

Responsible Purchasing Practices Policy

Commitment to Responsible Purchasing Practices

Ralph Lauren Corporation and its subsidiaries and affiliates (collectively "RLC" or "the Company") is dedicated to responsible business practices. Our Operating Standards establish clear expectations for Suppliers (as hereinafter defined)¹ across areas of business, social and environmental responsibility. However, we recognize our role in providing an enabling environment for Suppliers to meet these standards through responsible purchasing practices. This Responsible Purchasing Practices Policy ("the 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.

Scope of the Policy

This Policy applies to all employees, contractors, consultants, and representatives of the Company engaged in merchandise procurement and/or the development, planning, costing, sourcing, and purchasing of goods and products from Suppliers for the Company in connection with the scope of their employment, business transactions, or engagement with, or related to, the Company for all brand and product categories.

This Policy is intended to add to and not contradict, limit, or replace the relevant policies, internal controls, and guidelines of the Company, including, but not limited to, the Code of Business Conduct and Ethics, Global People Practice Policy, Human Rights Policy, and Operating Standards.

Supplier Engagement

Responsible purchasing practices is foundational to our [Supplier Engagement Strategy \("SES"\)](#). Our SES focuses on strengthening performance and potential in four key areas: business execution and partnership, citizenship and sustainability, quality, and transparency and traceability. We support supplier planning through a defined global approach to evaluate seasonal and annual performance of Suppliers and solicit supplier feedback on Ralph Lauren purchasing practices via one-on-one check-ins, semi-annual supplier summits, roundtable discussions, and the Better Buying Survey. Supplier feedback is part of how we monitor and evaluate our purchasing practices.

Policy Objectives

Responsible purchasing practices should be embedded in all relevant purchasing processes to support decision making that aligns with the following:

- Contractual and financial terms in our Vendor Compliance Packet ("VOP") and Purchase Orders ("PO") that require legally mandated wages, benefits, and compensation and that otherwise do not have adverse impacts on supplier compliance with RLC's Operating Standards.
- Product development, order placement, and production lead times that mitigate the risk of forced labor indicators, unauthorized subcontracting, or other adverse impacts; and
- Long term partnerships with Suppliers rooted in ongoing dialogue that consistently delivers on social compliance, reduces environmental impacts, and maintains operational performance, product quality, and safety standards.

Policy Commitments

To achieve our Policy objectives we commit to the following:

Planning and Forecasting

- Apply forecasting, demand, and supply planning processes that emphasize proactive communication and aim to minimize retrospective changes late in the order process or cancellations.
- Provide Suppliers with transparent and timely visibility into our planned orders to allow for effective production planning and support them in balancing order volumes and managing capacity.

Product Design and Development

- Create clear, transparent, and mutually beneficial lines of communication with Suppliers, including embedding digital tools and processes to help improve production efficiencies.
- Support Suppliers to minimize quality or late delivery issues stemming from RLC's processes, including by providing clear, accurate, and timely technical details on products and improving calendar adherence within RLC.

Costing and Negotiations

- Utilize fact-based costing frameworks that consider labor costs consistent with RLC's Operating Standards.
- Negotiate with Suppliers in a constructive and collaborative manner.
- Partner with Suppliers to improve their overall business performance and long-term financial health.

Sourcing and Order Management

- Establish fair payment terms, including making on-time payments consistent with agreed upon timeframes and payment terms.
- Exit responsibly according to the RLC Responsible Exit Process, which aims to mitigate adverse impacts on the Supplier and its workers when a business relationship is terminated.

Mutually Beneficial Partnerships

- Build long-term partnerships with Suppliers who share our values and commitment, including alignment with our SES.
- Link citizenship and sustainability goals and performance to Suppliers' expectations and integrate into our sourcing strategies and business practices, including our Supplier Scorecard.

Policy Review

The Policy will be monitored and reviewed by the Sourcing, Global Citizenship & Worker Well-being, and Global Legal & Corporate Compliance Teams. It will be reviewed on at least a biennial basis and may be updated as necessary to address new and emerging risks and regulatory changes.

¹ Suppliers refers to suppliers, vendors, and factories that the Company contracts with to manufacture Company goods and products.

Employee Training

All employees, contractors, consultants, and representatives of the Company engaged in merchandise procurement and/or the development, planning, costing, sourcing, and purchasing of goods and products from Suppliers for the Company in connection with the scope of their employment, business transactions, or engagement with, or related to, the Company across all brand and product categories will be trained on this Policy on a regular basis.

Communicating with RLC Regarding this Policy

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

Date: September 11, 2024