Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

MODERN SLAVERY REPORT

—

Ralph Lauren UK Limited

Ralph Lauren Australia Pty Ltd

Fiscal Year 2026

(Financial Year Ended 28 March 2026)

A consolidated disclosure satisfying:

UK Modern Slavery Act 2015 (Section 54)

Australian Modern Slavery Act 2018 (Cth) (Section 16)

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Table of Contents

I. INTRODUCTION 1
A. About This Report 1
B. Excluded Entities and Jurisdictions 1
C. Consultation Process 2

II. Organisation Structure, Operations, Activities and Supply Chains 2
A. Corporate Structure 2
B. Supply Chain Overview 2
C. Continuous Improvement 3

III. Policies in Relation to Modern Slavery, Forced Labour and Child Labour 3
A. Overview of Policy Framework 3
B. Code of Business Conduct and Ethics 3
C. Human Rights Policy 4
D. Operating Standards 4
E. Foreign Migrant Worker Standards 4
F. Responsible Purchasing Practices Policy 5
G. Policy Accessibility and Review 5

IV. Risk Management Processes 5
A. Risk Assessments 5
B. Internal Monitoring 6
C. Grievance Mechanisms 6
D. Industry Engagement 7

V. DUE DILIGENCE PROCESSES AND REMEDIATION MEASURES 7

VI. EMPLOYEE TRAINING 8

VII. ASSESSING EFFECTIVENESS OF ACTIONS 8

VIII. OTHER RELEVANT INFORMATION 9

Attestation and Approval 10
Ralph Lauren UK Limited 10

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Ralph Lauren Australia Pty Ltd (ABN 61 118 847 359) 10
Annex A – Definitions 11
UK Definition of Modern Slavery 11
Australia Definition of Modern Slavery 11

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

I. INTRODUCTION

A. About This Report

This report constitutes a joint modern slavery statement for Ralph Lauren Corporation's relevant subsidiaries in the United Kingdom and Australia. It covers the financial year ended 28 March 2026 ("FY2026") and has been prepared with reference to the International Reporting Template on Modern Slavery, Forced Labour and Child Labour, jointly released in July 2025 by the governments of the United Kingdom, Australia, and Canada.

This report is intended to satisfy the modern slavery reporting obligations of the following entities, each of which is a wholly owned subsidiary of Ralph Lauren Corporation ("RLC"), a Delaware corporation:

- **Ralph Lauren UK Limited** is a UK limited company registered at 46 Clarendon Road, Watford, Hertfordshire, WD17 1HE. This report constitutes its modern slavery and human trafficking statement for purposes of Section 54 of the UK Modern Slavery Act 2015 (Transparency in Supply Chains).
- **Ralph Lauren Australia Pty Ltd** (ABN 61 118 847 359) is an Australian proprietary company with its principal office at Ground Floor, 16–18 Grosvenor Street, The Rocks, NSW 2000. It employs approximately 450 regular employees. This report constitutes its modern slavery statement for purposes of Section 16 of the Australian Modern Slavery Act 2018 (Cth).

The two reporting entities covered by this statement are each wholly owned, direct or indirect subsidiaries of RLC. Unless the context requires otherwise, references in this report to "the Company," "RL," "we," "our," or "us" refer collectively to RLC and its subsidiaries, as RLC maintains global policies and compliance procedures relating to modern slavery across the business.

B. Excluded Entities and Jurisdictions

Canada: This report does not cover Ralph Lauren Canada Corporation's separate annual report under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, covering the same fiscal year, which was submitted to the Minister of Public Safety on 31 May 2026.

Switzerland: The Company also reports under the Swiss Code of Obligations (Art. 964j–964l) regarding child labour due diligence. The Swiss disclosure is a separate legal framework with

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

distinct requirements and is not part of this multi-jurisdictional template. The Company's Swiss child labour due diligence statement is published separately.

C. Consultation Process

The preparation of this report involved consultation across multiple functions within the Company, including the Global Citizenship and Worker Well-Being team ("Global Citizenship team"), the Legal Department, the Global Manufacturing and Sourcing teams, the Global People Practices team, and senior leadership.

