

2020 Global Citizenship & Sustainability Standards Supplement

Our FY20 Standards Supplement includes a reference to the Global Reporting Initiative (GRI) Standard Core guidelines — an internationally recognized standard for reporting on corporate social and environmental responsibility performance. It also includes a Sustainability Accounting Standards Board (SASB) index for the Apparel, Accessories, and Footwear industry. This supplement was developed in conjunction with our 2020 Global Citizenship & Sustainability Report.

RALPH LAUREN

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI Indicator	Disclosure Title	2020 Response
GRI-100		
102-1	Name of the organization	Ralph Lauren Corporation (RLC)
102-2	Activities, brands, products and services	Ralph Lauren Corporation 2020 10-K
102-3	Location of headquarters	New York City, New York
102-5	Ownership and legal form	Ralph Lauren Corporation 2020 10-K
102-6	Markets served	Ralph Lauren Corporation 2020 10-K
102-7	Scale of the organization	Ralph Lauren Corporation 2020 10-K
102-9	Supply chain	See the Worker Empowerment and Well-Being section of our 2020 Global Citizenship & Sustainability Report.
102-10	Significant changes to the organization and its supply chain	<p>During FY20, we expanded our global distribution with 25 net new stores and concessions globally (five in North America, six in Europe and 14 in Asia). We also consolidated our North America corporate facilities to scale back our footprint.</p> <p>In response to trade developments between the U.S. and China, we took steps in FY20 to mitigate our exposure to the resulting tariffs, including diverting production to and sourcing from other countries, among other actions. In FY20, approximately 25 percent of our products (by dollar value) were sourced from China, down from approximately one-third the year before.</p> <p>We did not have any changes to our share capital structure or other related capital formations.</p>
102-12	External initiatives	Ralph Lauren Corporation subscribes to external initiatives, including: the Business for Social Responsibility (BSR) HERproject and Responsible Luxury initiative, Better Work, CEO Action for Diversity & Inclusion, Parity.org, We Are Still In, the Arctic Shipping Pledge, the Science Based Targets Initiative, RE100, Zero Discharge of Hazardous Chemicals (ZDHC), the American Apparel and Footwear Association Commitment to Responsible Recruitment, the Fashion Pact, the UN Fashion Industry Charter for Climate Action, the CDP climate change questionnaire, UN Global Compact, SEO Scholars and Open to All. More detail on external initiatives can be found in our 2020 Global Citizenship & Sustainability Report.
102-13	Membership of associations	Ralph Lauren Corporation is a member of many organizations, including: the Sustainable Apparel Coalition, Business for Social Responsibility, the Textile Exchange, the Better Cotton Initiative, the BLC Leather Technology Centre, the American Apparel and Footwear Association, Clean Cargo, the Council of Fashion Designers of America, the U.S. Environmental Protection Agency Green Power Partnership and the U.S. Environmental Protection Agency SmartWay Program. More detail on memberships can be found in our 2020 Global Citizenship & Sustainability Report.
102-14	Statement from senior decision-maker	A Message from our Chairman and our CEO
102-16	Values, principles, standards and norms of behavior	Ralph Lauren Corporate Code of Business Conduct and Ethics Ralph Lauren Operating Standards

