

RALPH LAUREN

2023 GLOBAL CITIZENSHIP
& SUSTAINABILITY REPORT



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A Message from Our Chairman and CEO

Dear All,

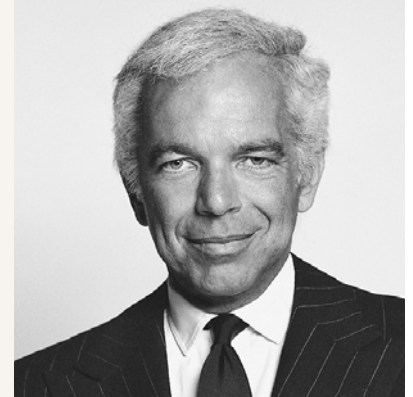
From the very beginning, Ralph Lauren's Purpose has been *to inspire the dream of a better life through authenticity and timeless style*. For more than 50 years, this commitment has anchored our every action, starting with the creation of iconic products that our consumers will treasure for a lifetime and pass down through generations.

Today, that commitment goes even further. We are challenging ourselves to lead the way in more deeply contributing to a better, more sustainable world in the ways we create products, value nature and champion the people and communities we touch.

That's why last year, we introduced the next chapter in our Citizenship and Sustainability journey, Timeless by Design. Our teams have made meaningful progress in the last year, including:

- Supporting the circular economy with the introduction of our Cradle to Cradle (C2C) Certified® Gold Cashmere Sweater, the first of five Ralph Lauren iconic products that we've committed to have C2C Certified® by 2025;
- Meeting our zero waste goal by diverting 92% of waste from landfill and incineration across our distribution centers;
- Achieving our goal to increase women in factory leadership by 25%, making progress on our path to parity in our supply chain;
- Furthering diversity in our organization by achieving our goal to ensure at least 20% of our Global Leadership Team is composed of racially and ethnically diverse talent;
- Deepening our brand storytelling to make our portrayal of the American dream inclusive of the diverse communities that inspire us;
- Expanding our impact with equity-focused partnerships across the globe; and
- Committing to a \$25 million investment through The Ralph Lauren Corporate Foundation to expand or establish five cancer centers in underserved communities, including the recently opened Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center in Washington, D.C.

Thank you to the teams and partners whose leadership, dedication and creativity are represented by the work reflected in this report. Though there remains much more to do, we are proud of our progress and energized to take on the work ahead. This is the better life all of us want for ourselves, our families and friends all around the world. This is the dream of a better life made into a reality.



Ralph Lauren

Ralph Lauren

Executive Chairman and
Chief Creative Officer



Patrice Louvet

Patrice Louvet

President and Chief
Executive Officer

Our Global Citizenship & Sustainability Approach

Timeless by Design

Since our founding, we have believed in creating things that are timeless — that last and that never go out of style. Our iconic products are created to be worn, loved and passed on through generations.

This ethos of timelessness extends beyond our products to the lives, communities and natural resources our business intersects. Our Purpose is to inspire the dream of a better life through authenticity and timeless style. Timeless by Design is how we are applying our Company's Purpose to our approach to citizenship and sustainability. We live this commitment by empowering our employees, through the charitable work we undertake through our Company and The Ralph Lauren Corporate Foundation and with a continued focus on advancing a more circular apparel industry. From the materials we use to how we make our iconic products, we consider timeless style throughout our design process — ensuring our philosophy of timelessness is embedded from inspiration through to our products' every use and reuse.

Our 2023 Global Citizenship & Sustainability Report outlines progress on our goals and commitments — progress that is anchored in our Purpose and created with and for our people, communities and partners. But we know we must go further, and we can't reach our goals alone because, at its core, Timeless by Design is about ensuring our business can meet the needs of all of our stakeholders now and into the future.



Our Strategy

Timeless by Design is our global approach to citizenship and sustainability. With this as our North Star, we aim to reduce our overall environmental impact and champion the people and communities that intersect our business.

Our approach and initiatives are addressing global priorities, contributing to tangible solutions and moving us closer to achieving meaningful global targets. To ensure alignment of our initiatives with these global efforts, elements of Timeless by Design support the United Nations Sustainable Development Goals (SDGs). Ralph Lauren's current disclosure of programs, metrics and policies were benchmarked against all 17 SDGs to identify and determine where the Company has the biggest opportunity to contribute to the following SDGs:

SUSTAINABLE DEVELOPMENT GOALS



Create with Intent

Grounded in our enduring philosophy of timelessness, we are working to implement circular principles and instill cultural awareness practices into our design and development process. By designing with timelessness in mind from the start, we are enabling our products to live on responsibly and helping our consumers to love their items longer.

Protect Our Environment

By adopting practices that help preserve the world's natural resources, we can be stewards in protecting our environment for generations to come. Beyond creating products more responsibly, we are working to operate in ways that respect our planet, such as transitioning to renewable energy, diverting waste from landfill and incineration, and efficiently managing water for our business and the communities where we operate.

Champion Better Lives

Shaping a business that is timeless and has a positive impact on tomorrow means building relationships that stand the test of time and ensuring that everyone is included, respected and empowered. That's why we're committed to supporting our employees, our partners and those within our communities — working to build a brighter future.



Progress on Our Goals

CREATE WITH INTENT

TARGET	PROGRESS
Enable our past and future products to live on responsibly by 2030	Made advancements toward our circular product, experience and investment goals
Five of our iconic products will be Cradle to Cradle (C2C) Certified® by 2025	Introduced our Cradle to Cradle (C2C) Certified® Gold Luxury Cashmere Sweater, the first of five C2C Certified® products, to consumers
Offer high quality products made with 100% recycled cotton by 2025	Developed products with increasingly higher recycled cotton content, including the New Denim Project capsule
Invest in scaling innovative technologies and regenerative practices to advance a circular economy by 2025	Launched the POLO® MIRUM® sneaker and crossbody pouch, which are partially made from a 100% plastic-free material from Natural Fiber Welding (NFW)
Set and implement circular principles into our design and development process by 2025	Began developing principles with expert partners and increased engagement with design teams
Connect consumers with options to rent, repair and recirculate our products in select top cities by 2025	Launched channel for recycling end-of-use 100% cashmere products and continued to grow our vintage offerings
Achieve 100% sustainably sourced key materials by 2025	89% of our units produced met at least one of our sustainable material criteria in FY23 — up from 77% in FY22
100% of our key wood suppliers for new RL store interiors will use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025	At the end of FY23, 37% of our suppliers had committed to meeting the benchmark, compared to 11% in FY22
Ensure all of our design, production and merchant teams will receive annual training on sustainable, circular, inclusive and culturally cognizant design	Enhanced the sustainable design training modules available to our design and product teams
80% of our business will be with suppliers that meet key & strategic supplier criteria with performance and potential in business, social and environmental performance by 2025	50% of our business was with key & strategic suppliers that met business, social and environmental performance criteria

PROTECT THE ENVIRONMENT

TARGET	PROGRESS
Reduce absolute Scope 1, 2 and 3 GHG emissions by 30% by 2030 (SBTi-approved) from a FY20 base year	Decreased absolute emissions by 29% in FY23 from our FY20 baseline
Achieve net zero by 2040	Submitted our net zero target for SBTi approval against its new Net Zero Standard
Power our owned and operated offices, distribution centers and stores with 100% renewable electricity by 2025	Continued to invest in renewable energy attribute certificates, accounting for 8% of our global electricity use, and increased the number of power purchase agreements we are pursuing across key regions
Achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by 2025	Decreased total water use across our operations and value chain by 25% from our FY20 baseline
Achieve 100% recyclable, reusable or sustainably sourced packaging materials by 2025	Transitioned all key suppliers to 100% recycled content polybags; continued to remove and recycle all polybags from reduced packaging orders
Achieve zero waste to landfill across our distribution centers by 2023	Achieved our goal for zero waste to landfill in our distribution centers, with 92% of waste diverted
Eliminate the use of hazardous chemicals in our supply chain by 2025	Gained 79% visibility of chemical use in manufacturing (by spend); 84% of chemicals reported conform with the Manufacturing Restricted Substances List (MRSL)
Develop a biodiversity strategy and set goals aligned with the Science Based Targets for Nature by 2024	Selected partner to conduct a formal assessment of our nature-related impacts and dependencies, to inform development of a biodiversity strategy and goals



CHAMPION BETTER LIVES

TARGET	PROGRESS
Ensure at least 20% of our Global Leadership Team is comprised of diverse racial and ethnic groups by FY23	Achieved our goal to ensure 20% of our Global Leadership Team is made up of racially and ethnically diverse talent
Maintain gender parity with equal representation in leadership positions at the VP level and above	Maintained 50% of VP and above roles held by women
Increase Company employee volunteer hours by 25% compared to a FY22 baseline	Increased Company employee volunteer hours by 500%
Make empowerment and life skills programs available to 250,000 workers across our supply chain by 2030	Reached over 98,000 workers through our empowerment and life skills programs to date
Achieve a 25% increase of women in factory leadership that seeks to create a path to parity by 2025	Increased women in factory leadership by 27% across four target countries
Roll out our Wage Management Strategy to all of our strategic and key suppliers to address fair and timely compensation for factory workers by FY23	Achieved our goal to roll out our strategy to all strategic and key suppliers
All strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation by 2030	New goal as of FY23; progress will be measured annually





Create with Intent

Our journey is anchored in our enduring philosophy of timelessness and authenticity. We aim to create products that are made to be worn, loved and live on responsibly. As we continue to evolve in how we design our products, we are using more sustainable materials, implementing circular principles and instilling cultural awareness practices.

