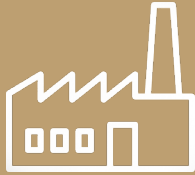


Supplier Engagement Strategy (SES) - Fundamentals



1. Capacity Management



2. Sourcing



3. Onboarding



4. Assess & Develop



5. Exit

FOCUS

Secure the right capacity and capability at a facility that meets our objectives and standards.

Examine the long-range plan as well as seasonal projections to identify capacity and capability developments across countries.

Maintain a responsible, agile and transparent supply chain.

Create transparency and traceability across the value chain with adherence to our global citizenship and sustainability priorities.

Review country risks, macros and opportunities on a seasonal and annual basis.

Invest time and resources to build strong relationships.

New supplier, facility or production country onboarding is based on long-range and/or seasonal projects through detailed training programs.

Support supplier empowerment through partnership and create value through a global supplier network.

Defined global approach to evaluate seasonal and annual performance of suppliers and solicit supplier feedback on Ralph Lauren purchasing practices.

Identify and agree on necessary business developments **and investments.**

Support supplier planning and respect the rights of workers through a clear and gradual exit.

The supplier exit plan is communicated along with a specific and agreed upon timeline.

RESPONSIBLE PURCHASING PRACTICES

○ ————— “Planning & Forecasting” ————— ●

○ ————— “Design & Development” ————— ●

○ ————— “Cost & Negotiation” ————— ●

○ ————— “Sourcing & Order Placement” ————— ●

○ ————— “Win/Win Sustainable Partnership” ————— ●

Supplier Engagement Strategy (SES)

New

New Supplier that has the **potential** to be part of the Ralph Lauren value chain based on current and potential capabilities.

Ralph Lauren requirements are met.

Niche

Niche Supplier provides **artisanal** or **authentic** products at small workshops in limited quantities.

Ralph Lauren requirements are met.

Evolving

Evolving Supplier has the potential to become a Key or Strategic Supplier once identified areas for development and improvement have been addressed.

Ralph Lauren requirements are met.

Key

An industry leading supplier willing to be a **long-term partner** who shares **common values & standards**.

Collaborates to **improve** certain areas of performance. **Investment in mutual success** of RL business to enhance practices on both ends by being vocal with their new ideas and opportunities.

Strategic

A long-term partner who shares **common values and standards**. **Consistent strong performance and execution across delivery, quality, global citizenship and sustainability**.

Flexibility in shifting capacities/capabilities to **mitigate risk** of potential supply chain disruptions. Excellence in innovation and digitization for an **agile and efficient** supply chain.

Supplier is onboarded, trained and monitored to ensure acceptable performance in all areas.

Supplier scorecard is evaluated to determine potential business growth.

Start small — grow the relationship gradually together.

Provide seasonal projections to book capacity.

Ralph Lauren may provide additional support and resources to assist Niche Suppliers in understanding and meeting our standards and expectations.

Provide seasonal projections to book capacity.

Supplier scorecard is evaluated to determine potential business growth.

Two-way dialogue to review the Supplier's alignment with business needs, which may include Supplier investment in diversifying their capabilities.

Deeper engagement with sourcing leaders to co-plan business.

Partner on current or new initiatives to elevate suppliers to maintain positions as industry leaders.

Provide long range plan to support necessary investment and developments in the value chain.

Regular dialogue with Executive Leadership and sourcing leaders about RL's strategy.

Partner on new initiatives to elevate suppliers to maintain their positions as industry leaders.

Provide long range plan to support necessary investment and developments in the value chain.

Responsible Purchasing Practices and Transparency are the foundation of our Supplier Engagement Strategy

Responsible Exit Process

Ralph Lauren is dedicated to responsible business practices.

This commitment extends to ensuring appropriate steps are taken to responsibly exit from suppliers who make RLC products.

This five-step Responsible Exit Process is part of our ongoing efforts to support responsible purchasing practices and respect human rights.

Step 1: Identify the Reason(s) for Exit

- The Ralph Lauren Sourcing Team identifies and documents the reason(s) for exiting.
- In the case of a Ralph Lauren initiated exit from a supplier that we directly contract with on an ongoing basis, the process proceeds to Step 2.

Step 2: Assess the Risks of Exit

- The Ralph Lauren Sourcing Team engages with stakeholders to assess the impact of the exit on the Supplier and workers.
- The assessment seeks to identify and mitigate any actual or potential adverse human rights impacts caused by the exit.

Step 3: Define the Exit and Phase-out Plan

- The Ralph Lauren Sourcing Team develops a clear timeline and phase-out plan for the exit in consultation with the supplier and stakeholders, as appropriate.
- The timeline will generally span from 6 to 18 months* and will be determined in line with the percentage of capacity allocated to Ralph Lauren at the factory.

Step 4: Communicate the Exit Plan to Supplier

- The Ralph Lauren Sourcing Team formally communicates in writing with the supplier about the discontinuation of the business relationship.
- Depending on the supplier segmentation, a meeting may be required prior to a formal written communication.

Step 5: Monitor and Follow up on the Exit Process

- The Ralph Lauren Sourcing Team in collaboration with cross-functional teams engages with the supplier to follow the impact on workers, including:
- Taking reasonable steps to ensure that workers received all wages and any legally entitled severances

* The timeline may be shortened due to ongoing critical issue(s) at the factory where we need to stop business immediately.