II. ORGANISATION STRUCTURE, OPERATIONS, ACTIVITIES AND SUPPLY CHAINS

Template Requirement: A description of the organisation's structure, operations, activities and supply chains, including any organisations covered by this statement. (UK s. 54(5)(a); Australia s. 16(1)(a),(b),(f))

A. Corporate Structure

RLC is a company incorporated in the United States of America that designs, develops, and contracts with third-party suppliers to manufacture Ralph Lauren-branded products. RLC operates through a network of wholly owned subsidiaries worldwide.

Each reporting entity imports Ralph Lauren-branded fashion apparel and accessories into its respective market. The principal activities of each reporting entity are the distribution and sale of Ralph Lauren-branded fashion apparel and accessories.

B. Supply Chain Overview

The Company works with a global network of suppliers, vendors, and factories, where it contracts with vendors who source materials from materials suppliers, such as textile mills and dye plants. The Company does not directly manufacture products but rather it contracts for the manufacture of its products with third-party vendors. In FY 2026, the Company worked with over 350 active Tier 1 factories across approximately 30 countries. Overall, our FY26 factory disclosures covered 100% of Tier 1 factories and processing units by business volume.

All Company suppliers are independent entities subject to various legal and regulatory frameworks that support efforts to eradicate modern slavery. To manage this variation, we developed the Company's Operating Standards which forms the basis of our relationship with suppliers and sets

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

forth our standards and expectations with respect to legal and ethical matters, human and labour rights (including modern slavery), animal welfare, and environmental compliance.

For more information on our supply chain, please see our 2026 Global Citizenship and Sustainability Report.

C. Continuous Improvement

The Company's knowledge of its operations and supply chains continues to evolve. During FY2026, the Company continued to maintain factory disclosure coverage of 100% of Tier 1 processing units by business volume. The Company plans to continue extending its supply chain mapping efforts, with particular focus on improving visibility into Tier 2 and raw material suppliers, and on enhancing data on the labour supply chain, including recruitment channels and the presence of migrant workers.

III. POLICIES IN RELATION TO MODERN SLAVERY, FORCED LABOUR, AND CHILD LABOUR

Template Requirement: A description of the organisation's policies in relation to modern slavery, forced labour, and child labour. (UK s. 54(5)(b); Australia s. 16(1)(d))

A. Overview of Policy Framework

RLC's subsidiaries abide by various policies and processes set by RLC that apply across its business. Further details on such policies and processes are provided below. Preventing modern slavery is a core pillar of the Company's social compliance program. The Company strictly prohibits all forms of modern slavery, including, but not limited to, forced labour, human trafficking, deceptive recruitment, and child labour.

The Company's relevant policies are publicly available at:

https://corporate.ralphlauren.com/reports-and-policies and on RL's Global Citizenship & Sustainability website.

B. Code of Business Conduct and Ethics

The Company's core compliance policies include its Code of Business Conduct and Ethics ("Code of Conduct") which requires all employees to comply with laws and regulations addressing, among other things: fair dealing, gifts and entertainment, conflicts of interest, protection of Company

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

systems and assets, fair and truthful disclosures to the public, maintenance of accurate books and records, treatment of others with respect and dignity, and promotion of a safe and healthy working environment. The Code of Conduct expressly prohibits forced, indentured, bonded, or compulsory labour obtained through human trafficking, coercion, slavery, or child labour.

Pursuant to the Code of Conduct, the Company also requires reporting of, among other things, potential or actual violations of the Code of Conduct, our policies, or the law by our employees, business partners, or customers. It also sets forth the escalation process and provides a confidential reporting portal accessible at www.ralphlauren.ethicspoint.com and the Company's global toll-free hotline numbers (collectively, "RL Hotline") for reporting potential or actual misconduct. Employees are encouraged to report any alleged violations or concerns to their supervisor, manager, or appropriate personnel. All employees of the Company are required to undergo mandatory Code of Conduct training and are required to submit annual certifications of completion. Failure to adhere to the Code of Conduct may result in penalties, up to and including possible termination of employment.

