportunities to improve their efficiency in energy and water use, which in turn will help reduce overall impacts on the basin from manufacturing. Through the Program, in FY22, a cross-section and Aquatic Biodiversity survey was completed, and a Water Level Recorder (WLR) in Moyar was installed for e-flow assessment, which gives an overview of the flow regime to assess if the e-flow for aquatic biodiversity is met. River Health Assessments (RHAs) were completed for three seasons in FY22 at Noyyal and Moyar basins, which will facilitate the development of a river health card in the upcoming year.

**Goal**

Promotion of water data transparency

**Level**

Company-wide

**Motivation**

Water stewardship

**Description of goal**

Achieve at least 20% reduction in total water use across our operations and supply chain by 2025, compared to a FY20 baseline.

**Baseline year**

2019

**Start year**

2019

**End year**

2025

**Progress**

In FY22, we expanded the rollout of the Sustainable Apparel Coalition's (SAC) Higg Index Facility Environment Module (FEM) to cover our broader supply chain and increased visibility of our supply chain's environmental performance (including water) data. This has enabled us to gain primary data from our manufacturing facilities, as well as track water usage footprint on annual basis. In FY22, we collected data from 273 Tier 1 facilities, representing 92% of our supply chain spend — an increase from 77% last year. Within the reporting facilities, 229 (87% of our business spend) have completed data verification by an SAC-approved third party. Facilities scored an average of 46 points across all sections, with an average of 59 points in the water section. The expanded FEM rollout also covered 50 mills (up from 31 facilities last year, representing approximately 54% of our woven and knit fabric and sweater yarn production). A total of 48 mills (25 facilities in FY21) have completed third-party verification, with an average score of 58 points (49 last year) across all sections. The mills scored an average of 70 points in the water section. In the coming years, we will expand this effort to increase visibility of our supply chain water.

**Goal**

Improve wastewater quality beyond compliance requirements

**Level**

Company-wide

**Motivation**

Water stewardship

**Description of goal**

Eliminate the use of hazardous chemicals in our supply chain

**Baseline year**

2019

**Start year**

2019

**End year**

2025

**Progress**

Our work in sustainable chemical management is built upon a collaborative foundation among brands in our industry, their supply chain and chemical producers. As partners in the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, we collaborate with peers and experts to eliminate the use and discharge of hazardous chemicals across our apparel supply chain. We adopted the ZDHC Manufacturing Restricted Substances List (MRSL) in FY20 to align with industry standards and help our suppliers track and report on all chemicals used to develop and manufacture our products and to prioritize the removal of harmful chemicals. In FY22, we expanded our chemical transparency tool to cover the broader supply chain and increase visibility of chemical products used in our manufacturing as well as their conformance status with the MRSL. In order to confirm the MRSL substances are not intentionally used, we also require manufacturing facilities with wet processing to test wastewater against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. 57% of the Tier 1 facilities and 29% of the Tier 2 facilities by business spend have performed wastewater tests in accordance with the Guidelines. 84% of the facilities that tested comply with the ZDHC requirement, and out of the substances screened, 99.9% comply with the ZDHC standard.

**Goal**

Engagement with suppliers to reduce the water-related impact of supplied products

**Level**

Company-wide

**Motivation**

Reduced environmental impact

**Description of goal**

100% of our tanned leather will be Leather Working Group-certified by 2025

**Baseline year**

2019

**Start year**

2019

**End year**

2025

**Progress**

The Leather Working Group (LWG) is a not-for-profit organization providing environmental certification for the leather manufacturing industry, with over 1300 members from across the leather supply chain, including brands and retailers. The LWG Leather Manufacturer Audit protocol assesses the environmental performance and compliance of leather manufacturing facilities (i.e. tanneries). The protocol includes sections assessing freshwater usage, with scoring that rewards the use of water that is recycled, as well as effluent treatment, requiring legal discharge of wastewater and rewarding with higher scores tanneries that achieve target levels of water quality using a range of appropriate technologies. In 2021, 64% of our leather tanneries were certified by the Leather Working Group (LWG).

## W9. Verification

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### W9.1

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**(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. Sign off

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### W-FI

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**(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.**

### W10.1

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**(W10.1) 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)

### W10.2

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**(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].**

No

## Submit your response

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**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 confirm below**

I have read and accept the applicable Terms