EXPLORE THIS SECTION

- 10** INTEGRATED CIRCULARITY
- 15** SUSTAINABLE MATERIALS
- 20** RESPONSIBLE DESIGN
- 25** RESPONSIBLE SOURCING

Integrated Circularity

We are designing products with circularity in mind, connecting consumers to opportunities for repair and recirculation and investing in scalable innovation. These efforts support our commitment to timeless style, creating products that stand the test of time.

2030 GOAL

- Enable our past and future products to live on responsibly

2025 GOALS

- Five of our iconic products will be Cradle to Cradle (C2C) Certified® products
- Offer high-quality products made with 100% recycled cotton
- Invest in scaling innovative technologies and regenerative practices to advance a circular economy
- Set and implement circular principles into our design and development process
- Connect consumers with options to rent, repair and recirculate our products in select top cities

Our Circularity Approach

Circularity is a systems-level approach to eliminating waste, recirculating materials and regenerating resources for a more sustainable economy. Our enduring philosophy of timelessness guides our overall approach to circularity.

Our circularity strategy has three main elements:

- Designing our **products** according to circular principles
- Connecting consumers to **services** that enable product longevity and reuse
- Investing in circular **systems** and innovation across the industry



Live On Promise

In 2022, we introduced our Live On promise to take our enduring philosophy of timelessness even further with a new commitment:

By 2030, Ralph Lauren will enable our past and future products to live on responsibly.

To deliver on this promise, we committed to designing new and reimagined products according to circular principles. To help extend the life of Ralph Lauren products — old and new — we are also enabling consumers to rent, repair and recirculate our items in select top cities. We also continue to make investments to help advance circular innovation across the industry.

This year, we strengthened our commitment by bringing our first C2C Certified® product to market, initiating our circular principles workstream with internal and external partners and continuing our efforts to present vintage Ralph Lauren offerings to our consumers.

DESIGN FOR CIRCULARITY

GOALS	PROGRESS
By 2025, five of our iconic products will be C2C Certified®.	We reimagined our iconic luxury crewneck cashmere sweater to be our first Cradle to Cradle Certified® product.
By 2025, we will offer high-quality products made with 100% recycled cotton.	We are developing products with increasingly higher recycled cotton content, including the New Denim Project capsule.
By 2025, we will set and implement circular principles into our design and development process.	We are initiating our circular principles workstream with internal and external partners.

ENABLE CIRCULAR CONSUMER EXPERIENCES

GOALS	PROGRESS
By 2025, we will connect consumers with ways to rent, repair and recirculate our products in select top cities.	Our cashmere recycling program — implemented as part of the C2C certification process — connects consumers to a channel for recycling their end-of-use 100% cashmere products. We have been engaging in the resale market by selling curated collections of iconic, vintage Ralph Lauren products. These collections can be found on our digital platforms and in select stores.

ADVANCE THE CIRCULAR ECONOMY

GOALS	PROGRESS
By 2025, we will invest in scaling innovative technologies and regenerative practices to advance a circular economy.	Our POLO® MIRUM® sneaker and crossbody pouch are partially made from a 100% plastic-free material, created without relying on petrochemical and synthetic inputs.



CIRCULARITY WORKING GROUP

Our Circularity Working Group, relaunched in 2022, works across the organization to integrate circularity in all segments of our products' lifecycle. In the past year, the cross-functional team has focused on establishing a structure to facilitate collaboration within the organization and with our external partners.

Product Management — develops product with circular principles

Marketing — communicates the product story

Merchandising — selects what we develop to sell to our wholesale and retail partners

Sourcing — identifies, develops and secures certified sources of sustainable components

Business Innovation — develops circular business models

Product Innovation — identifies and tests new solutions

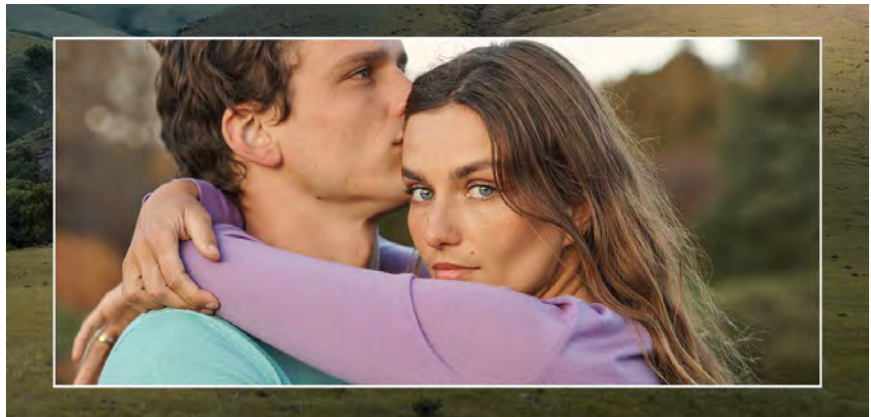
Sustainability — determines the environmental impact

Design — conceptualizes collections that integrate circular concepts into our brand heritage

Cradle to Cradle Certified®

The Cradle to Cradle Product Innovation Institute's C2C certification program is the global standard for products that are safe, circular and responsibly made. We chose the C2C standard because the assessment categories mirror our own sustainability goals and take a holistic approach to designing for circularity. To achieve C2C certification, a product or material is assessed across five categories of performance and can achieve levels ranging from Bronze to Platinum. Those categories include:

- Material health
- Product circularity
- Clean air and climate protection
- Water and soil stewardship
- Social fairness



C2C CERTIFIED® GOLD CASHMERE SWEATER LAUNCH

During the 2022 Global Fashion Summit in Copenhagen, we unveiled our C2C Certified® Gold Cashmere Sweater, an iconic product made to be worn, loved and live on responsibly for generations to come. Available in Men's Purple Label and Women's Collection brands, the first-of-its-kind luxury crewneck cashmere sweater is the first of five iconic Ralph Lauren products that we committed to have C2C Certified® by 2025. Every component of the sweater has been certified, from the cashmere fiber to its rich dyes and iconic label made with organic cotton.

The C2C Certified® Gold Cashmere Sweater replaced the original iconic product, and our certified assortment will expand to include other cashmere products. We are also cascading our learnings from the certification process to inform the design and development of future products. At least one additional product will be submitted for certification in 2023.

cradleto
cradle
products
innovation
institute



Cashmere Recycling Program

Developed as part of the C2C certification process, we launched a recycling program for 100% cashmere in partnership with [Re-Verso™](#), a leading textile production company that bridges science and technology to create a circular economy manufacturing system for high-quality wool and cashmere. The program, initially available in North America and Europe, allows consumers to request a prepaid mailing label from our [website](#) for their end-of-use cashmere product to be recycled.

Network Partner of the Ellen MacArthur Foundation

[The Ellen MacArthur Foundation \(EMF\)](#) has a leading circular economy Network that brings together businesses, innovators, cities, universities and thought leaders to build a circular economy and scale solutions globally. Ralph Lauren has been a Network Partner since 2021. The Network has created a vision of a circular fashion economy where clothes are designed to be made from safe, recycled and/or renewable inputs, worn longer, and repurposed; one that works with the fashion industry to re-envision and redesign the way products are made and used. We participated in a number of the Network events and offerings in 2022 to further circularity efforts in our Company and the fashion industry, including:

Industry Workshops

In 2022, we participated in a fall workshop in Stockholm, Sweden, where we had the opportunity to work with EMF's full Network of Partners to explore solutions to circular economy challenges across the entire value chain.

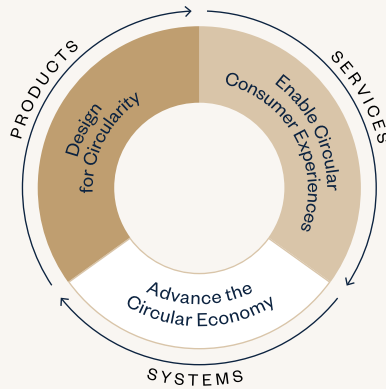
Master Classes

Ralph Lauren staff members enrolled in a circular economy master class for the first time, provided through Exeter University. This educational opportunity aims to extend the knowledge of those familiar with circular principles to help enable action toward commercial benefits.

The Jeans Redesign Project

We are also a participant of EMF's Jeans Redesign Project, which consists of 100 brands, mills and manufacturers and aims to demonstrate how a garment can be designed and made for a circular economy. The Jeans Redesign Guidelines act as a blueprint and provide a starting point to design and manufacture products aligned with the principles of a circular economy. We are developing a 100% recycled denim product to meet or exceed The Jeans Redesign Guidelines for launch in 2023.

Through our participation in The Jeans Redesign and by using Circulytics, a company-level measuring tool developed by EMF, Ralph Lauren is taking a step forward in its long-term circular economy journey.



RALPH LAUREN CIRCULARITY PRINCIPLES FOR DESIGN

A foundational element of reaching our circularity goals is the establishment of product design and development principles aligned to the core principles of circularity. We have engaged an expert partner to support us in establishing Ralph Lauren-specific principles in 2023.

