

Sustainable Chemical Management Policy

PURPOSE

Ralph Lauren Corporation, including its affiliates and subsidiaries (collectively, RLC or the Company), is committed to safer, more sustainable chemical use across our operations to minimize human and environmental impact. This policy outlines expectations for chemical selection, processing, and the monitoring and reduction of environmental, health, and safety risks associated with hazardous chemicals in our products and manufacturing. Sustainable chemical management is an ongoing, collaborative effort to eliminate the intentional use and discharge of hazardous chemicals across the industry's supply chain.

RESTRICTED SUBSTANCES LIST (RSL)

RLC evaluates product integrity at multiple stages through a comprehensive Global Testing and Quality Assurance Program. All materials, components, and products used or supplied in RLC manufacturing must comply with applicable chemical content and chemical laws in both manufacturing and distribution countries. RLC adopts the [American Apparel and Footwear Association](#) Restricted Substances List (AAFA RSL or RSL), which outlines banned or restricted substances and approved test methods as defined by regulatory authorities. All RLC suppliers and licensees are required to acknowledge and warrant that their products, and the facilities in which they are produced, meet or exceed the AAFA RSL requirements. The RSL is updated regularly and may be supplemented with additional resources to support supplier understanding and compliance.

Scope

The RSL is applicable to all fabrics, trims, or related materials, apparel, accessories, footwear, home textiles, and components that are supplied or sold to the Company and its licensees, and to the facilities producing these items, for use in the manufacture or distribution of any RLC product.

MANUFACTURING RESTRICTED SUBSTANCES LIST (MRSL)

The implementation of Sustainable Chemicals Management across the Company's global supply chain, including its licensees and their facilities, relies on broad industry collaboration. In FY20, RLC became a signatory to the [Zero Discharge of Hazardous Chemicals](#) (ZDHC) Programme, a sector-wide coalition committed to eliminating hazardous chemical discharge across the apparel supply chain. Since then, RLC has adopted ZDHC's standards and tools, including the [Manufacturing Restricted Substances List](#) (MRSL) and approved Chemical Inventory List Management Tools, to guide how RLC's suppliers, licensees, and their facilities select, purchase, and manage chemicals used in the creation of RLC-branded products. The MRSL is a harmonized list of hazardous substances banned from intentional use in the manufacturing and processing of textile, apparel, and footwear products. All suppliers, licensees, and facilities involved in RLC product manufacturing are expected to implement robust chemical management procedures that ensure conformance with both the ZDHC MRSL and the AAFA Restricted

Substances List (RSL) requirements. Suppliers, licensees, and their facilities are expected to:

- i. Regularly screen all chemicals purchased against the most current ZDHC MRSL and AAFA RSL to ensure compliance;
- ii. Develop and implement a phase-out plan for any chemicals identified as non-conformant; and
- iii. Establish measurable goals to replace non-conformant substances with safer, ZDHC-conformant alternatives.

Scope

The MRSL is applicable to all suppliers, licensees, and their facilities that conduct wet processing operations, including but not limited to washing/laundry, printing, dyeing, coating/lamination, spraying, binding, and other forms of wet and/or chemical finishing, used in the manufacture of RLC and licensed products.

Chemical Inventory Transparency and Traceability

RLC aims to achieve full transparency into the chemicals used in the manufacturing of RLC-branded and licensed products. Visibility into chemical use is essential to assess conformance against RLC's standards. To support this, RLC leverages ZDHC methodology and tools, including the Chemical Inventory List (CIL) management platform, to help suppliers, licensees, and their facilities screen, track, and directly report the conformance levels of chemicals used in production against the ZDHC MRSL. All suppliers, licensees, and facilities engaged in the production of RLC products are expected to:

- i. Maintain a complete and up-to-date chemical inventory;
- ii. Ensure all chemicals used in the manufacturing process are traceable to the chemical inventory; and
- iii. Provide full visibility of chemicals used in RLC production through a ZDHC-approved CIL management tool, with direct connectivity to RLC's account.

