

Annual Report on Due Diligence
and Transparency regarding Child
Labor in its Supply Chain
Fiscal Year (FY) 2025¹

I. Introduction

Ralph Lauren Europe Sàrl (“the Company”) is a limited liability company registered on February 7, 2003 under federal identification number: CH-660.0.313.003-0. The Company submits this disclosure in response to Art. 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict-Affected Areas and Child Labor.²

The sole shareholder of the Company is Ralph Lauren Holding B.V., a private limited liability company registered in the Netherlands. The Company and Ralph Lauren Holding B.V. are subsidiaries of Ralph Lauren Corporation (“RLC”), a Delaware corporation. RLC and its subsidiaries (including the Company) may be collectively referred to herein as “RL”.

The Company is headquartered at Route de la Galaise 24, 1228 Plan-les-Ouates, Switzerland. The Company imports Ralph Lauren-branded fashion and apparel and accessories, and its principal activities are the distribution and sale of Ralph Lauren-branded fashion apparel and accessories in Europe.

RL works with a global network of suppliers, vendors, and factories, where it contracts with vendors who source materials from materials suppliers, such as textile from mills and dye plants. RL does not directly manufacture products but rather it contracts for the manufacture of its products with third party vendors.

II. Supply Chain Policies Related to Child Labor

As a wholly owned subsidiary of RLC, the Company abides by various policies and processes set by RLC that apply across its business. Further details on such policies and processes are provided below and can be found on our Global Citizenship & Sustainability [website](#).

Code of Business Conduct and Ethics

RL’s Code of Business Conduct and Ethics (“Code of Conduct”) sets out ethics and compliance policies to communicate RL’s expectations for ethical business conduct and reinforce our culture of integrity. The Code of Conduct expressly prohibits forced, indentured, bonded, or compulsory labor obtained through human trafficking, coercion, slavery, or child labor. The Code of Conduct applies to all employees, officers, and directors of RL. All RL employees – including employees of the Company – receive training on the Code of Conduct during onboarding and are required to re-train and submit an annual certification of completion.

¹ FY 2025 ran from approximately April 1, 2024 to March 30, 2025.

² RL is not subject to the due diligence and reporting obligations regarding conflict minerals and metals, as RL does not import or process the relevant materials/or sufficient quantities thereof.

RL also expects those who work for RL or on RL's 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 RL

Human Rights Policy

RL is committed to conducting its global operations ethically and with respect for the dignity of all people who make RL products. Our commitment to respect internationally recognized human rights is outlined in our Human Rights Policy.³ To implement this commitment, we assess our supply chain for human rights risks, including forced labor, human trafficking, deceptive recruiting, and child labor. Our supplier contractual agreements oblige suppliers to adhere to RL's Operating Standards. To ensure these standards are understood and upheld, we have a dedicated monitoring team within RLC's Global Citizenship and Worker Well-Being Department ("Global Citizenship team").

Operating Standards

All RL suppliers are independent entities subject to various legal jurisdictions with varying legal and regulatory frameworks in place to support efforts to eradicate child labor. To manage this variation, we developed our Operating Standards which form the basis of our relationship with our suppliers and sets forth our standards and expectations with respect to legal and ethical matters, human and labor rights (including child labor), animal welfare, and environmental compliance. All of RL's supplier contractual agreements oblige suppliers to adhere to RL's Operating Standards as a condition of working with RL.

The Operating Standards include a prohibition on the use of child labor. They require that workers must be at least 16 years old or beyond the age of compulsory education, whichever is higher. Workers between the ages of 16 and 18 are considered young workers and they must not undertake night and/or hazardous work. Suppliers must have robust age verification systems in place. In addition, suppliers are prohibited from working with or arranging for purchase of any materials or services that supports or utilizes forced, indentured, bonded, or compulsory labor obtained through human trafficking, coercion, or slavery.

Foreign Migrant Worker Standards

Pursuant to the Operating Standards, all suppliers must adhere to RL's Foreign Migrant Worker Standards. Under these standards, all foreign migrant workers in RL's supply chain are entitled to internationally recognized migrant workers' rights as described by the International Labor 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 RL's operations and supply chains. This includes the right to be free from forced and bonded labor.