GRI Indicator	Disclosure Title	2020 Response
102-18	Governance structure	As a public company, RLC is governed by a Board of Directors. The Board has four committees, consisting of only independent directors. The committees are 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 has oversight of companywide environmental, social and governance (ESG) policies and initiatives. The Audit Committee oversees the enterprise risk management process, including ESG risk. The Finance Committee joins the Nominating Committee in advising on incorporating sustainability goals into our corporate strategy and engagement on strategy initiatives influencing sustainability and corporate citizenship. See the Global Citizenship & Sustainability Governance section on page 6 of our 2020 Global Citizenship & Sustainability Report.
102-40	List of stakeholder groups	Materiality and Stakeholder Engagement on page 6 of our 2020 Global Citizenship & Sustainability Report.
102-42	Identifying and selecting stakeholders	We work with a number of NGOs and multi-stakeholder initiatives, identifying partners that share our values and long-term goals and that bring expertise and complementary skill sets to our strategies and initiatives. See the Materiality and Stakeholder Engagement section on page 6 of our 2020 Global Citizenship & Sustainability Report.
102-43	Approach to stakeholder engagement	<p>We engage with our stakeholders at varying frequencies and in different formats to inform our citizenship and sustainability strategy. In FY19, we conducted a materiality assessment to help identify and prioritize the sustainability issues, risks and opportunities that matter most to our business and stakeholders. The assessment was conducted by a third party and included extensive engagement with internal and external stakeholders including employees, selected licensees, suppliers, partners, NGOs and consumers. Based on this assessment, we set goals for each of our priority material issues and selected issues in other categories which are shared in our 2020 Global Citizenship & Sustainability Report.</p> <p>To reach our companywide goals, we frequently engage external stakeholders with expertise in our focus areas. In our 2020 Global Citizenship & Sustainability Report we summarize our work with external stakeholders that took place in FY20. As examples, in FY20 we worked with the Better Cotton Initiative and the Textile Exchange to increase our sourcing of sustainable cotton, with ZDHC to implement their MRSL list with our suppliers, and with the IFC and ILO to implement their Gender Equality and Returns (GEAR) program at factories that produce our products.</p> <p>We also communicate regularly with investors on ESG issues, typically either through the regular course of investor meetings or one-off meeting requests.</p> <p>Our executive leaders are among the internal stakeholders engaged in our citizenship and sustainability program. Our Nominating Committee oversees our ESG risks and opportunities. The Nominating Committee receives quarterly updates, reviews initiatives, goals and policies, and makes recommendations to the Board on ESG matters. The full Board receives a report on citizenship and sustainability progress at least once annually.</p> <p>We invite the public to provide feedback on our sustainability program through GlobalCorporateCommunications@RalphLauren.com.</p>

GRI Indicator	Disclosure Title	2020 Response
102-44	Key topics and concerns raised	<p>Key topics and concerns raised were largely focused on our top material issues:</p> <ul style="list-style-type: none"> • Climate Change • Waste Management • Water Stewardship • Employee & Worker Health, Safety & Well-being • Diversity & Inclusion • Sustainable Product Design & Packaging • Chemical Use & Discharge • Raw Material Sourcing & Traceability
102-45	Entities included in the consolidated financial statements	<p>Ralph Lauren 2020 10-K</p> <p>All entities included in our consolidated financial statements are covered by this report</p> <p>See the About This Report section on page 42 of our 2020 Global Citizenship & Sustainability Report.</p>
102-46	Defining report content and topic boundaries	Materiality and Stakeholder Engagement on page 6 of our 2020 Global Citizenship & Sustainability Report.
102-47	List of material topics	Materiality and Stakeholder Engagement on page 6 of our 2020 Global Citizenship & Sustainability Report.
102-48	Restatements of information	Any restatements are noted throughout our 2020 Global Citizenship & Sustainability Report
102-49	Changes in reporting	None
102-50	Reporting period	About This Report on page 42 of our 2020 Global Citizenship & Sustainability Report.
102-51	Date of most recent report	Fiscal Year 2019
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	GlobalCorporateCommunications@RalphLauren.com
102-55	GRI content index	We reference the GRI Standards in our 2020 Global Citizenship & Sustainability Report.
GRI-200		
201-1	Direct economic value generated and distributed	Ralph Lauren Corporation 2020 10-K
203-2	Significant indirect economic impacts	Indirect economic impacts of our business are shared throughout our 2020 Global Citizenship & Sustainability Report.
GRI-300		
301-2	Recycled input materials used	<p>We estimate that about 1 percent of our polyester products used recycled polyester in FY20. This is a conservative estimate based on limited data. We also track number of styles where recycled polyester is used, in FY20, it was used in over 100 styles. Additionally, our Earth Polo is made entirely from fiber derived from postconsumer-recycled plastic bottles. More detail on materials can be found in the Sustainable Materials section on page 11 of our 2020 Global Citizenship & Sustainability Report.</p>