Digital Product ID

Digital Product IDs (DPIDs) will be crucial to enabling technology that supports a circular economy. A unique digital ID is placed in each item during production to provide data related to the garment’s origin and makeup when the product’s QR label is scanned. This process enables consumers and marketplaces to authenticate products directly with the brand owner and discourages the sale of counterfeit clothing in resale, protecting consumers, brands and marketplaces.

In 2019, Ralph Lauren began rolling out this technology across our portfolio, starting with the Polo brand. DPIDs are currently in more than 220 million Polo products and can be used to authenticate the products.



Increasing Product Authentication

Increasingly, consumers are seeking to align with brands whose value chains are ethical, environmental-friendly and reliable. New authentication and digital traceability tools can be leveraged to demonstrate or transparently share information with interested consumers.

The [World Economic Forum \(WEF\)](#), [Ralph Lauren](#), [Vestiaire Collective](#) and Global Innovator [EVERYTHNG](#), in collaboration with [Bain & Company](#), launched a pilot to ensure the authentication of fashion products in the secondhand market through digital ID technology. This pilot established a global collaboration between manufacturers and brand owners, suppliers, consumer representatives and regulators. It leverages new digital traceability and authentication technologies to drive circularity and sustainability, creating value for all stakeholders in the fashion value chain. As a second phase, Ralph Lauren and WEF, in partnership with technology providers, resellers and brands, have created a working group to create the standards and tools to bring this pilot to scale.

The first pilot of the new authentication platform has shown that companies like Ralph Lauren can have a direct connection to secondary-market consumers while gaining insight into the lifespan of our clothes.

Sustainable Materials

We seek to increase the use of more sustainable materials in our industry and are committed to using materials in ways that reduce environmental impact, protect biodiversity and animal welfare, support livelihoods and improve the traceability of raw materials.



2025 GOALS

- Achieve 100% sustainably sourced **key materials** by 2025
- 100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025

Our Approach to Sustainable Materials

Ralph Lauren products are designed to be timeless and worn for generations. With this in mind, we choose our product materials thoughtfully to ensure high-quality and durability. Our sustainable materials strategy has a holistic orientation, inclusive of impacts across the environment, animal welfare, land use and farmer livelihoods. We look to source materials from certifications and programs that drive positive change in these areas. Our efforts and goals are focused on the key materials that make up 92.2% of our material use: cotton, wool, cashmere, leather, viscose and polyester.¹

In April 2023, we updated our **Animal Welfare Policy** to articulate our aims for all our animal-derived materials and reflect the latest science on the proper care of animals.

Enhanced traceability and transparency across our value chain is a critical enabler of our efforts to reduce the impact of our material use and support improved practices in material production, especially at the farm level. We are going beyond sourcing certified materials and are working towards increasing traceability of our supply chain. For more on our approach and progress around transparency and traceability, see the **Responsible Sourcing** section of this report.

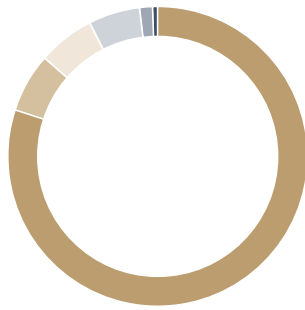


TEXTILE EXCHANGE BRAND CERTIFICATION

Chain of custody standards are used by the fashion industry to validate the accuracy of claims about fiber content in a product. The recycled, organic and Responsible Animal Fiber standards owned by Textile Exchange require every member of the value chain to undergo a third-party audit to become certified to use these standards on customer-facing products. Ralph Lauren became a certified brand in 2023. Our first fully certified product will be Responsible Wool Standard (RWS) sweaters, available in our Fall '23 Polo collection.

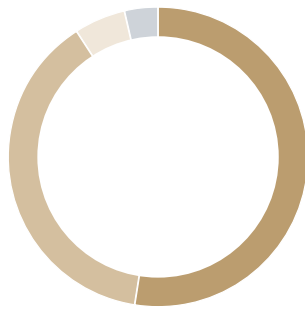
¹ Down is a key material but as a fill material it is quantified separately.

FY23 MATERIAL USE¹



- **80.1%** Cotton
- **6.5%** Polyester
- **6.1%** Other
- **5.4%** **Animal derived**
- **1.6%** Nylon
- **0.3%** Viscose

ANIMAL DERIVED



- **2.9%** Leather/Skins
- **2.1%** Wool
- **0.3%** Cashmere
- **0.1%** Silk

¹ Our efforts and goals are focused on the key materials that make up 92.2% of our material use: cotton, wool, down, cashmere, leather, viscose, and polyester. Down is a key material but as a fill material it is quantified separately.

89%

of our units produced met at least one of our sustainable material criteria in FY23 — up from 77% in FY22.

Global Research and Development Studio

Our Global Research and Development Studio is a physical and virtual resource built on the principle that all materials and techniques should have a sustainability attribute. This central hub contributes to our progress on our sustainable materials goals by expanding our library of materials and processes available for adoption. Our 3D research and development program provides a tool for developing a product in 3D before creating a physical sample, helping to reduce material waste. We have expanded a robust 3D material and trim library for use in digital design and development.

KEY MATERIALS GOALS

- 100% of our cotton will be sustainably sourced by 2025, defined as: Better Cotton, organic, transitional/ in-conversion, recycled, regenerative, U.S. Cotton Trust Protocol or Fair Trade-certified
- 100% recycled polyester by 2025
- 100% Responsible Wool Standard-certified or recycled wool by 2025
- 100% of viscose will be sourced and verified through CanopyStyle audits by 2025
- 100% Responsible Down Standard-certified or recycled down and feathers by 2023
- 100% of our tanned leather will be Leather Working Group-certified by 2025
- 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025

Natural Fiber Welding

Beginning in FY22, we made an early investment in Natural Fiber Welding (NFW), whose groundbreaking technology is enabling us to reduce our use of synthetic materials. Last year, we launched the RLX CLARUS® Polo Shirt, made with the world’s first high-performance cotton fabric comprised of 50% recycled cotton. We continue to invest in NFW’s innovative materials to launch new products. In March 2023, we released the POLO® MIRUM® sneaker and crossbody pouch. MIRUM® is a 100% plastic-free material, created without relying on petrochemical and synthetic inputs.

In FY23,

94%

of the cotton units we produced met at least one of our defined sustainability attributes.



Making Progress on Sustainable Cotton

Cotton is the most widely used natural fiber for clothing production¹ and accounts for more than 80% of our material use. We invest in the increased use of sustainable cotton and seek to support the scaling of improved practices in cotton cultivation, which benefits our business, the environment and the farmers that grow it. In FY23, 94% of the cotton units we produced met at least one of our defined sustainability attributes (organic, transitional/in-conversion, Better Cotton, recycled, regenerative, U.S. Cotton Trust Protocol or Fair Trade).

U.S. COTTON TRUST PROTOCOL MEMBERSHIP

In FY23, building on the Company's commitment to scale more sustainable farming practices and echoing The Ralph Lauren Corporate Foundation's existing support of the [U.S. Regenerative Cotton Fund \(USRCF\)](#), Ralph Lauren Corporation became a member of the [U.S. Cotton Trust Protocol \(Trust Protocol\)](#). The Trust Protocol helps farmers transition to more sustainable cotton cultivation practices and enables growers to measure the environmental impacts of their operation to support continuous improvement. It is the only farm-level, science-based program that provides quantifiable, verifiable goals in six key sustainability metrics including land use, soil carbon, water management, soil loss, greenhouse gas emissions and energy efficiency, as well as offers article-level supply chain transparency to all members. Our membership in the Trust Protocol is an important part of our efforts to build a more resilient cotton industry.

In 2022, the [Trust Protocol was awarded](#) funding for the U.S. Climate Smart Cotton Program as part of the U.S. Department of Agriculture Partnership for Climate Smart Commodities pilot projects. The multistakeholder initiative includes the nonprofit [Soil Health Institute](#), which The Ralph Lauren Corporate Foundation supports through the USRCF, as an implementing partner. This grant-funded pilot builds upon the four pillars of Climate Smart Agriculture (CSA) practices allowing for improved soil health, increased drought and flood resilience, advanced nutrient efficiency, decreased soil erosion and reduced greenhouse gas emissions. It will provide technical and financial assistance to more than 1,650 U.S. cotton farmers to support the adoption of CSA practices on more than one million acres over the next five years, scaling the impact and reach of the work initiated through the USRCF.

For more information on the Trust Protocol, read their [annual report](#); for more information on the USRCF, see the [Community Engagement & Philanthropy](#) section of this report.

¹World Resources Institute



IMPROVING SUSTAINABILITY OF KEY MATERIALS

Cashmere — Our cashmere strategy focuses on sourcing Sustainable Fibre Alliance-certified virgin cashmere, or recycled cashmere, which typically comes from post-consumer recycled textiles or pre-consumer industrial waste.

Down — We have sourced 100% Responsible Down Standard (RDS)-certified virgin down since 2019.

Viscose — We ask our suppliers to source viscose from manufacturers who have a Green Shirt audit score in Canopy's Hot Button report and are exploring opportunities to use viscose that incorporates recycled material inputs.

Polyester — We continue to prioritize recycled polyester, and in the coming year the Global Research and Development team will focus on researching alternative feedstock options for recycled polyester.

