

RESPONSIBLE SOURCING SUSTAINABILITY POLICIES AND PRINCIPLES

ANIMAL WELFARE POLICY

Introduction

Citizenship and sustainability at Ralph Lauren Corporation are rooted in the heritage of our brand, inspiring the dream of a better life through authenticity and timeless style. We believe this means taking seriously our impact on the environment and society and upholding responsible and sustainable business practices across our business and our supply chain. Since we use animal-derived materials, such as leather, animal fibers, exotic skins, and shearling, in some of our products, we are deeply committed to principles and practices that ensure animals in our supply chain are treated with care and respect, and for these species to be sustained, through responsible trade, species conservation, and protection of ecosystems.

This document sets out how the Company believes animals in our supply chains should be treated. Our Guiding Beliefs and Key Requirements are followed by more detailed General Principles and a table of Specific Guidelines by Material Type.

Guiding Beliefs

Ralph Lauren Corporation cares about the proper care of all animals. They provide us with comfort and inspiration, and sometimes materials for our designs. We believe that all animals, including those from which we obtain materials for our products, should be treated well in all stages of life. We continually work to extend the best animal welfare standards throughout our supply chain. Animal-derived materials should come from animals provided with the Five Freedoms, as defined by the Farm Animal Welfare Council, and should be by-products of other industries where at all possible (including leather and down). We are committed to working on innovative alternatives to animal derived materials that maintain our quality without increasing our environmental footprint. We expect all tiers of our suppliers, including business partners and licensees, to share our commitment to treating animals well and following the requirements and practices outlined in this policy.

Key Requirements

- **Five Freedoms:** High levels of animal welfare standards must be adhered to throughout all stages of the animal's life. This means that all animals should benefit from the Five Freedoms, as defined by the Farm Animal Welfare Council.
- **Endangered or Threatened:** No materials from endangered or threatened species may be used. This includes animals listed by the Convention in International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the International Union of Conservation of Nature (IUCN) Red List.
- **USA and EU Embargoed Country Restrictions:** Pursuant to economic & trade sanctions laws and regulations in the United States, the European Union and other countries in which the Company operates, and in accordance with the Company's Global Sanctions Policy and the Company's Conflict Minerals Policy, all goods and services originating from the countries listed are prohibited. No animals from the following countries may be used: Angola, Burundi, Central African Republic, Cuba, the Crimean Region of the Ukraine, Iran, North Korea, Republic of Congo, Rwanda, South Sudan, Syria, Tanzania, Uganda, Zambia
- **Corporate Country Restrictions:** No animals from the following additional countries may be used: Bangladesh, India, Myanmar and Pakistan (*see chart below*)
- **No Use:** We have discontinued and prohibit the use of the materials listed below.
 - real fur
 - angora
 - mohair
 - materials from fetal, aborted or newly born animals

Additionally, synthetic or faux fur must be disclosed on labels.

- **Down and Feathers:** We are committed to a fully traceable down supply chain and meeting our goal of 100% sustainable down by 2023. To support this goal we are asking suppliers to meet the Responsible

Down Standard (RDS) and/or the Traceable Down Standard (TDS). We require that suppliers commit to the following:

- No live plucking of feathers/down
- No feathers/down may come from birds used to produce foie gras (no forced feeding)
- No ostrich feathers from endangered or threatened species
- **Wool:** As part of our effort to meet our 100% sustainable wool commitment, we encourage the application of the Responsible Wool Standard for our products and commit to engaging with the Textile Exchange to advance the use of this standard. To that end, all wool must come from animals in a good state of animal welfare and wool must be sourced from non-mulesed sheep.
- **Leather:** All leather must be a by-product of the meat industry. No veal leather/hides can be used where veal calves have been reared in veal crates
- **Cashmere:** We are committed to sourcing 100% sustainable cashmere by 2025 and encourage the use of the Sustainable Fibre Alliance standard for our products. Cashmere cannot be sourced where herds are not well cared for, especially during the shearing process, or where land management (i.e. grasslands) practices threaten local ecosystem health and create conservation concerns.
- **Animal Testing:** No cosmetic or hygiene product may be tested on animals

General Animal Principles

We believe that these principles should apply throughout the animal sourcing supply chain, including the catching, maintaining, breeding, raising, transporting, handling, and slaughtering of live animals. The principles include both wild-caught and farmed animals in their scope.

1. We are committed to science-based approaches to determine animal welfare for the catching, maintaining, breeding, raising, transporting, handling, and slaughtering of animals in our leather, and exotic skins supply chains. We strive to ensure that all such animals, while taking into account their species' needs, benefit from the following five freedoms ("Five Freedoms"), as defined by the Farm Animal Welfare Council:
 - a. freedom from hunger and thirst, by ready access to fresh water and a diet for full health and vigor;
 - b. freedom from discomfort, by providing an appropriate environment including shelter and a comfortable resting area;
 - c. freedom from pain, injury, or disease, by prevention or rapid diagnosis and treatment;
 - d. freedom to express normal behavior, by providing sufficient space, proper facilities, and company of the animal's own kind;
 - e. freedom from fear and distress, by providing conditions and treatment that avoid mental suffering.
2. We believe that catching, maintaining, breeding, raising, transporting, handling, and slaughtering of animals must be undertaken in compliance with applicable local, regional, national, and international animal welfare, social, and environmental laws and regulations as well as internationally accepted human and labor rights standards. This would include, for example, following the standards developed by the World Organization for Animal Health (OIE).
3. We are committed to sustaining well-functioning and biodiverse ecosystems in the regions where we source. We believe that sourcing materials of animal origin only from legal entities and through legal processes will help maintain species populations at sustainable levels. We also believe that companies and authorities should follow the decisions, guidelines, and advice of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), relating to sustainable production methodologies for various species. The use of robust scientific assessment methodologies, such as the Non-Detriment Findings methodology promoted by CITES and IUCN Red List of Threatened Species™ / National Red List assessments, is necessary to ensure that sustainable population levels of species are maintained.