GRI Indicator	Disclosure Title	2020 Response
302-3	Energy intensity	<p>We provide two energy intensity ratios for our organization, described below:</p> <p>For our owned and operated global retail stores: Energy intensity ratio: 36.3 kWh/square foot RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores Types of energy included: All Boundary for our ratio: Within the organization, energy used in owned and operated global stores</p> <p>For our owned and operated global retail stores, offices and distribution centers: Energy intensity ratio: 51,945 kWh/Million USD RLC-chosen metric to calculate the ratio: Million USD of revenue Types of energy included: All Boundary for our ratio: Within the organization, energy used in owned and operated global retail stores, offices and distribution centers</p>
302-4	Reduction of energy consumption	<p>Energy savings from conservation and efficiency initiatives cannot currently be calculated. FY20 is the baseline assessment of our complete energy consumption. Our previous energy assessment did not account for all of our facilities and energy use, and our accounting system did not allow for easy recalculation of previous years. We anticipate reporting energy savings in future years measured against our FY20 baseline.</p> <p>In FY20, we continued to deploy conservation and efficiency initiatives that will demonstrate energy savings in future years. In FY20, we opened 11 stores globally designed with LED lighting and we retrofitted the lighting in 16 stores to be more energy efficient. In FY21, we will retrofit the lighting at the remainder of our Polo and Ralph Lauren-branded stores in North America and we are evaluating additional opportunities at our Asian and European stores.</p>
303-5	Water consumption	<p>Ralph Lauren is building the organizational capabilities to report total water consumption. As of FY20, this data is not yet available.</p> <p>We have a goal to achieve a 20 percent reduction in total water use across our operations and value chain, compared to a FY20 baseline. In FY20, we formed a partnership with the World Wildlife Fund to accelerate progress toward our goal. In this first year of the partnership, we are analyzing our water footprint, identifying areas of water risk, and outlining strategies to decrease our water consumption while also identifying opportunities to address water quality and access needs across our value chain.</p>
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 GHG emissions: 16,248 metric tons of CO₂e Gases included: CO₂, CH₄, N₂O, HFC-134a, HCFC-22, R-410A, R-407C Biogenic emissions: n/a Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020). Due to improvements in our carbon footprinting methodology for FY20, we are unable to share comparative historical data for FY18 and FY19. Our previous footprint did not account for all of our facilities and energy use, and our carbon accounting system did not allow for easy recalculation of previous years. Therefore, we decided to use FY20 as our baseline to ensure accuracy and full inclusion of all emissions sources. Emission factor sources: eGrid, Green-e, IEA, AIB and EPA. GWP source: IPCC Assessment Report 5, 100-year GWP (AR5). Consolidation approach: Operational control</p> <p>Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Emissions calculated for refrigerants and energy from natural gas, diesel, propane, gas oil and heavy fuel oil consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, a regression is attempted based on typical yearly weather data to fill gaps. Finally, if the regression fails or we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type.</p> <p>More detail on our footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p>

GRI Indicator	Disclosure Title	2020 Response
305-2	Energy indirect (Scope 2) GHG emissions	<p>Gross location-based, Scope 2 GHG emissions: 100,472 MTCO₂e Gross market-based Scope 2 GHG emissions: 110,417 MTCO₂e Gases included: CO₂, CH₄, N₂O Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020). Due to improvements in our carbon footprinting methodology for FY20, we are unable to share comparative historical data for FY18 and FY19. Our previous footprint did not account for all of our facilities and energy use, and our carbon accounting system did not allow for easy recalculation of previous years. Therefore, we decided to use FY20 as our baseline to ensure accuracy and full inclusion of all emissions sources. Emission factor sources: eGrid, Green-e, IEA, AIB and EPA. GWP source: IPCC Assessment Report 5, 100-year GWP (AR5). Consolidation approach: Operational control Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Emissions calculated for electricity (renewable and nonrenewable sources) consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, a regression is attempted based on typical yearly weather data to fill gaps. Finally, if the regression fails or we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type.</p> <p>More detail on our footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>Gross Scope 3 GHG emissions: 1,538,079 MTCO₂e Gases included: All included Biogenic emissions: 31,009 MTCO₂e Other Scope 3 emissions categories and activities included in the calculation: Purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, use of sold products, end-of-life treatment of sold products, franchises Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020). This is the first year for which we have assessed our Scope 3 GHG emissions. Emission factor sources: eGrid, Green-e, IEA, AIB and EPA. GWP source: IPCC Assessment Report 5, 100-year GWP (AR5). Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Supply chain energy usage and emissions were calculated using material volumes, data from supplier factories, transportation and distribution statistics and other activity data.</p> <p>More detail on our footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p>
305-4	GHG emissions intensity	<p>We provide two GHG emissions intensity ratios for our organization, described below. More detail on our footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p> <p>For the organization, inclusive of Scope 1, 2 and 3 emissions: GHG emissions intensity ratio: 270.4 MTCO₂e/ Million USD RLC-chosen metric to calculate the ratio: Million USD of revenue Types of GHG emissions included: Scope 1, 2, and 3 emissions Gases included: All</p> <p>For our owned and operated global retail stores, offices and distribution centers: GHG emissions intensity ratio: 0.012 MTCO₂e/ square foot RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores, offices and distribution centers Types of GHG emissions included: Scope 1 and 2 emissions Gases included: CO₂, CH₄, N₂O, HFC-134a, HCFC-22, R-410A, R-407C</p>