Animal Welfare

Our [Animal Welfare Policy](#), which we updated in April 2023, outlines our commitment to the well-being and respectful treatment of animals, including our longstanding ban on the use of fur and our aim to have all of our animal-derived materials certified to an animal welfare standard, where available. While only 5.4% of our total material use comes from animal-derived sources, we believe all animals should be treated with care and respect throughout all stages of life. We leverage animal fiber certification schemes to ensure alignment with this principle, as well as to help address some of the key environmental impacts associated with raising animals. We are demonstrating our commitment to animal welfare by prioritizing standards such as the Responsible Animal Fiber standards for wool and down and Sustainable Fibre Alliance for cashmere. Each of these standards has requirements in place for animal welfare at the farm level.

Leather

When we set our key materials goals in 2019, we built them with a strong ambition to map and trace our supply chains for these materials, including leather, and that ambition remains today. (See the [Responsible Sourcing](#) section of this report for more information on our traceability efforts.) The leather supply chain is long and complex, and one of its most significant challenges is the lack of transparency. It is also a shared supply chain across industries. While a number of animal welfare and land management standards exist for cattle, chain of custody infrastructure specific to the leather supply chain is limited and continues to be developed. We remain supportive of programs that aim to drive positive impact at the farm level while these advancements continue, such as the [Leather Impact Accelerator \(LIA\)](#). LIA is a set of tools developed by Textile Exchange focused on enabling leather supply chain members, from farmers to retailers, to contribute to a more responsible leather supply chain. These tools (individually) establish minimum social, environmental and animal welfare thresholds for practices at the farm and leather production levels and give recognition to producers who meet them. The tools also include cattle tracking requirements to lay the foundation for farm-to-farm traceability early in the supply chain. In FY23 we invested in Impact Partnership Incentives, which are one of the LIA tools, for a second year.

Wool

At the farm level, the [Responsible Wool Standard \(RWS\)](#) is used to certify that the Five Freedoms of animal welfare are protected, and progressive methods of land management are practiced on the farm. As wool moves through the supply chain, the RWS ensures a strong chain of custody is in place at every stage so the customer can be confident that the finished product contains wool that came from an RWS-certified farm.

PROGRESS HIGHLIGHTS

100%

of wood hangers produced for Ralph Lauren store interiors in FY23 were made from wood substrates certified by a forest management system.

69%

of wood flooring installed in all Retail and Outlet Stores globally in FY23 was sustainably sourced.

100%

of Children's and Lauren millwork fixtures and wall units produced for U.S. shop-in-shops in FY23 were made from sustainably sourced woods.

In FY23, we built upon our work with RWS-certified suppliers to develop products that meet all the requirements for labeling with the RWS logo. Our first RWS-certified Polo sweaters will be in stores in Fall '23 and designated with special hangtags.

Sustainable Store Interiors

Our store interiors reflect timelessness with natural materials that get better with age, such as wood and stone. Sustainability guidelines from the U.S. Green Building Council and the Forest Stewardship Council (FSC), among others, inform our interior materials sourcing.

Our **Forest Protection Policy** outlines our commitment to protecting the world's forests and guides selection of wood suppliers for our store interiors. Our goal is to have 100% of our key wood suppliers use sustainably sourced (certified by a forest management system, repurposed or recycled) wood substrates for new Ralph Lauren store interiors by 2025. Nineteen suppliers committed to meeting the benchmark by the end of FY23, which represents 37% of our suppliers, compared to 11% in the previous year. In FY23, our key wood suppliers represented 99% of our business volume in this category.

Our new retail store in the iconic Battersea Power Station in London was executed with FSC-certified wood flooring, and 80% of the freestanding floor fixtures and almost half of all artwork were repurposed pieces.



Responsible Design

For more than 50 years, our design ethos has been inspired by the world around us. As we evaluate and evolve our cultural inspiration, we know that it is important to involve authentic community voices in the products we design and the stories we tell. We take seriously our obligation to use the histories, arts, crafts and cultures that inspire our designs and storytelling in a way that is culturally responsible and sustainable.

ONGOING GOAL

- Ensure all of our design, production and merchant teams will receive annual training on sustainable, circular, inclusive and culturally cognizant design

Our Approach to Responsible Design

At Ralph Lauren, we have always been inspired by the beautiful, complex and interconnected elements that make up our world: its communities, histories, arts, crafts and — most of all — its people.

We are deepening our efforts to use the inspiration that captivates our imagination in a way that is culturally cognizant. We are on a journey to evolve our approach to a model built on collaboration, ensuring that our products and storytelling are inclusive of the unique and diverse cultures and people that inform and inspire us. In doing so, our products and the way we showcase them will have an even greater degree of authenticity and timelessness.

Design with Intent Steering Committee

In 2022, we created a new steering committee of senior cross-functional leaders to provide strategic oversight of our Design with Intent department and its workstreams. The committee collaborates across the organization to drive understanding of cultural sustainability, evolve our roadmap and best practices and open pathways to achieving our goals. The committee collaborates with Employee Impact Groups and creative directors to set our shared intent.





Design with Intent Team

Our Design with Intent workstream aims to ensure the inspiration for our products is used in a way that is culturally aware and responsible — in product design, creation and development as well as every point along the customer journey, including our storytelling. The Design with Intent team was formally launched in 2022 to guide and operationalize how Ralph Lauren approaches culturally sustainable design and go-to-market execution. The team is focused on three strategic priorities:

- Develop the cultural sustainability principles that guide our work and decision-making
- Mobilize cross-functional teams to enable collaborative product and brand initiatives
- Build partnerships and pathways to collaboration with artisans and creative makers

DESIGN WITH INTENT GOVERNANCE AND ENGAGEMENT STRUCTURE

Nominating, Governance, Citizenship & Sustainability Committee

The Board of Directors committee with oversight of environmental and social risks and opportunities, of which Design with Intent is now part.

Design with Intent Steering Committee

The senior cross-functional team responsible for strategic oversight and ensuring alignment of resources and priorities to enable execution across Design with Intent goals.

Design with Intent Team

Responsible for setting strategy and driving implementation and action.

Cross-Functional Partners

Internal teams that support and deliver progress across co-created priority areas and goals.

Cultural Awareness Council

Functional leads from Legal/Cultural IP, DE&I, Corporate Communications and Design with Intent, responsible for setting policy and guidelines and evaluating brand risk, priorities and overall position.

Design with Intent Community Group:

A Place for Employee Allyship

The global community of employees who connect to create a space for safe conversations and change agency within Ralph Lauren.



Building Cultural Cognizance

As we audit the sources of our design inspiration that are embedded in our brand codes, we are establishing short- and mid-term goals and priorities. These will serve our larger objective to build a holistic cultural sustainability framework that follows a product’s lifecycle, from concept design and sourcing to creation and go-to-market storytelling.

Our Cultural Awareness Council (the Council) enables progress by working cross-functionally to create and implement culturally sustainable policies, guidelines and best practices. The Council holds weekly review sessions with our design and concept teams, and weekly marketing and creative review sessions to support cultural sustainability across our product creation and marketing efforts. **Employee Impact Group (EIG)** leaders and external cultural and textile experts are consulted as needed to help inform our decision-making and our development of authentic partnerships, programs and storytelling. Specifically, our external Native American & Indigenous Advisory Council, which formally convenes annually, is a group of Indigenous leaders across cultural, historical, educational, legal, media and creative disciplines that review and provide guidance on the intentions and impacts of our Design with Intent work.

Our Cultural Awareness Guidelines support our approach. We update these annually according to emerging best practices and guidance from our network of external advisors and distribute them to all teams with a role in design, merchandising, advertising and marketing. We inform and prepare these teams to apply our guidelines through mandatory cultural awareness educational programs, including during new hire onboarding and in annual employee trainings.

CULTURAL COUNCIL ENGAGEMENT STRUCTURE

Design with Intent Steering Committee

The senior cross-functional team responsible for strategic oversight and ensuring alignment of resources and priorities to enable execution across Design with Intent goals.

Cultural Awareness Council

Functional leads from Legal/Cultural IP, DE&I, Corporate Communications and Design with Intent responsible for setting policy and guidelines and evaluating brand risk, priorities and overall position. The Cultural Awareness Council engages with external expertise and EIGs as needed.



Weekly Campaign Review

A weekly session for creative and marketing team leaders to present work-in-progress promotional campaigns for review to the Cultural Awareness Council.



Cultural Awareness Council Weekly Design Review

A weekly session for creative and design leaders to present product collection and campaign concepts for review to the Cultural Awareness Council.



Photo by Nate Lemuel of Darklisted Photography

Engagement with Native American and Indigenous Communities

For more than 50 years, we have drawn design and storytelling inspiration from the beautiful lands and individuals around us, and as we continue to evolve and grow, we believe it is important to more closely partner with the communities that inspire us.

We recognize that we must honor the Indigenous communities that so richly contribute to American culture, and the cultures of many other countries. As a part of this work, we connect with Native American and Indigenous-focused organizations to apply greater cultural cognizance to our work and scale our impact in the communities we serve.

Connecting with Indigenous Artisans

In August 2022, a delegation of Cultural Awareness Council members attended the [Southwestern Association for Indian Arts \(SWAIA\)](#) annual art market in Santa Fe, New Mexico, to build on our understanding of Native perspectives and connect with Indigenous creatives and community leaders. The event showcases the work of more than 1,000 Native artists from more than 100 tribal communities in North America and Canada and generates nearly \$160 million in revenue for the artists and the Santa Fe community each year¹.