C. Human Rights Policy

The Company is committed to conducting its global operations ethically and with respect for the dignity of all people who make its products. The Company's company-wide commitment to respect internationally recognized human rights is outlined in the Human Rights Policy. Per the Human Rights Policy, the Company carries out due diligence on salient human rights risks, such as child labour, forced labour, sexual harassment, gender-based violence, occupational health and safety, wages, working hours, and freedom of association and collective bargaining.

D. Operating Standards

All of the Company's supplier contractual agreements oblige them to adhere to its Operating Standards as a condition of working with the Company. The Operating Standards require suppliers to observe certain operational standards for a safe, sustainable, inclusive, and ethical workplace. For example, suppliers are prohibited from working with or arranging for purchase of any materials or services that support or utilize forced, indentured, bonded, or compulsory labour obtained through human trafficking, coercion, or slavery. In addition, suppliers may not circumvent national or local laws to avoid regular employee entitlements such as benefits, wages, or other legal obligations.

E. Foreign Migrant Worker Standards

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Under the Company's Foreign Migrant Worker Standards, all foreign migrant workers in its supply chain are entitled to internationally recognized migrant workers' rights as described by the International Labour Organization, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, and in the United Nations Dhaka Principles on Migration with Dignity. These rights extend to workers during recruitment, hiring, migration, employment, and termination, and as such, shall be upheld by all factories in the Company's operations and supply chain. This includes the right to be free from forced and bonded labour.

F. Responsible Purchasing Practices Policy

The Company recognizes its role in providing an enabling environment for suppliers to meet its Operating Standards through responsible purchasing practices. The Responsible Purchasing Practices Policy defines the Company's approach to working collaboratively with suppliers to enable processes, practices, and decisions that support their fulfillment of our business requirements, human rights commitments, and environmental sustainability goals and it is foundational to our Supplier Engagement Strategy.

G. Policy Accessibility and Review

The Company's policies are reviewed and updated on a regular basis to reflect evolving legal requirements, industry standards, and stakeholder expectations. Relevant policies are publicly available on the Company's corporate website. Suppliers and business partners are made aware of these policies through the onboarding process and ongoing engagement.

IV. RISK MANAGEMENT PROCESSES

Template Requirement: A description of any risk management processes in place to assess and address the risk of modern slavery, forced labour and child labour practices in the reporting organisation's supply chains. (UK s. 54(5)(c),(d); Australia s. 16(1)(c))

A. Risk Assessments

The Company conducts risk assessments to assess the likelihood and extent of the modern slavery and human trafficking impacts of its business activities. The Company utilizes various resources such as public indicators on country risk levels and salient risks in the industry to help assess modern slavery and human trafficking risks, e.g., U.S. Department of Labour List of Goods Produced by Child Labour or Forced Labour. In addition, the Company reviews the Verisk Maplecroft risk indices on human rights and development, including the forced labour and human

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

trafficking indices. The Company constantly assesses its supply chain for existing and potential risks and takes a proactive approach to mitigate potential and actual adverse impacts.

Combined with the collabouration, resources, and tools provided by our membership in various industry associations, as further discussed below, we rely on intelligence and expert analysis from on-the-ground stakeholders in the social compliance industry such as third-party auditing firms and the ILO-Better Work Program. The results of our risk assessments are incorporated into our mitigation strategies and utilized to keep our Board of Directors updated on any issues raised. Further information on our risk assessment approaches is available in our Human Rights Disclosure.

B. Internal Monitoring

To ensure our Operating Standards are understood and upheld, there is a dedicated monitoring team within the Global Citizenship team. If these teams find that any facility, anywhere in the world, is not acting in accordance with the Company's Operating Standards, the Company will take appropriate remedial and disciplinary action or, where appropriate, responsibly disengage from the business relationship.

C. Grievance Mechanisms

The Company is committed to promoting an environment of open and honest communication in its workplace, with its customers and business partners, and in its supply chain. The Company encourages anyone to express concerns and provides the opportunity to file reports 24 hours a day, seven days a week through the RL Hotline, operated by NAVEX. Reports may be submitted online or via phone.

