

RALPH LAUREN

Sustainable Chemical Management Policy

Purpose

Ralph Lauren Corporation, its affiliates and subsidiaries (collectively, “RLC” or the “Company”) is dedicated to global citizenship and sustainability. To that end, Sustainable Chemical Management is a priority in the Company’s [Design the Change](#) initiative. RLC believes a broader industry collaboration is required to achieve a widespread implementation of Sustainable Chemicals Management across our supply chain. In FY20, we established partnership with the [Zero Discharge of Hazardous Chemicals](#) (“ZDHC”) and committed to adopting the ZDHC standards and tools to guide the way our supply chain selects, purchases, and manages chemicals. The purpose of this policy is to set the expectations on materials selection and manufacturing processes, and on monitoring and reducing the use and discharge of hazardous chemicals, with the ultimate goal of eliminating all hazardous chemicals from our production by 2025.

Scope

This policy is applicable to all suppliers with wet processing onsite, including but not limited to washing/laundry, printing, dyeing, coating/lamination, spraying, binding, and other types of wet finishing that are associated with the manufacture of RLC products.

Manufacturing Restricted Substances List (MRSL)

RLC has adopted the [ZDHC MRSL](#), a harmonized list of chemical substances banned from intentional use in the manufacturing and processing of textile, apparel, and footwear products. Suppliers and each facility utilized or engaged in manufacture of RLC products are expected to create and implement an effective chemical selection and procurement process to ensure all chemicals entering the facilities conform with ZDHC MRSL and the Company’s Restricted Substances List (“RSL”) requirements. The Company also requires its suppliers and facilities to have processes in place to: (i) regularly screen each of the chemical products purchased against the most up to date ZDHC MRSL and RLC’s RSL standards, (ii) develop a phase out plan for any non-conformant chemical, and (iii) a goal to replace non-conformant chemicals with more sustainable alternatives by 2025.

Chemical Inventory Transparency and Traceability

As we work towards our 2025 goal to eliminate the use of hazardous chemicals in our supply chain, the Company has also set a goal to achieve 100 percent transparency in the chemicals used in our production. Establishing visibility and transparency to chemicals used in our production is necessary

for us to understand whether the chemicals are conforming with our standards. For this purpose, we utilize the ZDHC methodology and tools for chemical inventory management (CIM) to help facilities screen, track, and directly report the conformance levels of chemicals used in production against the ZDHC MRS L. Facilities are expected to comply with the following:

- Maintain a complete and up to date chemical inventory;
- Be able to demonstrate that all the chemical used in the manufacturing process can be traced back to chemical inventory; and
- Adopt the ZDHC-approved CIM tool with connectivity to RLC.

Sustainable Chemical Management Practices in Manufacturing Process at Facility Level

RLC utilizes the [ZDHC Chemical Management System \(CMS\) Framework](#) and expects our suppliers and facilities to comply with the standard practices set out in the framework. This includes the Company's adoption of the [Higg Index Facility Environmental Module \(FEM\)](#) developed by [Sustainable Apparel Coalition \(SAC\)](#) as our primary tool to measure and benchmark the chemicals management practices at each facility. We expect our suppliers and facilities to respond to the Higg Index FEM. The performance data self-reported by our suppliers and verified by SAC-accredited assessors will enable RLC to evaluate the effectiveness of the chemical management system onsite and invest in support mechanism to facilitate meaningful improvements, which in turn will lead to safer and more sustainable chemical management practices. The Higg Index FEM [Chemical Management](#) section covers the following focus areas, aligned with the ZDHC CMS Framework:

- Chemical management policies, compliance procedures, and commitments
- Chemical selection and procurement practices
- Chemical and product traceability, quality and integrity
- Chemical storage and handling, transportation, usage/operations, general maintenance, housekeeping, and proper disposal practices
- Chemical inventory management and ZDHC MRS L monitoring, documentation and record control practices
- Health and Safety management, Emergency Response Plan (ERP), incidents management and remediation plan
- Employee training and communication, with topics including chemical hazard and risks of exposure, safety measures, chemical handling and operational know-how, wastewater treatment techniques, proper chemical waste disposal procedures, etc.
- Chemicals substitution to safer alternatives and process innovation

Facility Wastewater Quality Standard

RLC expects all suppliers and facilities to properly manage and treat wastewater and sludge to meet or exceed legal requirements. Furthermore, the Company adopted the [ZDHC Wastewater Guidelines](#), a standardized wastewater sampling, testing, and reporting tool for the apparel and footwear industry. The ZDHC wastewater test methodology is aimed at confirming whether any non-conformant

chemicals are intentionally used in the manufacturing process. In case any non-conformity to the Guidelines is found in the test result, we expect the facility to perform a root cause analysis (“RCA”) and corrective action, to remediate issues found and implement measures to prevent recurrence. We expect our suppliers and facilities to complete the ZDHC wastewater test at least once a year, and upload their test reports on the [ZDHC Gateway - Wastewater Module](#).

RLC is committed to a continued collaboration with our suppliers, as well as leading partners and organizations in our industry. We strive for continuous improvement to increase the sustainability of our products and supply chain.