In November 2022, members of our Cultural Awareness Council attended [Original](#) to connect with artisans and to learn more about the beauty and legacy of traditional Mexican craftsmanship. This annual celebration of Indigenous Mexican culture and art in Mexico City, led by the Ministry of Culture of the Government of Mexico, publicly showcases the work of about 1,000 artisans from across Mexico, who represent nearly 5,000 makers from the broader Mexican handicraft community.

Creative Futures Collective

We partner with [Creative Futures Collective](#) (CFC), an organization that empowers the next generation of creative leaders from disenfranchised or system-impacted communities, to provide an opportunity for mentorship, employment and exposure. We sponsored two CFC fellows to participate in SWAIA. Alongside mentorship support, we featured their journey in their own words and through their own lens via editorial stories on our consumer-facing [RL Mag platform](#) and our employee intranet. We are also exploring additional opportunities to engage with CFC on talent recruitment and development on an ongoing basis.

¹Swaiia.org



OUR WORK WITH HISTORICALLY BLACK COLLEGES AND UNIVERSITIES

We have continued to expand our partnerships with historically Black colleges and universities (HBCUs).

In March 2022, we unveiled a **limited-edition collection** to honor the rich heritage and sartorial legacy of HBCUs through the lens of Morehouse College and Spelman College. The collection sought to share the history of both schools and build on our commitment to expand our portrayal of the American dream to include the nature of life at HBCUs, a story previously untold in depictions of Ralph Lauren's collegiate sensibility. Conceptualized and designed by Morehouse and Spelman alumni at Ralph Lauren, the collection was supported by a campaign featuring an all-Black creative suite and cast comprised of students, faculty and alumni from both colleges. The collection sold out in two days, and we were proud to be recognized for the work with a ***Fast Company Brands that Matter* award** and a ***"Best Collaboration" award from The Impression***. For more information on the Company's and the Foundation's partnership with HBCUs, including the ***Foundation's \$2 million scholarship commitment***, please see the ***Championing Better Lives*** section of this report.

The Art of Indigenous Fashion

The Ralph Lauren Corporation is proud to support the Art of Indigenous Fashion exhibition at the Museum of Contemporary Native Arts in Santa Fe, New Mexico. As a part of the Institute of American Indian Arts (IAIA), the museum took a curatorial approach to the exhibit to offer insights into the perspectives of Indigenous designers, beyond the visual and material qualities of their work.

Support for Native and Indigenous Education

As ***Education, Advocacy and Access*** is a key pillar of our philanthropic work across the Company and The Ralph Lauren Corporate Foundation, we remain dedicated to providing next-generation leaders with opportunities to access education. The Company continues to support scholarship programs via the American Indian College Fund and launched a two-year Master of Fine Arts scholarship at IAIA, aiming to support Native and Indigenous talent in creative fields of work.

Artist in Residence Program

The Company's Artists in Residence program invites artisans working with a variety of skill sets, mediums and materials to collaborate with Ralph Lauren's design teams. This is intended to be a mutually beneficial exchange of resources, talent and trade techniques. During their tenure, we expect each Artist in Residence to have the opportunity to create a special product collaboration, melding the brilliance and unique skill of the artisan with our core brand sensibilities.

Our pilot program with the Polo brand is expected to launch in the coming year featuring traditional Indigenous design motifs created under a model of collaboration. We hope to use learnings from this pilot to inform and scale the program in the future.

Because of our design-to-production timeline, we may have pre-designed, existing products already in our pipeline created prior to this evolved model. Any new product featuring Native American design motifs following our Summer 2023 season will be created under the evolved model. In line with our sustainability commitments, we will not be disposing of existing product. In this interim period, we are deepening our efforts to invest in communities of Native and Indigenous artisans.

Authentic Makers

In 2022, we were honored to work with Navajo ***artisan Jimmy Begay Jr.*** in partnership with Shiprock Santa Fe gallery for our first Authentic Maker program launch. His hand-crafted, stamped, heirloom-quality concho belts were made exclusively for the Ralph Lauren Collection. We showcased Jimmy's craftsmanship and shared his story in our online RL Mag platform and via consumer-facing marketing channels.

Responsible Sourcing

To build a resilient and responsible supply chain, we are continuing to deepen our understanding across our full value chain, strengthen relationships with suppliers and identify areas for improvement. We work with our suppliers to increase transparency, support human rights and promote environmental sustainability.



2025 GOAL

- 80% of our business will be with suppliers that meet key & strategic supplier criteria with performance and potential in business, social and environmental performance

50%

of our business was with key & strategic suppliers that met business, social and environmental performance.

Building a Resilient and Responsible Supply Chain

Economic, social and environmental disruptions continued in FY23, and supply chain engagement remained a critical strategy to ensure greater resiliency and sustained commitments to responsible sourcing. Our work in supplier engagement aids our understanding of capacity, capability, and current and future performance potential. This work is vital to creating an agile supply chain ecosystem that can respond to disruption and change while meeting our shared and individual goals.

We continue to progress towards our goal to conduct 80% of our business with suppliers that meet the key and strategic supplier criteria which includes business, quality, citizenship and sustainability performance. In FY23, 50% of our business was with suppliers that meet the key and strategic supplier criteria. For more information on our procurement practices, refer to our [Supply Chain Sustainability Policy](#).

Continuous Supplier Engagement and Partnership

Our [Supplier Engagement Strategy \(SES\)](#) continues to focus on strengthening performance in three key areas: business execution and partnership, citizenship and sustainability, and quality.

We communicate our expectations and seek feedback on how to continue being a responsible partner via the following strategies: one-on-one check-ins, semi-annual supplier summits, roundtable discussions, surveys (including the Better Buying Institute Survey) and our Vendor Scorecard. In FY24, we will expand the use of our Scorecard to Tier 2 suppliers.

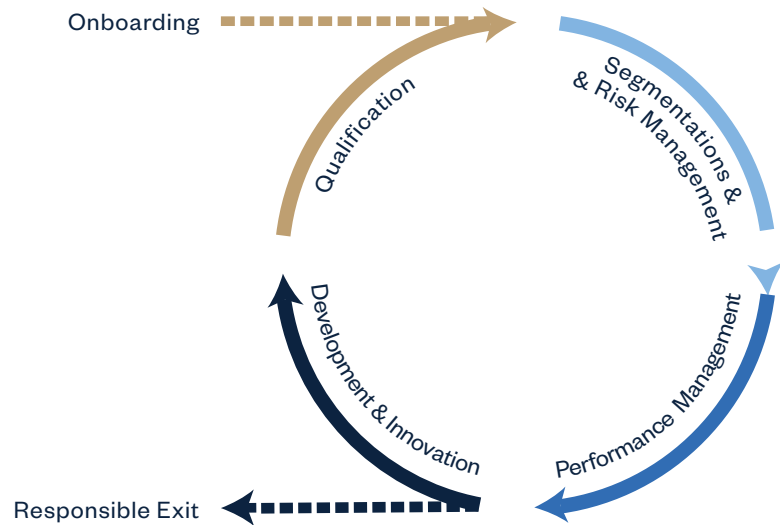
Our Vendor Scorecard has social and environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement. In FY23, we increased the use of industry tools for our supplier scorecard, including the [Higg Facility Environment Module \(FEM\)](#) and Social Labor Convergence Project (SLCP), as well as the tracking of sustainable material certifications and resource-efficient production practices to ensure alignment between our sourcing strategy and our GC&S goals.

We collected Higg FEM data from 270 Tier 1 facilities, representing 90% of our supply chain spend. Among the reporting facilities, 255 facilities (89.7% of business spend) have completed data verification by an SAC-approved verifier, an increase from 87% last year. Facilities scored an average of 53



points across all sections, with an average of 68 points in the water section, 31 points in chemical management section and 77 in the energy section. The expanded FEM rollout also covered 186 mills, a significant increase from 50 facilities last year, representing an estimated 77% (54 % in FY22) of our woven, knit, and sweater yarn production. A total of 178 mills (48 in FY22) have completed data verification, with an average score of 58 points across all sections. The mills scored on average 84 points in the energy section, 73 points in the water section, and 39 points in the chemical section. This year, we also expanded our scope to our subcontracted processing facilities; a total of 67 facilities completed FEM and 57 facilities completed third-party verification. The subcontracted facilities had an average of 50 points in total score, 66 points in water section, 31 points in chemical section and 78 points in energy section.

OUR APPROACH TO SUPPLIER ENGAGEMENT



Supplier Summits

Supplier Summits are important connection points where we bring suppliers together with our teams to engage in two-way dialogue on improving our partnership. It also gives us the opportunity to share important updates and performance trends we are seeing in certain countries or areas. Throughout the year, we hosted roundtables and trainings globally to share updates to our compliance programming and Global Citizenship & Sustainability (GC&S) standards. Additionally, in FY23 we were thrilled to return to in-person summits in India and Bangladesh with our suppliers. In a follow-up session in India dedicated to Worker Well-being, we focused on our core initiatives in compliance monitoring, wage management and women’s empowerment, which included a brainstorm and feedback session on how to attract and retain talented workers. For additional details on our diversity, equity and inclusion and women in leadership roundtables, please see [Rights and Empowerment in the Supply Chain](#).