GRI Indicator	Disclosure Title	2020 Response
305-5	Reduction of GHG emissions	<p>GHG emissions reduced as a direct result of reduction initiatives: 443 metric tons of CO2e reduced (Scope 2) Gases included: CO2, CH4, N2O Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020). Due to improvements in our carbon footprinting methodology for FY20, we are unable to share comparative historical data for FY18 and FY19. Our previous footprint did not account for all of our facilities and energy use, and our carbon accounting system did not allow for easy recalculation of previous years. Therefore, we decided to use FY20 as our baseline to ensure accuracy and full inclusion of all emissions sources. Scopes where reductions took place: Scope 2, market-based. Standards, methodologies, assumptions and calculation tools used: Additional information for this indicator is available in 305-2.</p> <p>More detail on our footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p>
306-2	Waste by type and disposal method	<p>Total weight of hazardous waste: 0 metric tons Total weight of nonhazardous waste: 9,857 metric tons of nonhazardous waste Reuse: 144 metric tons Recycling: 7,105 metric tons Composting: 143 metric tons Recovery, including energy recovery: 357 metric tons Incineration (mass burn): n/a Deep well injection: n/a Landfill: 2,068 metric tons On-site storage: n/a Other (donation): 40 metric tons How the disposal method was determined: Information provided by the waste disposal contractors</p> <p>More detail can be found in the Waste Management section on page 21 of our 2020 Global Citizenship & Sustainability Report.</p>
307-1	Noncompliance with environmental laws and regulations	<p>Ralph Lauren was not subject to any fines or nonmonetary sanctions for noncompliance with environmental laws and/or regulations in FY20.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>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 failed to comply with the applicable laws and regulations.</p>