III. Supply Chain Traceability System in Relation to Child Labor

³ We are participants in the United Nations Global Compact. We fully recognize and restate our commitment to all of its principles. We are further committed to respecting the UN Guiding Principles on Business and Human Rights ("UNGP") and the OECD Guidelines for Multinational Enterprises.

Enhancing transparency and traceability across our value chain is foundational to the successful implementation of our Global Citizenship & Sustainability strategy and achievement of our goals. It enables us to better understand our impacts, improve compliance with social and environmental requirements throughout the value chain, and track our progress more accurately. We are committed to continuously improving both transparency in global supply chains and the traceability of our products across our value chains. To support this, we have created a strong internal governance system and are investing in a combination of tools and processes that target different aspects of this work in addition to exploring new technologies as they become available.

We use Open Supply Hub to publish the name, location, and parent company of Tier 1 value-adding processing units including sewing, washing, embroidery, and printing facilities. In FY25, we worked with over 350 active Tier 1 factories across approximately 30 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. Overall, our FY25 disclosures covered nearly 100% of Tier 1 factories and processing units by business volume.

Tracking products and their inputs across the value chain from source to shelf is emerging as a regulatory requirement globally. This is possible through digital traceability (e.g., chain of custody) and physical traceability (e.g., trackers and fiber verification). Traceability also supports our efforts to achieve 100% sustainably sourced key materials. To standardize and communicate our expectations around verifiable chain of custody documentation, we created a Transparency & Traceability Playbook for our suppliers, providing clear definitions, training, and tools for support.

For further information on our efforts to improve transparency and traceability in our supply chain, see our 2025 Global Citizenship & Sustainability Report.

IV. Analysis of Child Labor Risks

Through a [Human Rights Disclosure](#), RL outlines the salient risks in its supply chain which are identified through its internal risk assessment process. Our identified salient risks in the supply chain are as follows: Child Labor and Young Workers, Discrimination, Harassment, Gender-Based Violence, Forced Labor, Freedom of Association and Collective Bargaining, Occupational Health and Safety, Wages and Benefits, and Working Hours.

These issues are the focus of RL's human rights due diligence ("HRDD") efforts. RL takes a risk-based approach and concentrates its efforts on high-risk geographies and activities where we can influence mitigation or remediation efforts when issues occur. RL recognizes that there are human rights issues beyond the most salient risks. As we make progress on these critical issues, we plan to address additional risks. We work with our supply chain partners to share the responsibility to mitigate and address potential and actual human rights issues through ongoing assessments, remediation, capability building, and training. RL regularly monitors, evaluates, and tracks the effectiveness of its actions to respond to human rights risks and impacts.

RL conducts risk assessments to assess its operations and the likelihood and extent of human rights impacts of our business. We base our 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. We may utilize or consult various resources, including public indicators on country risk levels and salient risks in the industry to help assess social and human rights

risks, e.g., U.S. Department of Labor List of countries producing goods using Child Labor/Forced Labor, In addition, RL reviews the Verisk Maplecroft risk indices on human rights, including the forced labor and trafficking in persons indices. We constantly assess our supply chain for actual and potential risks and take a proactive approach to mitigate potential impacts.

V. Management of Child Labor Risks

Social Compliance Auditing

The Global Citizenship team oversees social compliance auditing and monitoring of factories that manufacture RL-products by utilizing third party auditors, including the ILO-Better Work program, where available, and the approved verification bodies of the Social & Labor Convergence Program (“SLCP”). In addition, the team also conducts select site visits to follow-up and monitor conditions.

Our auditors are compelled to be vigilant and pay specific attention to red flags alerting us to potential child labor findings as we consider a child labor finding as a zero-tolerance violation. Audit results are reviewed by the Global Citizenship team and, where applicable, a Corrective Action Plan (“CAP”) is developed with the factory. The team monitors, confirms, and records the completion of CAPs.

We conduct social audits to assess the working conditions of supplier locations and, post-audit, continue to engage with our suppliers to ensure implementation of corrective actions and appropriate remediation, where applicable. Where we find a supplier in violation of our standards, the supplier is expected to remediate the issue promptly and adequately. Where applicable, our social auditing protocol also includes foreign migrant worker interviews to verify compliance with our Foreign Migrant Worker Standards. If we identify and validate an instance of non-compliance with our requirements related to eradicating child labor, we will work with that supplier to make immediate changes; otherwise, we will cease business relations.

