

# RALPH LAUREN

## RESPONSIBLE SOURCING SUSTAINABILITY POLICIES AND PRINCIPLES

### ANIMAL WELFARE POLICY

#### **Introduction**

Our approach to Global Citizenship & Sustainability (GC&S) at Ralph Lauren Corporation is rooted in our Company's Purpose: to inspire the dream of a better life through authenticity and timeless style. We take our impact on the environment and society seriously and uphold responsible and sustainable practices across our business and our supply chain. Since we use animal-derived materials, such as leather, animal fibers, exotic skins, and shearling in some of our products, we are deeply committed to principles and practices that ensure animals in our supply chain are treated with care and respect, and for these species to be sustained through responsible trade, species conservation, and protection of ecosystems.

This document outlines our guiding beliefs, key requirements, general principles and a table of specific guidelines by material type.

Our Animal Welfare Policy is related to the following [Company policies](#) that support the implementation of the principles and commitments outlined herein and include details on related requirements, expectations, and grievance mechanisms:

- Operating Standards
- Supply Chain Sustainability Policy

This policy will be reviewed at least every two years and updated as appropriate.

#### **Guiding Beliefs**

Ralph Lauren Corporation cares about the proper care of all animals. We believe that all animals, including those from which we obtain materials for our products, should be treated well in all stages of life. We continually work to extend the best animal welfare standards throughout our supply chain. Animal-derived materials should come from supply chains that have been verified to standards, certifications or programs that are working towards fulfilling the General Welfare Aims of the Five Domains model, designed to assess and encapsulate both the physical and mental state of animals. These materials should also be by-products of other industries where possible (including leather and down).

Our aim is that all our animal-derived materials will be certified to an animal welfare standard, where available. We seek to work collaboratively with partners across our industry to improve the animal welfare and animal-derived material standards, certifications and programs we leverage. We expect all tiers of our suppliers, including business partners and licensees, to share our commitment to treating animals well and following the requirements and practices outlined in this policy. We work towards full traceability in our supply chains to achieve these aims. We are also committed to working on innovative alternatives to animal-derived materials that maintain our quality without increasing our environmental footprint.

#### **Governance**

GC&S is integrated across all levels of our organization and governed by our Board of Directors. Our Board of Directors (the Board) is responsible for formal governance of GC&S. The Board receives progress updates at least once a year and reviews our annual GC&S Report, which includes updates on the animal welfare and animal-derived materials goals outlined in this policy.

#### **Key Requirements**

- **Endangered or Threatened:** No materials from endangered or threatened species may be used. This includes animals listed by the Convention in International Trade in Endangered Species of

Wild Fauna and Flora (CITES) and the International Union of Conservation of Nature (IUCN) Red List.

- **United States and European Union Embargoed Country Restrictions:** Pursuant to economic and trade sanctions laws and regulations in the United States, the European Union and other countries in which the Company operates, and in accordance with the Company's Global Sanctions Policy and the Company's Conflict Minerals Policy, all goods and services originating from the countries listed are prohibited. No animals from the following countries may be used: Angola, Burundi, Central African Republic, Cuba, the Crimean Region of the Ukraine, Iran, North Korea, Republic of Congo, Rwanda, South Sudan, Syria, Tanzania, Uganda, Zambia.
- **Corporate Country Restrictions:** No animals from the following additional countries may be used: Bangladesh, India, Myanmar and Pakistan (*see chart below*).
- **No Use:** We have discontinued and prohibit the use of the materials listed below:
  - real fur,
  - angora,
  - mohair, and
  - materials from fetal, aborted or newly born animals.
- Synthetic or faux fur must be disclosed on labels, as required by regulation.
  
- **Down and Feathers:** We have achieved our goal to use 100% Responsible Down Standard (RDS)-certified or recycled down and feathers by 2023, and we are committed to a fully traceable down supply chain. To support this goal, we are asking suppliers to meet the RDS. In addition, we require that suppliers commit to the following:
  - No live plucking of feathers/down;
  - No feathers/down may come from birds used to produce foie gras (no forced feeding);
  - No ostrich feathers from endangered or threatened species.
- **Wool:** Our goal is to achieve 100% Responsible Wool Standard (RWS)-certified or recycled wool by 2025. As part of our effort to meet our commitment, we encourage the application of RWS for our products and commit to engaging with Textile Exchange to advance the use of this standard. To that end, all wool must come from animals in a good state of animal welfare and wool must be sourced from non-mulesed sheep.
- **Leather:** All leather must be a by-product of the meat industry. No veal leather/hides can be used where veal calves have been reared in veal crates.
- **Cashmere:** Our goal is to achieve 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025. Cashmere cannot be sourced where herds are not well-cared for, especially during the shearing process, or where land management (i.e. grasslands) practices threaten local ecosystem health and create conservation concerns.
- **Additional Material Certifications:** We also aim to have our other animal-derived materials certified to an animal welfare standard, where available. This includes the Responsible Alpaca Standard.
- **Animal Testing:** No cosmetic or hygiene product, or other ingredients used in final Ralph Lauren products, may be tested on animals.