HIGHLIGHTS OF OUR BETTER BUYING INSTITUTE SURVEY

72% of suppliers (on par with industry average) see Ralph Lauren as a partner in business growth.

The suppliers who joined the survey cover 78% of value and 73% of unit volume in the business.

Based on our suppliers' feedback, we will continue to focus on planning and forecasting, sourcing and order management, and win-win sustainable partnership.

Owning Our Impact: Our Approach to Responsible Purchasing Practices

Our supplier partnerships are a two-way street. We are addressing the role we play in supporting more responsible manufacturing by continuing our commitment to responsible purchasing practices. In particular, we leverage the Better Buying Institute Survey, which helps us further understand the impact of our business on factories and on workers. This feedback helps to uphold accountability in our supplier partnerships and creates a productive forum for developing solutions together. We have created cross-functional working groups to address our key areas of opportunity. Through the working groups, we have progressively built a transformation plan, integrating feedback from the survey and creating tangible goals for progress. We also continue to conduct mandatory training programs on these practices for our buying and sourcing teams.

Transparency and Traceability

Enhancing transparency and traceability across our value chain is foundational to the successful implementation of our GC&S strategy and achievement of our goals. It enables us to better understand our impacts, drive targeted action and investment and track our progress more accurately. This year we took significant steps to increase supply chain visibility and create approaches to chain of custody verification to enhance our traceability efforts. We are committed to improving both transparency into global supply chains and the traceability of our products across Ralph Lauren-specific value chains.

Transparency: Deepening our Understanding of Actors in the Value Chain

Building on our effort to map and disclose our supplier partners, we continued to use Open Supply Hub (formerly Open Apparel Registry) to publish the name, location and parent company of Tier 1 value-adding processing units including washing, embroidery and printing facilities. The [list](#) is updated regularly and was last updated on April 3, 2023.

In FY23, we worked with 408 active Tier 1 factories across 30 countries, covering 95% of our business across all categories. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had 183 active processing units for Finished Goods factories. Overall, FY23 disclosures included 88% of factory coverage.

TIER 1 SUPPLIERS

Finished goods manufacturers and value-adding processes such as washing, embroidery and printing

TIER 2 SUPPLIERS

Material production (mills, weaving, knitting, dye houses and washing facilities, sundry suppliers, tanneries, outsole manufacturers, embroiderers, screen printers, trim suppliers, etc. and packaging suppliers)

TIER 3 SUPPLIERS

Raw material processing (spinning — yarn production)

TIER 4 SUPPLIERS

Raw material source/feedstock production (farms, ginning, forestry, extraction)

In FY23, we also ran a pilot with Sourcemap, which invites suppliers to engage in and cascade surveys deeper into the supply chain to uncover detailed supplier connections as well as production capabilities, labor conditions and environmental performance. Learnings from this work are informing future development of our vendor management systems, our approach to identifying supply risks and opportunities, and our ability to increase engagement on sustainability and citizenship performance. Please see the [Climate](#) section for more information about how we are engaging with Tier 2 mills on decarbonization, as an example.

Traceability: Verifying Connections Across the Value Chain

Tracking products and their inputs across the value chain from source to shelf has become mandatory for some commodities and is emerging as a regulatory requirement globally. This is possible through digital traceability (e.g. chain of custody) and physical traceability (e.g. trackers). It also supports our efforts to achieve 100% sustainably sourced key materials (as described in the [Sustainable Materials](#) section of this report). In FY23, we rolled out a Traceability Playbook to suppliers to communicate our expectations around chain of custody documentation and to provide support and training on this topic. We also conducted several pilots to test technologies to support our traceability efforts.





TEXTILE GENESIS

Ralph Lauren engaged in pilots with the traceability platform Textile Genesis to better understand the potential to leverage this kind of technology in our value chain. Textile Genesis is a digital platform that enables users to trace materials from source to finished goods using digital-tokens-based traceability. Our focus for the pilots was recycled polyester validation using Textile Exchange's Global Recycled Standard, and U.S. cotton tracked through the Trust Protocol's proprietary platform.

From these pilots, we gleaned valuable lessons in the following areas: supplier onboarding processes, use cases for transaction mapping and documentation verification capabilities for sustainable materials, all of which are being leveraged as we continue to partner across our value chain to advance transparency and traceability.

Fibretrace

Our pilot with Fibretrace leveraged the company's tracker technology to create key chain of custody links across portions of the supply chain for our **Origin Polo®**, introduced in February 2023. The product is made from cotton grown by farmers transitioning to more sustainable practices, including the use of bio-based agricultural inputs. In FY24, we intend to explore other chain of custody tracker technologies as well.

Oritain

One of the main focus areas for our industry is creating visibility into the country of origin for key materials, such as cotton. This year, we extended our partnership with **Oritain** to provide country of origin verification testing on select fabrics and products. These tests provide an added layer of confirmation to our traceability documentation efforts.

Looking Ahead

Expectations for greater transparency and traceability in supply chains and products are increasing from regulators and consumers alike. Developing this visibility requires a new way of operating that presents challenges for our entire industry but also unlocks opportunities for us to drive positive impact and increase resilience and agility across our value chain. We are working towards establishing a comprehensive long-term Transparency & Traceability strategy and approach, incorporating the lessons learned from our piloting efforts thus far. A key component of this work will include leveraging technology in an accessible way that reflects the diversity across our value chain and enables us to make progress in this critical area.



Protect the Environment

Beyond creating products more responsibly, we are working to operate in ways that respect our planet, such as using renewable energy, managing our waste properly and using water responsibly. By adopting practices that help preserve the world's natural resources, we can be stewards in protecting our environment for generations to come.

EXPLORE THIS SECTION

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Climate

We are in a climate crisis, one that requires us all to make significant reductions to global greenhouse gas (GHG) emissions so we can protect and preserve our planet. That is why we have created an ambitious roadmap with bold near-term and long-term targets to reduce absolute GHG emissions across our operations and value chain.



- 2040 GOAL**
 - Achieve net zero GHG emissions across the value chain from a FY20 base year
- 2030 GOAL**
 - Reduce absolute Scope 1, 2 and 3 GHG emissions by 30% from a FY20 base year
- 2025 GOAL**
 - Power our owned and operated offices, distribution centers and stores with 100% renewable electricity

A Target for Net Zero

Our commitment to lowering our emissions is aligned with the urgency required to limit global temperature rise to 1.5°C in accordance with the goal of the United Nations Framework Convention on Climate Change. The Science Based Targets Initiative (SBTi) has developed standards for translating this urgency into corporate targets. We have received SBTi approval for our 2030 GHG reduction target and have submitted our net zero target for SBTi approval against their Net-Zero Standard.

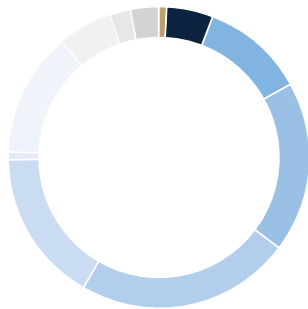
Our Climate Strategy

As we develop and refine our roadmap to achieving net zero by 2040, we have defined key strategies for reducing GHG emissions across our own operations and supply chain. To implement these strategies, we establish partnerships and engage on policy issues to accelerate low carbon practices in our industry. Our [Net Zero Commitment Statement](#) further details how we will achieve these targets.

KEY DECARBONIZATION STRATEGIES

-  Achieving and maintaining our target of sourcing 100% renewable electricity at our facilities.
-  Increasing the share of low-carbon materials in our products (e.g., recycled fiber or regenerative cotton farming practices).
-  Expanding and accelerating decarbonization practices with our product manufacturing suppliers, including supplier GHG reduction roadmap development and coal phase-out.
-  Prioritizing ocean freight and minimizing air freight to transport our products.
-  Investing in our circularity strategy.
-  Working with partners and action networks for industry-wide change.

FY23 GHG FOOTPRINT OVERVIEW: SCOPE 1, 2, 3¹ MTCO₂e



- 1% Heating and Cooling
- 5% Purchased Electricity
- 11% Manufacturing & Processing (Tier 1)
- 18% Manufacturing & Processing (Tier 2)
- 23% Raw Materials
- 16% Consumer Product Use²
- 1% Product End of Life
- 13% Non-Merchandise Spend
- 6% Transportation & Distribution
- 2% Business Travel & Employee Commuting
- 3% Other Value Chain³

- Scope 1: Heating & Cooling (1%)
- Scope 2: Purchased Electricity (5%)
- Scope 3: Value Chain (94%)

¹ Percentages may not add up to 100 due to rounding.
² Consumer Product Use includes emissions from product washing, drying, dry cleaning and/or ironing.
³ Other Value Chain includes upstream energy production, waste generated in operations and licensed stores.

We work to address GHG emissions in both our own operations — over which we have the most direct control — and in our supply chain, which contributes to the majority of our emissions. We also participate in industry collaborations including United Nations Fashion Industry Charter for Climate Action, the Sustainable Apparel Coalition, G7 Fashion Pact, Clean Energy Buyers Alliance and RE100, among others. These collaborations help to bring together expertise to inform targeted corporate actions for decarbonization, including the transition to renewable energy across our supply chains and growing the circular economy.