Combined with the collaboration, 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.

RL maintains records and tracks the results of our social audits. We work with suppliers to ensure our actions are addressing forced labor and other social compliance risks. We continue to evaluate all new factories and audit existing factories on a regular basis. In all cases, when a factory has an issue or is not making visible remediation progress or improvements, RL’s escalation process includes to the Global Sourcing and Purchasing teams, and discussions that will drive business decisions. If a factory still does not respond, RL will discontinue business with that factory.

The Global Citizenship team provides regular reports on supplier social compliance ratings and human rights risk assessments to the Global Sourcing and Purchasing 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 collaboration.

Supplier Engagement Strategy

RL's Supplier Engagement Strategy 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.

When we enter new or renew existing contractual arrangements, suppliers are assessed for their business, quality, cargo security, and social standards and capabilities. During the on-boarding process, all suppliers enter into written contractual agreements which include obligations to adhere to the Operating Standards, pre-production and in-line production audits and approvals, and ongoing monitoring and remediation.

We recognize that engagement is a continuous process. Accordingly, we conduct ongoing monitoring of suppliers to ensure that they comply with our program of auditing, remediation, monitoring, supplier engagement, and capability building. As part of this process, our Global Citizenship team conducts individualized supplier engagements, including site visits and calls, allowing for more touch points with suppliers and an iterative process to better assess human rights risks, understand supplier and worker needs, and tailor capacity building.

The Global Citizenship team continually works with our internal cross-functional teams and suppliers, to educate and train them about the definition of child labor, areas of risk, red flags, and escalation processes. For example, RL periodically organizes vendor summits wherein we further engage with our suppliers by reiterating our expectations, share learnings and best practices, and foster regular interaction and communication, as we work together to overcome our mutual challenges.

Industry Engagement

RL is engaged with the industry to advocate for and develop successful, sustainable solutions to eradicate child labor from global supply chains. We leverage our membership in various industry associations such as the American Apparel and Footwear Association ("AAFA"), US Fashion Industry Association ("USFIA"), and Businesses for Social Responsibility ("BSR") to inform us of risks. Notably, we belong to the Joint AAFA/NRF/RILA/USFIA Forced Labor Working Group ("FLWG"). Additionally, RLC is a signatory to the AAFA and Fair Labor Association's Commitment to Responsible Recruitment, a proactive industry effort which seeks to address potential forced labor risks for migrant workers in the global supply chain.

VI. Reporting Procedure

RL is committed to promoting an environment of open, honest communication in its workplace, with its customers, with its business partners and in its supply chain. RL encourages anyone to express concerns and provides the opportunity to file reports 24 hours a day, seven days a week through the RL Hotline. Reports may be submitted online or via phone. RL will not tolerate retaliation against anyone who reports a concern in good faith.

Pursuant to the Code of Conduct, RL 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 on www.ralphlauren.ethicspoint.com, as well as RL's global toll-free hotline numbers for reporting potential or actual misconduct. Employees are encouraged to report any alleged violations

or concerns to their supervisor, manager, or appropriate personnel.

To support our commitment to human rights, the RL Grievance Mechanism Program for supply chain workers complements the primary operational-level grievance mechanisms run by the factories themselves and enables workers to escalate concerns directly to RLC using the RL Hotline email address, accessible through a QR code, or through NAVEX, via internet or telephone. The RL Hotline is accessible to factory workers except where not permitted due to data privacy considerations. The RL 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.

We are committed to ensuring that workers have access to effective grievance mechanisms. To that end, we educate managers and workers on the importance of grievance mechanisms, alongside evaluating and improving the effectiveness of our program.

Pursuant to the requirements of Art. 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in Relation to Minerals and Metals from Conflict Affected Areas and Child Labor, this statement is hereby approved by the Board of Directors of Ralph Lauren Europe Sàrl and signed on its behalf by the duly authorized undersigned.

RALPH LAUREN EUROPE SÀRL

Signed by:



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Name: Cara Turilli

Title: Director