

# Environmental Policy

## PURPOSE

This policy outlines Ralph Lauren Corporation's (RLC or the Company) environmental commitments and principles, reinforcing our responsibility to protect and preserve the natural resources on which we depend across our operations and value chain.

## SCOPE & RELATED POLICIES

This policy applies to all Ralph Lauren Corporation entities, including affiliates and subsidiaries. Where RLC does not have operational control, we actively collaborate with our partners to support and advance alignment with the principles outlined herein.

This policy is supported by the following related [policies and disclosures](#):

- Animal Welfare Policy
- Code of Business Conduct and Ethics
- Conflict Minerals Policy
- Operating Standards
- Supplier Engagement Strategy
- Supply Chain & Product Sustainability Policy
- Sustainable Chemical Management Policy

It is also guided by global frameworks for environmental action and reporting, including but not limited to:

- European Sustainability Reporting Standards (ESRS)
- Global Reporting Initiative (GRI)
- Greenhouse Gas Protocol
- Paris Agreement
- Science-Based Targets Network (SBTN)
- Science-Based Targets Initiative (SBTi)
- Sustainability Accounting Standards Board (SASB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- UN Fashion Industry Charter for Climate Action
- UN Global Compact

## GOVERNANCE

Environmental stewardship is embedded across our organization and overseen by the Board of Directors. The full Board receives progress updates at least once per year from our Chief Global Impact & Communications Officer and reviews our annual Global Citizenship & Sustainability (GC&S) Report before publication. Board committees have responsibilities in the following areas related to GC&S:

- Our Nominating, Governance, Citizenship and Sustainability Committee (Nominating Committee) receives quarterly updates from senior leaders, including the Chief Global Impact & Communications Officer, Chief Product & Merchandising Officer and Chief People Officer. These updates support the Committee's oversight of GC&S-related risks and opportunities, review of key initiatives, goals and policies, and make recommendations to the full Board.

- The Finance Committee provides guidance on embedding goals into our corporate strategy and supports the advancement of business initiatives that shape our approach to citizenship and sustainability.
- The Audit Committee assesses GC&S risks as part of its broader oversight of Enterprise Risk Management.
- The Talent, Culture and Total Rewards Committee considers key performance indicators, including those related to GC&S, in executive compensation decisions.

The GC&S Steering Committee, composed of senior leaders, meets regularly to prioritize initiatives and allocate resources to advance the Company's environmental goals, ensure alignment with strategic priorities, and drive accountability across the organization.

## REPORTING & COMMUNICATIONS

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.

## REPORTING & COMMUNICATIONS

We are committed to transparency and publicly sharing this policy on our corporate website and internally via RL Today, the Company's internal website. Learn more about our environmental goals, performance, and progress in our most recent GC&S Report, available on our corporate website.

This policy is reviewed annually and updated as needed. Last revised in September 2025.

## KEY FOCUS AREAS

As part of our regular business operations, we conduct a double materiality assessment every two to three years to evaluate both the environmental and social impacts of our business, as well as the financial risks and opportunities that may have significant financial implications for our Company. The key environmental focus areas outlined in this policy were informed by the findings of our most recent double materiality assessment, completed in 2025.

### CLIMATE

Climate change presents increasing risks and requires collective action to significantly reduce global greenhouse gas (GHG) emissions. In FY20, we established a science-based target to reduce our absolute GHG emissions by 30% by 2030, compared to 2020 levels. This target includes reducing emissions from our operations as well as our supply chain. We are committed to our 2030 goal and working towards long-term impact reduction. We will continue to track our progress annually and will focus on achieving five-year

milestones going forward to ensure measurable progress. To support our decarbonization roadmap and targets, we have defined key strategies to reduce GHG emissions across our value chain.

- Measuring emissions per the Greenhouse Gas Protocol
- Sourcing 100% renewable electricity for our owned and operated offices, distribution centers and stores
- Increasing use of low-carbon materials in our products (e.g., recycled fibers, regenerative cotton)
- Increasing water and energy efficiency in manufacturing and driving supply chain decarbonization
- Prioritizing ocean over air freight to transport our products
- Exploring innovations in circular design and experiences

#### CHEMICAL MANAGEMENT & POLLUTION

We are committed to ensuring that the chemicals used in our products and manufacturing processes are safe for people and the environment. To support our goal of eliminating hazardous chemicals from our supply chain, we are implementing responsible chemical management practices and collaborating across the industry to drive progress.

- Monitoring and reducing the use and discharge of hazardous chemicals in our manufacturing supply chain
- Implementing the Zero Discharge of Hazardous Chemicals (ZDHC) and Manufacturing Restricted Substances List (MRSL) across our supply chain
- Partnering with the Roadmap to Zero Programme by ZDHC to align with industry best practices
- Engaging suppliers and industry peers to scale safer chemical alternatives and improve transparency

#### WATER

Water is a vital shared resource, and we are committed to responsible water stewardship across our operations and value chain. To support our commitment to water efficiency and broader sustainability commitments, we are advancing strategies that reduce water consumption and protect water quality.

- Conducting water footprinting to better understand and manage our water impacts
- Continuing progress toward our goal of reducing total water use across our operations and value chain
- Engaging in hotspot analysis and collective action initiatives in priority geographies

- Exploring future-focused strategies through innovation and cross-functional collaboration to address water risks and opportunities

#### BIODIVERSITY & LAND-USE

Biodiversity is essential for the health of humans, the environment, and the economy. As ecosystems and species are increasingly threatened, we are committed to leveraging science and globally recognized frameworks to understand and address our key impacts on nature. We also recognize the vital role forests play in maintaining biodiversity, regulating climate, and supporting communities.

- Building a comprehensive understanding of our impacts and dependencies on biodiversity across our operations and supply chain
- Identifying opportunities to avoid new negative impacts and reduce existing ones where possible
- Developing strategies to restore and regenerate ecosystems in our value chain
- Exploring partnerships and collective action initiatives to address the drivers of nature loss

#### RESOURCE USE & CIRCULARITY

We are committed to sourcing and using materials in ways that minimize environmental impact and promote animal welfare, while operating our business and aiming to design our products in ways that reduce waste and enable circularity across our operations, products, and value chain. To support our zero waste goals and advance a more circular fashion system, we are implementing strategies that enable us to source preferred key materials, reduce waste, extend product life, and keep materials in use.

- Certifying iconic products as Cradle to Cradle (C2C) Certified®
- Using 100% recycled cotton in select high-quality products
- Applying circular design principles in product development and sourcing
- Exploring and, where relevant, implementing technologies and practices that support a circular economy
- Offering options for consumers to rent, repair, and recirculate products
- Sourcing preferred key materials sustainably<sup>1</sup>
- Sourcing wood substrates sustainably<sup>1</sup> for new RL store interiors
- Using recyclable, reusable, or sustainably<sup>1</sup> sourced packaging materials
- Maintaining zero waste<sup>2</sup> to landfill at distribution centers
- Seeking to reduce excess inventory across operations and supply chain

<sup>1</sup>Learn more about how we define sustainably sourced materials in our most recent GC&S Report, available on our [corporate website](#).

<sup>2</sup>Aligned with the Zero Waste International Alliance definition of zero waste, we divert more than 90% of the waste generated at our distribution centers from landfill and incineration