Emissions Progress

Our absolute emissions decreased by 29% in FY23 from our FY20 baseline. This reduction is driven by production volumes decreasing by 33% compared to FY20, which contributed significantly to our Scope 3 emissions from manufacturing and raw materials. Other factors that contribute to this change in emissions include: reductions in air freight usage from FY22 levels; a shift in business travel practices; and regular improvements to our carbon footprint methodology consistent with carbon accounting best practices. Specifically, we have made significant improvements around how we collect more comprehensive data from suppliers to better reflect our manufacturing practices in our supply chain.

CARBON FOOTPRINT (SCOPE 1, 2 AND 3)(MTCO₂e)⁴

	FY23	FY22	FY21	FY20
Total Emissions	1,317,348	1,273,122	1,237,017	1,861,736
Scope 1 Emissions	12,206	11,582	14,661	16,248
Scope 2 Emissions	62,381	69,291	78,305	90,380
Scope 3 Emissions	1,242,761	1,192,249	1,144,031	1,755,107
GHG Intensity (MTCO₂e/\$ million revenue)	204.44	204.73	281.09	302.24

⁴ We measure and calculate our emissions according to the World Resources Institute Greenhouse Gas Protocol, the industry standard and international tool for carbon accounting. For a more detailed methodology, see our [ESG Supplement](#).



Renewable Energy in Our Operations

In recent years, increased demand for renewable energy and disruptions in the supply chain have led to sourcing challenges in the renewable energy marketplace. As we continue to pursue projects that will help us meet our 2025 renewable energy target and bring additional renewable electricity to the grid, we have navigated these challenges by working closely with renewable energy developers, expanding our sourcing to additional grid regions, and evaluating alternative contract and financing arrangements.

In FY23, we made progress sourcing virtual power purchase agreements (VPPAs) for our electricity consumption in North America and Europe.

- In North America, we are pursuing multiple projects that will result in new solar electricity generation in the grid and will collectively match the electricity we consume annually in the United States and Canada.
- In Europe, we are participating in the Fashion Pact's collective virtual power purchase agreement (CVPPA) initiative. We are partnering with 11 other fashion companies to aggregate our electricity demand in Europe and sign a long-term agreement adding new renewable energy capacity to the grid. We anticipate that this agreement will match most of the electricity we consume annually in Europe.

LED Lighting in our Distribution Centers

We are in the process of switching all the lighting equipment in our two largest North Carolina distribution center facilities from fluorescent to energy efficient LED lighting. When completed in FY24, the new lighting will decrease our annual electricity use in these facilities by 70% and avoid 6,300 lbs of fluorescent light waste each year.





CARBON LEADERSHIP PROGRAM PROGRESS

We expanded our roll out of the Carbon Leadership Program to cover 48 facilities, representing approximately 47% of our raw material business spend, and 19 strategic finished goods facilities.

Nominated facilities set carbon reduction targets between 14% and 80% by 2030 against their 2019 baseline. The average reduction targets committed by all the nominated facilities so far is 59%.

Based on the roadmaps developed by the nominated facilities, an aggregated savings estimation of 1,792,905 tons of CO₂ equivalent annually has been identified.

SUPPLIER DECARBONIZATION

Roadmaps developed under the Carbon Leadership Program are recommended by experts based on each facility and may include:

- Energy efficiency improvements
- Renewable energy implementation
- Water efficiency improvements
- Coal elimination

Addressing Emissions in Our Supply Chain

A significant portion of our emissions comes from our supply chain, so we work with suppliers to set and implement goals and plans to reduce their carbon footprint.

The Carbon Leadership Program

In FY23, we continued our partnership with the Apparel Impact Institute to roll out the Carbon Leadership Program within our supply chain. We refreshed our supply chain carbon emissions analysis to incorporate the emissions reduction targets and roadmaps developed in collaboration with our suppliers in the first cohort in FY22. We also continued to identify priority facilities and develop decarbonization roadmaps for each. Through the Program, we invested in expert technical support for each manufacturing facility to develop their 2025 and 2030 carbon and water reduction plans in alignment with broader industry ambitions and best practices. We also worked closely with our suppliers to track progress and support capability building and collective action programs. We plan to continue expanding the program in our supply chain.

Accelerating Coal Elimination in our Supply Chain

Coal is one of the most carbon intensive energy sources in the manufacturing industry and therefore a crucial factor in our supply chain decarbonization pathway. We aim to eliminate the use of coal in our supply chain as soon as possible. In FY23, we launched our accelerated roadmap to eliminate coal in our supply chain:

- Beginning in November 2022, we no longer onboarded new manufacturing facilities with on-site coal usage.
- As of December 2022, existing suppliers and facilities with known on-site coal consumption were required to submit a concrete commitment to eliminate coal usage by 2025.

Coal-attributed emissions represent an estimated 31% of our manufacturing carbon footprint. In FY23, we analyzed the usage of coal in our supply base, making use of the data collected through the third-party-verified Higg Index Facility Environmental Module as well as our internal platform. As of March 2023, we identified 61 active Tier 1, Tier 2 and sub-contracted facilities that have on-site coal usage. So far, 50 have committed to eliminate their coal usage by 2025. We continue to engage with our partners to monitor their progress.



CLIMATE RISK

We consider climate as part of enterprise risk management and business planning. In FY23, we conducted a preliminary scenario analysis for physical climate risk and climate policy risk. A cross-functional Climate Risk Task Force meets semi-annually to identify and describe key climate risks, communicate them to key stakeholders — including our leadership team and our Board of Directors — and ensure prevention and mitigation actions are taken. We align our climate risk disclosures with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Read more about our programs to assess and manage climate change risks in our [CDP 2022 Climate Change Disclosure](#) and [TCFD Index](#).

As a signatory to the United Nations Framework Convention on Climate Change (UNFCCC) Fashion Industry Charter for Climate Action (FICCA), we are working to identify opportunities to accelerate the elimination of coal across our industry. We continue to monitor the evolving infrastructure and policy developments in our sourcing geographies, while collaborating closely with our peers and partners in the industry to drive action on coal elimination in our shared supply chains.

Integrated Circularity and Sustainable Materials

Our ongoing commitments to create timeless, circular products and to use materials with reduced environmental impact are critical to reducing emissions in our value chain. Progress toward our targets (offering high-quality products made with 100% recycled cotton and increasing the share of sustainably-sourced key materials) will contribute to reductions in our Scope 3 footprint. For more information, see the [Integrated Circularity](#) and [Sustainable Materials](#) sections of this report.

Transportation and Distribution

Our Scope 3 footprint includes emissions from product transport such as train, ocean, air and truck freight. To mitigate cost and environmental impact, we prioritize efficiency when choosing how to transport products to our distribution centers. We only allow vendors to deliver products by air in rare circumstances, such as when production does not meet delivery deadlines and there is a risk to keeping our promise to our customers. Our logistics provider selection process continues to include and consider candidates' sustainability practices — from the presence of existing company sustainability strategy to working with some parcel carriers to develop performance measurement and continuous improvement plans. We are also signatories to the Ocean Conservancy's Arctic Corporate Shipping Pledge, committing us to not hire carriers to ship our products through Arctic Trans-shipment Routes.

AIR FREIGHT

	FY23	FY22	FY21	FY20
Air Freight (% of shipments)	7.6%	14.5%	6.7%	3.8%

In FY23, air freight managed directly by Ralph Lauren was 7.6% compared with 14.5% in FY22. This decrease was due to ongoing improvements in our buying practices and a decrease in time constraints linked to factory closures, ocean shipping congestion and pandemic-related port delays. In FY23, vendor-managed air accounted for 3.8% of total shipments, compared with 6.3% in FY22.

Water Stewardship

We are committed to reducing water consumption across our value chain, and safeguarding and improving access to water resources in our communities.



2025 GOAL

- Achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline

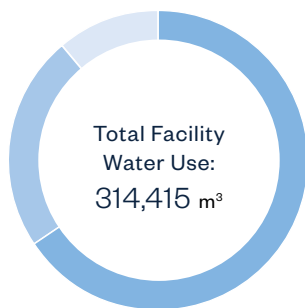
Our Water Stewardship Approach

Water is critical for communities and ecosystems to thrive and is also an essential resource for our business. Our industry depends on water, from irrigation for fiber crop cultivation to dyeing and washing processes in manufacturing to management of our owned and operated facilities. As a result, we look to conserve water in our operations, protect its sources, responsibly manage wastewater and help improve community access to this fundamental resource.

WATER FOOTPRINT

	FY23	FY22	FY21	FY20
Manufacturing & Processing	10,836,188 m ³ (97%)	11,087,765 m ³ (98%)	9,661,765 m ³ (97%)	14,573,646 m ³ (98%)
Owned & Operated Facilities	314,415 m ³ (3%)	263,541 m ³ (2%)	253,000 m ³ (3%)	296,669 m ³ (2%)
Total	11,150,603 m ³	11,351,306 m ³	9,914,765 m ³	14,870,315 m ³

TOTAL OPERATIONAL WATER USE BY FACILITY TYPE

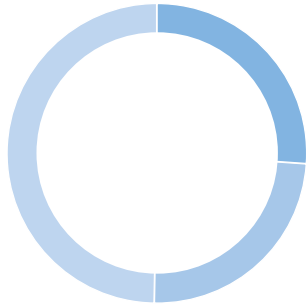


- 65% Retail
- 23% Office
- 11% Distribution Center

Water Stewardship in Our Supply Chain

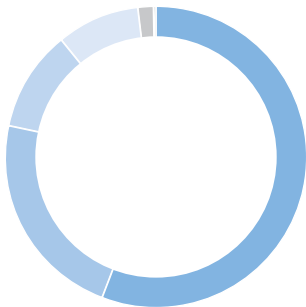
In FY23, we began working with a third-party expert to analyze water hotspots in our supply chain and identify priority areas for improving water use practices in manufacturing and production. In parallel, we continued our direct collaboration with suppliers to improve water management through the adoption of more water-efficient processing for our materials and product manufacturing. In FY23, these transitions helped our suppliers avoid over 240,000 cubic meters of water use. Furthermore, we continued to expand our support to help our partners set facility-level water reduction targets through the **Carbon Leadership Program**. Through the program, nominated facilities set 2025 and 2030 water reduction targets ranging up to 100%. Based on the roadmaps developed by the nominated facilities, an aggregated saving estimation of 17 million cubic meters of water annually has been identified.