### **General Animal Principles**

We believe that the following principles should apply throughout the animal sourcing supply chain, including the catching, maintaining, breeding, raising, transporting, handling, and slaughtering of live animals. The principles include both wild-caught and farmed animals in their scope.

1. We are committed to science-based approaches to determine animal welfare for the catching, maintaining, breeding, raising, transporting, handling, and slaughtering of animals in our supply chains. We strive to ensure that all such animals, while taking into account their species' needs, experience a good standard of animal welfare according to the General Welfare Aims and associated provisions, as defined in the Five Domains model:
  - a. good nutrition, by providing ready access to fresh water and a species-appropriate diet to maintain full health and vigor;

- b. good physical environment, by providing appropriate outdoor access and suitable shelter against adverse weather conditions, and/or housing with different functional areas, comfortable resting areas, and good air quality;
  - c. good health, by preventing or rapidly diagnosing and treating diseases and injuries, and by stimulating, among others, proper muscle tone, natural body posture, cardiorespiratory function, and digestive system processes;
  - d. appropriate behavioral interactions, by providing sufficient space, conspecific company, human interactions that are adapted to the individual needs and appropriately varied conditions to allow for species-specific behavioral expression; and
  - e. positive mental experiences, by providing safe and species-appropriate environmental, conspecific, and human interactive opportunities to have pleasurable experiences.
2. We believe that catching, maintaining, breeding, raising, transporting, handling, and slaughtering of animals must be undertaken in compliance with applicable local, regional, national, and international animal welfare, social, and environmental laws and regulations as well as internationally accepted human and labor rights standards. This would include, for example, following the standards developed by the World Organization for Animal Health (OIE).
  3. We are committed to sustaining well-functioning and biodiverse ecosystems in the regions where we source. We believe that sourcing materials of animal origin only from legal entities and through legal processes will help maintain species populations at sustainable levels. We also believe that companies and authorities should follow the decisions, guidelines, and advice of CITES, relating to sustainable production methodologies for various species. The use of robust scientific assessment methodologies, such as the Non-Detriment Findings methodology promoted by CITES and IUCN Red List of Threatened Species™ / National Red List assessments, is necessary to ensure that sustainable population levels of species are maintained. Ralph Lauren is an active member of the Southeast Asian Reptile Conservation Alliance, which works towards building a reptile skin trade that maintains wild reptile populations, supports local and national economies and promotes animal welfare principles, including through the development of a reptile sourcing standard.
  4. We strive to support the most ecological agricultural and farming practices available which relate to the maintaining, breeding, and raising of animals in order to minimize impact on the environment, including working to eliminate deforestation throughout the lifecycle. Internationally recognized practices articulated by the Food and Agriculture Organization and similar bodies, designed to minimize impact on the environment in agriculture and farming, should be followed. Similarly, all applicable international regulations and standards governing labor practices and human rights relative to those workers who maintain, breed, raise, transport, handle, and slaughter animals should be followed.

*Catching, Maintaining, Breeding, Raising, Transporting, Handling, and Slaughtering Animals*

5. We believe that wild animals should not be caught in a way that is likely to cause injury or undue suffering to them. Established and science-based approaches to determine animal welfare governing the catching of animals in the wild should be followed.
6. We believe that during the maintaining, breeding, and raising of animals, they should have freedom of movement, be housed in clean and secure conditions; be provided with food, water, and care; and have appropriate lighting, temperature, humidity, air circulation, ventilation, and other environmental conditions necessary for the species, based on established experience and scientific knowledge.
7. We believe that animals should not be transported in a way that is likely to cause injury or undue suffering to them. All necessary arrangements should be made in advance to minimize the length of the journey and to meet animals' needs during the journey in line with internationally accepted standards for transportation of animals by air, at sea, and on land, such as those outlined by the OIE and the European Union regulations on transport.
8. We believe that all animals should be handled in a calm and gentle manner to minimize agitation or other forms of stress. Those working in farm environments should be trained in species-specific behaviors and handling techniques appropriate to the species.