For supply chain workers, the Grievance Mechanism Program complements the primary operational-level grievance mechanisms run by the factories themselves and enables workers to escalate concerns directly to the Company using the RL Hotline email address, accessible through a QR code or through NAVEX, via internet or telephone. The RL Hotline is accessible to supply chain workers except where not permitted due to data privacy considerations. The Grievance Mechanism Program information is made available to workers on posters throughout factories in the workers' local languages. Our posters are currently available in 27 languages. The Company will not tolerate retaliation against anyone who reports a concern in good faith.

Responding to affected stakeholders and their concerns are also a part of the process. Allegations and inquiries received through the RL Hotline are assessed to determine impact and whether further investigation or other appropriate action is needed. Each concern or allegation is addressed,

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

and consistent action is employed when appropriate. RL Hotline metrics, including reports, are communicated routinely to the Board of Directors' Audit Committee.

D. Industry Engagement

The Company is engaged with the industry to advocate for and develop successful, sustainable solutions to eradicate forced labour and other human rights violations from global supply chains. The Company leverages its membership in various industry associations and relevant organizations, such as the American Apparel and Footwear Association ("AAFA"), US Fashion Industry Association ("USFIA"), and Businesses for Social Responsibility ("BSR") to further inform itself of risks. Notably, we belong to the Joint AAFA/NRF/RILA/USFIA Forced Labour Working Group ("FLWG"). Additionally, RLC is a signatory to the AAFA and Fair Labour Association's ("FLA") Commitment to Responsible Recruitment, a proactive industry effort which seeks to address potential forced labour risks for migrant workers in the global supply chain.

In FY2026, the Company joined Harvesting the Future – Cotton in India, a multistakeholder initiative led by the FLA to improve working and living conditions at the village level in cotton-growing communities. The Company also became a member of The Centre for Child Rights and Business Working Group, which provides access to industry peers, shared tools and resources on child rights, and guaranteed access to their rapid response service for rapid assessments and remediation support if needed.

V. DUE DILIGENCE PROCESSES AND REMEDIATION MEASURES

Template Requirement: A description of the organisation's due diligence processes in relation to modern slavery, forced labour and child labour in its supply chains, and a description of any measures taken to remediate any instances of modern slavery, forced labour and child labour. (UK s. 54(5)(c),(d),(e); Australia s. 16(1)(d))

The Global Citizenship team is responsible for administering the social compliance program, including human rights due diligence across the supply chain for all Company divisions. The social compliance program includes supply chain due diligence; risk assessments; monitoring activities, including auditing and supplier engagement; training; and capability building. The Company bases its human rights due diligence measures, in all material respects, on the framework set forth in the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector.

Per the program, the Global Citizenship team oversees the social compliance, auditing and monitoring of factories that manufacture RL-branded products by utilizing third party auditors,

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

including the ILO-Better Work program, where available, and the approved verification bodies of the Social & Labour Convergence Program ("SLCP"). The Company conducts social audits to assess the working conditions of supplier locations and, post-audit, continues to engage with suppliers to ensure implementation of corrective actions and appropriate remediation, where applicable. Where the Company finds a supplier in violation of its standards, the supplier is expected to remediate the issue promptly and adequately. Where applicable, the Company's social auditing protocol also includes foreign migrant worker interviews to verify compliance with its Foreign Migrant Worker Standards. If the Company identifies and validates an instance of noncompliance with our requirements related to eradicating modern slavery and human trafficking, it will work with that supplier to make immediate changes; if the supplier is unable to make the changes it requires, the Company will responsibly disengage from that supplier.

The Company's third-party auditors are expected to be vigilant and pay specific attention to red flags alerting the Company to potential modern slavery and human trafficking violations. Audit results are reviewed by the Global Citizenship team and, where applicable, a corrective action plan is developed with the factory. The Global Citizenship team monitors, confirms, and records the completion of corrective action plans. The team also conducts select site visits to follow-up and monitor conditions.