4. We strive to support the most ecological agricultural and farming practices available which relate to the maintaining, breeding, and raising of animals in order to minimize impact on the environment, including working to eliminate deforestation throughout the lifecycle. Internationally recognized practices articulated by the Food and Agriculture Organization and similar bodies, designed to minimize impact on the environment in agriculture and farming, should be followed. Similarly, all applicable international regulations and standards governing labor practices and human rights relative to those workers who maintain, breed, raise, transport, handle, and slaughter animals should be followed.

Catching, Maintaining, Breeding, Raising, Transporting, Handling, and Slaughtering Animals

5. We believe that wild animals should not be caught in a way that is likely to cause injury or undue suffering to them. Established and science-based approaches to determine animal welfare governing the catching of animals in the wild should be followed.
6. We believe that during the maintaining, breeding, and raising of animals, they should have freedom of movement, be housed in clean and secure conditions; be provided with food, water, and care; and have appropriate lighting, temperature, humidity, air circulation, ventilation, and other environmental conditions necessary for the species, based on established experience and scientific knowledge.
7. We believe that animals should not be transported in a way that is likely to cause injury or undue suffering to them. All necessary arrangements should be made in advance to minimize the length of the journey and to meet animals' needs during the journey in line with internationally accepted standards for transportation of animals by air, at sea, and on land, such as those outlined by the OIE and the EU regulations on transport.
8. We believe that all animals should be handled in a calm and gentle manner to minimize agitation or other forms of stress. Those working in farm environments should be trained in species-specific behaviors and handling techniques appropriate to the species.
9. We believe that animals should not experience suffering, pain, or excitement during all stages of the process of slaughter, and that, as appropriate to the species, effective stunning techniques, as detailed by the European Commission and OIE, should be used in advance of slaughter.

Implementation

10. As a means to uphold these principles, we will work with our suppliers and, as appropriate, their own supply chains, to achieve these outcomes and encourage them to uphold these principles. We will seek to source from suppliers and countries that have well established policies and enforcement mechanisms covering animal welfare, sustainable sourcing, sustainable trade, and biodiversity conservation, or seek to establish frameworks and best practices where these are not in place.
11. We recognize that the ability to uphold these principles throughout our supply chains as well as across different types of species will vary according to the level of traceability in place. We aim for full traceability in our supply chains. We commit to continuous improvement towards realizing these sourcing principles.
12. We commit to developing species-specific guidance and supporting other mechanisms for the effective implementation of these principles, as appropriate, which we hope will support the development of third-party verification systems in the future.

Permissibility Guidelines by Material Type

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.

Type	Definition/Characteristics	Permissible Use	Restricted Skin Country Of Origin*	Restricted Tanning Country of Origin*
Mammal Skin	Skin in the form of leather <u>with no hair or fur attached</u> . Permissible smooth skin: buffalo, calf, cow, deer, horse, goat, lamb, pig	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Birds/Fowl	Duck, goose, guinea hen, pheasant, turkey, peacock, ostrich, and rooster. ALL FEATHERS MUST BE TAKEN POST MORTEM	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Exotic Reptiles	Alligator, Crocodile, Lizard, Python, Snake	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Fish	Eel, Mako Shark, Puffer, Stingray	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Cow hair / Horse hair	Cowhair or calf hair – sometimes commonly known as “pony hair”, horse hair or pelt	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Shearling (SHEEP ONLY)	Definition: A skin from a recently sheared sheep or lamb that has been tanned and dressed with the wool left on (<i>source: Merriam-Webster dictionary</i>) Other characteristics: <ul style="list-style-type: none"> • Typically lamb or sheep that is 1 to 1.5 years-old • The lamb has been sheared at least once • The hair is attached to the skin – a typical shearling pelt has leather (or sueded leather) on one side and shorn fibers on the other side. 	Yes	Bangladesh, India, Myanmar, Pakistan	Bangladesh, Myanmar, Pakistan
Persian Lamb	The term “Persian Lamb” may be used to describe the skin of the young lamb of the Karakul breed of sheep or top-cross breed of such sheep, having <u>hair formed in knuckled curls</u> . (<i>source: §301.8(a) of the U.S. Fur Products Labeling Act</i>)	No	All	All
Karakul	A breed of domestic sheep used to “make” broadtail. Karakuls are exploited for the fur of the developing fetal and newborn lambs. The first karakul pelts exported from Central Asia to	No	All	All

Type	Definition/Characteristics	Permissible Use	Restricted Skin Country Of Origin*	Restricted Tanning Country of Origin*
	Europe came via Persia, and this is how they came to be called Persian Lamb.			
Kangaroo	A marsupial from the family Macropodidae or macropods, meaning "large foot": the red kangaroo, antilopine kangaroo, eastern grey kangaroo, and western grey kangaroo are endemic to Australia.	No	All	All
Zebra	Zebra skin with hair and/or zebra plates	No	All	All
Beaver, Chinchilla, Fox, Minks, Rabbits, Raccoon, Coyote, etc.	Hair/Fur from any other animals would be identified as definitively falling into the category of "authentic fur," and should not be used.	No	All	All

** Do not source from*