GRI Indicator	Disclosure Title	2020 Response
GRI-400		
401-1	New employee hires and employee turnover	In FY20, 59 percent of our global new hires were female and 41 percent were male. More detail on our workforce can be found in the Diversity and Inclusion section on page 29 of our 2020 Global Citizenship & Sustainability Report.
403-8	Workers covered by an occupational health and safety management system	In our U.S. operations, 11 associates took OSHA training, including: <ul style="list-style-type: none"> • Personal Protective Equipment • Electrical Safety • Scissor Lifts • Ladder Safety • Forklift Operator Course • Hazardous Communication • Hand and Power Tools • Blood Borne Pathogens • Lock Out Tag Out • Fall Protection
404-2	Programs for upgrading employee skills and transition	We offer a number of learning and development tools for our employees and workers in our supply chain. More detail on these are available in our 2020 Global Citizenship & Sustainability Report.
405-1	Diversity of governance bodies and employees	Detailed workforce data can be found in the Diversity and Inclusion section on page 29 of our 2020 Global Citizenship & Sustainability Report.
409-1	Forced or Compulsory Labor	Detail on preventing forced or compulsory labor can be found on page 37 of our 2020 Global Citizenship & Sustainability Report.
414-1	Supplier Social Assessment	All of our new suppliers must pass an initial on-site evaluation or social audit before beginning work with us. Additionally, all suppliers, new or established, must meet the standards set out in our Operating Standards which include social compliance.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB Topic	Response
MANAGEMENT OF CHEMICALS IN PRODUCTS	
Discussion of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	<p>Ralph Lauren tests to the strictest global standard. Tests are performed through our Apparel Testing Program, which ensures our products meet compliance requirements. The program also contains protocols on how tests should be conducted, including processes for fabric testing, component testing and finished-goods testing.</p> <p>We use independent third-party labs that are accredited and certified for all testing. They conduct raw material risk assessments of our lines each year to ensure that we will be able to meet our compliance requirements.</p> <p>Our three stages of testing are:</p> <ol style="list-style-type: none">1. Fabric testing for apparel2. Component testing for apparel, footwear and accessories3. Finished-goods testing for home, apparel and footwear. <p>We also have Vendor Compliance Packets (VCPs) for all mills and finished-goods suppliers. The VCPs state suppliers must abide by all laws and compliance issues and therefore provide us with products in compliance with regulations.</p> <p>We adhere to the AAFA restricted substances list, which includes REACH.</p>
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	<p>Our process for assessing and managing risks and/or hazards associated with chemicals in products is described above. Policy and practices are the same across our brands and product categories. As described above, all products undergo testing to confirm compliance with regulations.</p> <p>Depending on the volume of orders, some styles may undergo more testing than others. We take a combination of hazard-based and risk-based approaches to chemical management. As mentioned above, we complete extensive risk assessments each year by raw material. We are fully compliant with all laws and regulations and are currently exploring innovations for reduction, elimination or assessment outside of that scope.</p> <p>The third-party certifications used and our approach to chemical management at each stage of the product lifecycle are discussed above.</p> <p>RLC has established partnership with the ZDHC to join the industry's collective in eliminating the usage and discharge of hazardous chemical substances, as well as promoting the development and adoption of safer alternatives. We have adopted the ZDHC manufacturing restricted substances list (MRSL) and have started to communicate our expectations to our supply chain. Our first phase rollout of the chemical management program is targeted at our key and strategic suppliers, as well as our top raw materials suppliers. The suppliers are expected to adopt the chemical inventory list (CIL) management tool and provide visibility to the chemicals used in production through the tool. The chemical inventory will be screened against the ZDHC MRSL to monitor conformance and push for the adoption of safer alternatives. In conjunction with these collaborative efforts, we are also developing a chemical phaseout program internally as to proactively eliminate the use of the priority chemicals in future design and production.</p>

SASB Topic	Response
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ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

<p>Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 in compliance with wastewater discharge permits and/or contractual agreement CG-AA-430a.1</p>	<p>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.</p> <p>Our main supply chain risks associated with the wastewater discharge are related to the usage of chemicals in production and the effluent treatment system put in place.</p> <p>Our supplier facilities implement effluent treatment methods in accordance with the local regulatory requirements. This may include operating an on-site effluent treatment plant (ETP), partnering with an off-site ETP, and for some, implementing a zero liquid discharge (ZLD) effluent treatment system.</p> <p>We have adopted the ZDHC manufacturing restricted substances list (MRSL) and its suite of tools to guide and align our efforts to eliminate the use and discharge of hazardous chemicals with the industry's standards and best practices. This includes the implementation of ZDHC Wastewater Guidelines, which provides guidance in effluent testing methods, parameters, limits and reporting approach, as a way to confirm that our production facility is not discharging hazardous chemicals to the environment. We are rolling out the ZDHC Wastewater Guidelines to our strategic and key suppliers in 2020 as part of our sustainable chemicals management program to monitor the facilities' conformance with the ZDHC MRSL. While the wastewater test is only a snapshot of the effluent quality of the facility, it ensures an annual monitoring that allows us to follow up and address any nonconformance from the source through root cause analysis and helps inform both the facility and us on targeted chemicals phaseout.</p>
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<p>Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment CG-AA-430a.2</p>	<p>In FY20, 216 out of 519 (42 percent) of our tier 1 supplier facilities have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module assessment. This represents 63 percent of our total business volume. More detail on our supply chain footprint can be found in the Carbon and Energy section on page 17 of our 2020 Global Citizenship & Sustainability Report.</p>
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LABOR CONDITIONS IN THE SUPPLY CHAIN