9. We believe that animals should not experience suffering, pain, or excitement during any stages of the process of slaughter, and that, as appropriate to the species, effective stunning techniques, as detailed by the European Commission and OIE, should be used in advance of slaughter.

*Implementation*

10. As a means to uphold these principles, we will work with our suppliers and, as appropriate, their own supply chains, to achieve these outcomes and encourage them to uphold these principles. We will seek to source from suppliers and countries that have well established policies and enforcement mechanisms covering animal welfare, sustainable sourcing, sustainable trade, and biodiversity conservation, or seek to establish frameworks and best practices where these are not in place. We also reserve the right to conduct audits in order to verify supplier compliance with this policy.
11. We recognize that the ability to uphold these principles throughout our supply chains as well as across different types of species will vary according to the level of traceability in place. We aim for full traceability in our supply chains. We commit to continuous improvement towards realizing these sourcing principles.
12. We commit to developing species-specific guidance and supporting other mechanisms for the effective implementation of these principles, as appropriate, which we hope will support the development of third-party verification systems in the future.

**Permissibility Guidelines by Material Type**

Below is a list of representative terms and animal materials, including, but not limited to animal hair, fur and feather, as well as their permissibility under the Company’s animal materials usage policies.

- In all cases, the age of the animal and harvesting or farming practices should be taken into consideration.
- The list below is merely a GUIDELINE and is NOT exhaustive.
- Alteration of permissible animal materials to imitate or give it the appearance of prohibited fur and skins should be avoided.
- The Company reserves the right to update these guidelines at any time, to comply with changes in legislation or in its internal organization and procedures.

Type	Definition/Characteristics	Permissible Use	Restricted Skin Country of Origin*	Restricted Tanning Country of Origin*
Mammal Skin	Skin in the form of leather <u>with no hair or fur attached</u> . Permissible smooth skin: buffalo, calf, cow, deer, horse, goat, lamb, pig	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Birds/Fowl	Duck, goose, guinea hen, pheasant, turkey, peacock, ostrich, and rooster. ALL FEATHERS MUST BE TAKEN POST MORTEM.	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Exotic Reptiles	Alligator, Crocodile, Lizard, Python, Snake	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Fish	Eel, Mako Shark, Puffer, Stingray	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Cow hair / Horse hair	Cow hair or calf hair – sometimes commonly known as “pony hair”, horse hair or pelt	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, India, Myanmar, Pakistan

Shearling (SHEEP ONLY)	<p>Definition: A skin from a recently sheared <b>sheep or lamb</b> that has been tanned and dressed with the wool left on (<i>source: Merriam-Webster dictionary</i>).</p> <p>Other characteristics:</p> <ul style="list-style-type: none"> <li>• Typically lamb or sheep that is 1 to 1.5 years-old</li> <li>• The lamb has been sheared at least once</li> <li>• The hair is attached to the skin – a typical shearling pelt has leather (or sueded leather) on one side and shorn fibers on the other side.</li> </ul>	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Persian Lamb	The term “Persian Lamb” may be used to describe the skin of the young lamb of the Karakul breed of sheep or top-cross breed of such sheep, having <u>hair formed in knuckled curls</u> . ( <i>Source: §301.8(a) of the U.S. Fur Products Labeling Act</i> )	No	All	All
Karakul	A breed of domestic sheep used to “make” broadtail. Karakuls are exploited for the fur of the developing fetal and newborn lambs. The first karakul pelts exported from Central Asia to Europe came via Persia, and this is how they came to be called Persian Lamb.	No	All	All
Kangaroo	A marsupial from the family Macropodidae or macropods, meaning “large foot”: the red kangaroo, antilopine kangaroo, eastern grey kangaroo, and western grey kangaroo are endemic to Australia.	No	All	All
Zebra	Zebra skin with hair and/or zebra plates	No	All	All
Beaver, Chinchilla, Fox, Minks, Rabbits, Raccoon, Coyote, etc.	<b><u>Hair/Fur from any other animals</u></b> would be identified as definitively falling into the category of “authentic fur,” and should not be used.	No	All	All

\* Do not source from