

# Responsible Exit Policy

## COMMITMENT TO A RESPONSIBLE EXIT

Ralph Lauren Corporation, its affiliates and subsidiaries (collectively, “RLC” or “the Company”) 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 Responsible Exit Policy (“the Policy”) is part of our ongoing efforts to support [responsible purchasing practices](#) and respect [human rights](#).

## THE SCOPE OF THE POLICY

This Policy applies to suppliers, vendors, and factories (“the Supplier(s)”) that we directly contract with on an ongoing basis to manufacture RLC products. When exiting a Supplier, the RLC Sourcing Team, in collaboration with Global Citizenship, Worker Wellbeing and other cross-functional partners, should follow this policy to identify, manage, and mitigate any potential or actual adverse human rights impacts on the Supplier and its workers.

## THE DECISION TO EXIT

An exit may be initiated by either the Supplier or RLC. There are many reasons that can lead to the discontinuation of a business relationship between a Supplier and RLC, including, but not limited to, changes in strategy and business needs, recurring performance issues in meeting RLC’s impact (global citizenship, sustainability, transparency and traceability), business, or quality executions, and Supplier non-compliance with laws and regulations.

In the case of an RLC-initiated exit from a Supplier, the Company commits to following a five-step process to exit responsibly:

### THE RESPONSIBLE EXIT PROCESS

#### 1. Identify the Reason(s) for Exit

The RLC Sourcing Team identifies and documents the reason(s) for exiting.

#### 2. Assess the Risks of Exit

The RLC Sourcing Team in collaboration with Global Citizenship, Worker Wellbeing, and other cross-functional partners engages with stakeholders to assess the human rights impacts of the proposed exit on the Supplier and its workers. Such an assessment will include, but not be limited to, identifying and mitigating any actual or potential adverse human rights impacts from the exit.

#### 3. Define the Exit Plan

The RLC Sourcing Team develops a clear timeline and plan to phase-out orders for the exit in consultation with the Supplier and other stakeholders, as appropriate.

The timeline will generally span from 6 to 18 months and will be determined with consideration for the RLC order volume as a percentage of the factory’s production capacity such that the factory has adequate time to identify other buyers to fill capacity

and mitigate the risk of worker retrenchment.

#### 4. Communicate the Exit plan to Supplier

The RLC Sourcing Team formally communicates with the Supplier about the discontinuation of the business relationship. The RLC Sourcing Team will document this step in accordance with the relevant standard operating procedure.

#### 5. Monitor and Follow-up on the Exit Process

The RLC Sourcing Team, in collaboration with Global Citizenship, Worker Wellbeing and other cross-functional teams, engages with the Supplier to mitigate the impacts of the exit on the Supplier and its workers, including, taking reasonable steps to ensure that workers received all wages and any legally entitled severances.

## COMMUNICATING WITH RLC REGARDING THIS POLICY

Potential violations of this Policy can be reported through the [RL Hotline](#) by telephone or the internet.