<p>Percentage of (1) tier 1 supplier facilities and (2) supplier facilities beyond tier 1 that have been audited to a labor code of conduct; (3) percentage of total audits conducted by a third-party auditor CG-AA-430b.1</p>	<p>In FY20, 75 percent of our active factories were audited against our Operating Standards and 89 percent of these were conducted by an independent third party. To reduce duplication of audits, we work with Better Work, an international organization focused on improving working conditions in the garment industry, to conduct audits in some of our factories.</p> <p>For additional information on our supply chain auditing, including methodology, relationship with suppliers, transparency and efforts toward capacity building as well as our nonconformance rate, see the Worker Empowerment and Well-Being section on page 35 of our 2020 Global Citizenship & Sustainability Report.</p>
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SASB Topic	Response		
<p>Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits CG-AA-430b.2</p>	<p>In FY20, the most common categories of nonconformance were health and safety (55.7 percent), legal and ethical standards (13.9 percent), wages and benefits (13.7 percent) and working hours (10.1 percent). We review all nonconformance issues with the supplier and require that they be addressed in a timely manner. Every audit has a corrective plan that is later verified. In FY20, 55 percent of nonconformances were remediated, 33 percent are remediated pending verification and 12 percent are in remediation.</p> <p>A description of our audit process can be found in the Worker Empowerment and Well-Being section on page 39 of our 2020 Global Citizenship & Sustainability Report.</p>		
<p>Description of the greatest (1) labor and (2) environmental, health and safety risks in the supply chain CG-AA-430b.3</p>	<table border="0"> <tr> <td data-bbox="630 397 1134 514"> <p>Labor:</p> <ul style="list-style-type: none"> • Minimum wage • Foreign migrant workers • Working hours </td> <td data-bbox="1134 397 1999 514"> <p>Environmental, health and safety:</p> <ul style="list-style-type: none"> • Fire safety • Wastewater • Chemical safety • Indoor air emissions </td> </tr> </table>	<p>Labor:</p> <ul style="list-style-type: none"> • Minimum wage • Foreign migrant workers • Working hours 	<p>Environmental, health and safety:</p> <ul style="list-style-type: none"> • Fire safety • Wastewater • Chemical safety • Indoor air emissions
<p>Labor:</p> <ul style="list-style-type: none"> • Minimum wage • Foreign migrant workers • Working hours 	<p>Environmental, health and safety:</p> <ul style="list-style-type: none"> • Fire safety • Wastewater • Chemical safety • Indoor air emissions 		
<p>RAW MATERIALS SOURCING</p>			
<p>Description of environmental and social risks associated with sourcing priority raw materials CG-AA-440a.1</p>	<p>We currently identify our priority raw materials as those that make up the majority of our total material use by unit of products. Our raw materials assessment includes apparel and other Ralph Lauren products including home goods, footwear and accessories. Our key materials include cotton, wool, cashmere, leather, viscose, polyester, down.</p> <p>The environmental risks associated with sourcing these raw materials include the potential harmful effects of chemical and water use. The primary social risk is that the farms and factories we source from may have poor working conditions that negatively affect the people working there.</p> <p>To manage our risk associated with priority raw materials, we set a 2025 goal for 100 percent of our key materials to be sustainably sourced. We also set a goal for 100 percent of our animal-derived materials—as covered by our animal welfare policy—to be certified or traceable. We define sustainably sourced with specific standards and certifications for each raw material we have set goals for: cotton, wool, cashmere, leather, polyester, viscose and down. We leverage trusted, third-party standards such as the Responsible Wool and Down standards. We're also researching recycled alternatives to reduce our use of virgin material. Our raw materials assessment and goals are disclosed in the Sustainable Materials section on page 11 of our 2020 Global Citizenship & Sustainability Report.</p> <p>To reduce our risks associated with sourcing cotton, which is our most used material, we partner with experts such as the Better Cotton Initiative whose mission is to address the environmental, social and economic issues associated with growing cotton. In FY20, we sourced Better Cotton for an estimated 8 percent of our total use. By 2025, we aim for 100 percent of our cotton to be sustainably sourced.</p>		
<p>Percentage of raw materials third-party-certified to an environmental and/or social sustainability standard, by standard CG-AA-440a.2</p>	<p>The percentage of raw materials third-party-certified to an environmental or social standard is disclosed in the Sustainable Materials section on page 11 of our 2020 Global Citizenship & Sustainability Report.</p>		
<p>ACTIVITY METRIC</p>			
<p>Number of (1) tier 1 suppliers and (2) suppliers beyond tier 1 CG-AA-000.A</p>	<p>At the end of FY20, we had 519 active factories. This number primarily represents our tier 1 suppliers.</p>		