VI. EMPLOYEE TRAINING

Template Requirement: A description of the training provided to employees on modern slavery, forced labour and child labour. (UK s. 54(5)(f); Australia s. 16(1)(d))

The Company's Code of Conduct sets out ethics and compliance policies to communicate its expectations for ethical business conduct and reinforce our culture of integrity. The Code of Conduct applies to all employees, officers, and directors of the Company. The Code of Conduct expressly prohibits forced, indentured, bonded, or compulsory labour obtained through human trafficking, coercion, slavery, or child labour.

All Company employees receive training on the Code of Conduct during onboarding and are required to re-train and submit an annual certification of completion. The Company also expects those who work for it or on its behalf, such as vendors, consultants, contractors, agents, and suppliers, to comply with the law, meet the obligations outlined in their contracts, and honor the principles outlined in the Code of Conduct. Failure to do so may result in penalties, up to and including termination of employment or a business relationship with the Company.

VII. ASSESSING EFFECTIVENESS OF ACTIONS

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Template Requirement: A description of how the organisation assesses the effectiveness of the actions it has taken to prevent and respond to modern slavery, forced labour and child labour, and its due diligence processes. (UK s. 54(5)(e); Australia s. 16(1)(e))

The Global Citizenship team provides regular reports on supplier social compliance ratings and human rights risk assessments to the Global Manufacturing and Sourcing teams. The Supplier Engagement Scorecard, a program used to review supplier performance, has social and environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers, and strengthen collabouration. This includes the use of industry tools, such as the Higg Facility Environment Module ("FEM), Worldly Facility Data Manager ("FDM"), Better Work and Social Labour Convergence Project, Aii Carbon Tookit, and ZDHC chemical monitoring tools.

The Company's Supplier Engagement Strategy ("SES") is centered on the maintenance of long-standing relationships with key and strategic suppliers, enabling us to partner closely and transparently for the benefit of the people who make RL-products. This strategy focuses on strengthening performance in three key areas: business execution & partnership, citizenship & sustainability, and quality.

VIII. OTHER RELEVANT INFORMATION

N/A

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Attestation and Approval

In accordance with the requirements of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018, this joint statement has been approved by the governing bodies of each reporting entity. The undersigned directors confirm that they have reviewed the information contained in this report and that, to the best of their knowledge, the information is true, accurate, and complete.

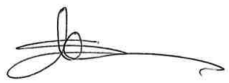
Ralph Lauren UK Limited

This report has been approved by the governing body of Ralph Lauren UK Limited in accordance with Section 54 of the UK Modern Slavery Act 2015.

Name:	Cara Allen Turilli
Title:	Director
Date:	30 September 2026
Signature:	Signed by: Cara Turilli F2CA07A2928D4BB...

Ralph Lauren Australia Pty Ltd (ABN 61 118 847 359)

This report has been approved by the governing body of Ralph Lauren Australia Pty Ltd (ABN 61 118 847 359) in accordance with Section 16 of the Australian Modern Slavery Act 2018 (Cth).

Name:	Serena Wai Peng Woon
Title:	Director
Date:	30 September 2026
Signature:	

Docusign Envelope ID: AFFFEB78-0DDB-88D9-81E3-51340304990E

Annex A – Definitions

UK Definition of Modern Slavery

The UK *Modern Slavery Act 2015* uses the term Modern Slavery to encapsulate the following offenses:

- Slavery;
- Servitude;
- Forced or compulsory labour;
- Human trafficking.

The offences are set out in sections 1 and 2 of the UK *Modern Slavery Act 2015*.

Australia Definition of Modern Slavery

The Australian *Modern Slavery Act 2018* uses the term modern slavery to encapsulate the following practices:

- Human Trafficking
- Slavery
- Servitude
- Forced labour
- Forced marriage
- Debt bondage
- The worst forms of child labour
- Deceptive recruiting for labour or services

The definition of modern slavery is set out in part 1 of the *Australian Modern Slavery Act 2018* as conduct that falls within one of three legal instruments – an offence provision in Division 270 or 271 of the Australian *Criminal Code* (Cth); Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children; and Article 3 of the ILO Convention (No. 182) concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour.

Refer to the Modern slavery in Australia website for further information.

— End of Report —