Facility Wastewater Quality Standard

RLC requires all suppliers, licensing partners, and facilities to manage wastewater and discharge in accordance with applicable legal requirements and the [ZDHC Wastewater Guidelines](#). These guidelines provide a standardized methodology for wastewater sampling, testing, and reporting across the apparel and footwear industry, and are designed to verify that no chemicals restricted under the ZDHC MRSL are intentionally used in the manufacturing process. All facilities with industrial water use must conduct ZDHC-compliant wastewater testing at least once annually, upload test results to the [ZDHC Gateway - Wastewater Module](#), and address any non-conformities through a structured root cause analysis (RCA) and corrective action plan to prevent recurrence.

Sustainable Chemical Management Practices in Manufacturing Process at Facility Level

RLC follows the [ZDHC Chemical Management System \(CMS\) Framework](#) and expects all suppliers, licensees, and facilities to implement the standard practices outlined in the framework. As part of this commitment, RLC uses the [Worldly Facility Data Manager \(FDM\)](#) as the primary platform to benchmark chemical management practices at the facility level. All suppliers, licensees, and facilities are required to submit verified data through FDM to support transparency and continuous improvement. The ZDHC CMS Framework, in combination with ZDHC tools and the FDM platform, guides and encourages our facilities to:

- Establish a robust Chemical Management System (CMS) with clear policies, procedures, and accountability mechanisms;
- Maintain accurate and up-to-date chemical inventories and ensure traceability of all chemicals used in production and operations;
- Adopt responsible chemical purchasing practices that prioritize the elimination of hazardous substances;
- Train and qualify staff to safely manage and handle chemicals in the workplace;
- Ensure proper infrastructure and controls are in place for safe chemical storage, handling, and use;
- Implement procedures for chemical traceability, quality assurance, and product integrity;
- Extend responsible chemical management practices to subcontracted and third-party facilities; and
- Align with industry-leading practices to reduce hazardous chemical use and drive innovation in safer chemistry.

THE ELIMINATION OF PER- AND POLYFLUOROALKYL SUBSTANCES (PFASs)

RLC is committed to the elimination of Perfluorocarbons (PFCs), also known as Per- and Polyfluoroalkyl Substances (PFASs), a group of synthetic chemicals that includes PFOA, PFOS, and other per- and polyfluorinated compounds. Commonly used to achieve water repellency in textiles, PFASs can pose risks to human health and the environment if released during manufacturing, product use, or end-of-life disposal.

Since FY20, RLC has been phasing out PFASs from all products and materials. As of FY23, all RLC products with water-resistant or water-repellent functionality have transitioned away from PFASs. To ensure ongoing compliance, all new and existing suppliers, licensees, and their facilities involved in the production of such materials must adhere to RLC's chemical management procedures and PFASs testing requirements, as outlined in the RLC Testing Manual.

Specifically, RLC requires that:

- Chemicals used to manufacture water-resistant or water-repellent materials must be certified PFASs-free;
- Facilities must maintain full traceability of all chemicals and processes used in the production of these materials; and
- Materials must pass PFASs testing, as defined in the RLC Testing Manual, to confirm the absence of PFASs and ensure conformance with RLC's Restricted Substances List (RSL) standard.

THE ELIMINATION OF POTASSIUM PERMANGANATE (PP)

Potassium Permanganate (PP) is a strong oxidizing agent historically used to create faded effects on denim and other apparel. Its application requires strict safety controls, including proper ventilation and protective equipment. In alignment with RLC's [Operating Standards](#) and sustainable denim initiative, the use of PP spray has been fully phased out across all RLC denim and non-denim products.

THE ELIMINATION OF POLYVINYL CHLORIDE (PVC)

Polyvinyl Chloride (PVC), also known as vinyl, has been widely used in the apparel and accessories industry, including in screen prints, synthetic leather coatings, footwear components, and packaging. However, the production, use, and disposal of PVC pose significant environmental and health risks throughout its lifecycle. In support of product safety, regulatory compliance, and environmental responsibility, RLC no longer designs or develops products using PVC. All raw material and finished goods suppliers, as well as licensees facilities, are required to ensure that materials used in RLC products are PVC-free. PVC testing has been incorporated into the RLC Testing Manual to verify compliance with our Restricted Substances List (RSL) and to ensure that prints and materials are not PVC-based.