SUPPLY CHAIN WATER USE BY FACILITY TYPE



- **2,856,513 m³ (26%)** Tier 1 Factory
- **2,617,338 m³ (24%)** Tier 1 Subcontractor
- **5,362,337 m³ (50%)** Tier 2 Fabric Mill

TOTAL SUPPLY CHAIN WATER USE BY SOURCE



- **55.07%** Municipal
- **23.03%** Groundwater
- **10.85%** Produced/Processed Water
- **9.32%** Surface Water
- **1.57%** General or Unknown Origin
- **0.08%** Rainwater
- **0.08%** Wastewater from Another Organization

Improving Watershed Health

Addressing water challenges across our value chain goes beyond water use in manufacturing, which is why our approach to water stewardship includes engaging in joint efforts to improve water management at scale. Through our ongoing partnership with World Wildlife Fund (WWF), we have conducted a comprehensive water risk analysis, enabling us to identify water-stressed basins in our supply chain and prioritize action and investment to improve watershed health in those locations.

In FY23, we continued our participation in WWF’s Noyyal-Bhavani Collective Action Program. This program is focused on ensuring that, by 2030, the Noyyal and Bhavani sub-basins of the Cauvery River in Southern India are healthy ecosystems that ensure water security for people and nature. In addition to addressing regional textile industry impacts on freshwater, the program also focuses on improving farming water management practices, protecting freshwater biodiversity and clearing of invasive species that harm water systems.

In 2022, 13 textile wet processing facilities joined the program and were evaluated for potential water management improvement opportunities and provided with recommendation plans. Through the implementation of these improvement opportunities, the 13 sites saved a total of more than 114,330 cubic meters of water in 2022.

Supporting Water Access

Safe drinking water is the most primary of human needs, yet worldwide, one in three people do not have access to this vital resource. To help end this disparity, we support organizations providing clean water for those in need. Since 2018, the Company has been working with GiveMeTap to provide drinking water sources in rural communities in the Upper West Region of Ghana. In 2023, we funded nine water pumps for a total of 43 pumps, which will improve safe water access to approximately 43,000 people since our partnership began. We are also proud to expand our goal to fund 100 pumps by 2026.

The Ralph Lauren Corporate Foundation has also made several commitments to improve access to clean water around the world, as well as sanitation and hygiene. More information on the Foundation and Company efforts can be found in the [Community Engagement & Philanthropy](#) section of this report.

Waste Management

We are committed to reducing waste at its source and diverting waste from landfill through recycling and reuse.



2025 GOAL

- Achieve 100% recyclable, reusable or sustainably sourced packaging materials.

2023 GOAL

- Achieve zero waste to landfill across our distribution centers.¹

92%

of waste diverted from landfill and incineration across our distribution centers to **achieve our zero waste goal.**

Our Waste Management Approach

Part of conserving natural resources is managing waste in a responsible way. We work to minimize waste in our operations and divert waste from landfill and incineration to donation, reuse and recycling. Our goal is continued improvement as we incorporate zero waste principles throughout our business practices.

In Our Distribution Centers

We are proud to have diverted 92% of waste from landfill and incineration across our distribution centers, meeting the Zero Waste International Alliance definition of zero waste¹. Many efforts contributed to this milestone, including the FY23 installation of balers at two of our distribution centers to increase plastic recycling and the addition and expansion of partnerships with textile recyclers. We will continue to maintain this minimum diversion level and seek ongoing improvements in waste diversion and reduction at all facilities.

In Corporate Offices

We are continually working to identify actions we can take in our corporate offices that contribute to waste reduction and diversion. For example, we have an ongoing partnership with FABSCRAP to recycle and reuse sample fabric, leading to more than 12,000 pounds of fabric diverted from landfill in 2022. In the last year, we discontinued use of individual product polybags for sales and design samples in the U.S. and Asia Pacific regions and are exploring options to expand this practice to Europe in FY24. Also in FY23, we introduced organic waste collection for composting at our corporate headquarters in New York City.

In Manufacturing

In 2022, we partnered with Queen of Raw, a global textile marketplace, to address fabric waste in production in two key sourcing countries: China and Vietnam. Working with our suppliers and Queen of Raw's global network of recyclers, we were able to divert 11.8 metric tons of unused materials from landfill. We are exploring options to further expand this initiative to other countries in FY24.

¹ Using the Zero Waste International Alliance definition of zero waste, we will divert more than 90% of the waste generated at our distribution centers from landfill and incineration.

In Our Packaging

We consider packaging a component of the product and, as with all our products, we are working toward using materials that reduce environmental impact and minimize waste. In FY23, we were able to make significant progress toward our goal of packaging material sustainability with a full transition to polybags with 100% recycled content from all key suppliers. We also began pilot testing paper-based alternatives to polybags and polymailers for initial adoption in North American Polo Outlet Stores and e-commerce, respectively. 73% of our total packaging volume met at least one of our sustainable packaging criteria in the fiscal year.

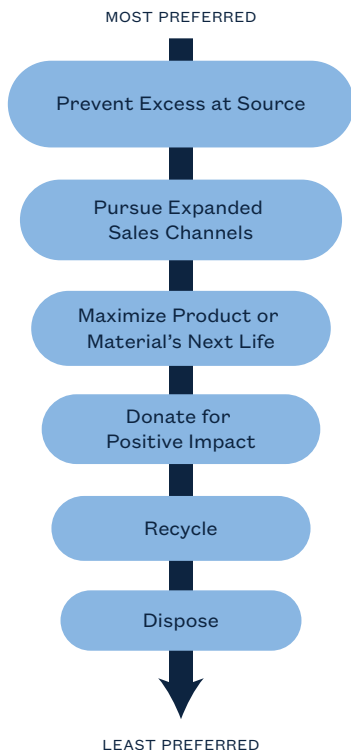
On RalphLauren.com, we offer a reduced packaging option that gives consumers the ability to remove plastic or paper inserts, hangers, garment bags, promotional materials and paper invoices from their orders. In FY23, we continued to remove and recycle all of the polybags from reduced packaging orders, which represented approximately 9% of all orders placed in North America through RalphLauren.com.

WASTE GENERATED AT OUR FACILITIES

	METRIC TONS	DIVERSION RATE
Distribution Centers	8,086	92%
Stores¹	2,360	82%
Offices¹	278	35%
Total	10,724	88%

¹ Comprehensive site-specific waste data was not available for all offices and stores. Waste data was modeled for these sites.

OUR EXCESS INVENTORY MANAGEMENT PRINCIPLES



Managing Excess Inventory

Since being introduced in 2020, we have continued to use our Excess Inventory Management Principles to guide our approach for limiting excess inventory and maximizing waste diversion.

In FY23, we launched our Fabric First Initiative, decreasing lead times in production and allowing us to keep our orders as close as possible to market demand. We also continued to prevent excess by decreasing the amount of product purchased specifically for sale at Polo Outlet Stores and increasing the amount of product originally offered through other channels (e.g., wholesale) for sale at Polo Outlet Stores.

We are committed to identifying and applying sustainable options for managing excess and damaged product. In the past year, we have continued to increase diversion of excess inventory with new and expanded recycling and donation partnerships globally.

Chemical Management

We monitor and reduce hazardous chemical use and discharge to meet our goal to eliminate hazardous chemicals from our product manufacturing and supply chain.



2025 GOAL

- Eliminate the use of hazardous chemicals in our supply chain

Our Chemical Management Approach

We take responsibility for ensuring that the chemicals used to make our products are safe for people and the environment. Our [Sustainable Chemical Management Policy](#) outlines our approach to assessing the impacts of the chemicals in our supply chain and partnering with our manufacturers on responsible chemical management practices.

Zero Discharge of Hazardous Chemicals Programme

Ralph Lauren is a partner in the Zero Discharge of Hazardous Chemicals (ZDHC) Programme, a cross-sector coalition aimed at advancing the industry toward zero discharge of hazardous chemicals. Through this partnership, we collaborate with peers and experts to eliminate the use and discharge of these chemicals across our apparel supply chain. We adopt the ZDHC Manufacturing Restricted Substances List (MRSL) and ZDHC-approved Chemical Inventory List Management Tools to enable our suppliers to track and report on all chemicals used in the creation of our products, and prioritize the substitution of harmful chemicals with MRSL-conformant, safer alternatives.

The industry's collective work in sustainable chemicals management — as well as the MRSL — continue to evolve as new materials, safer and more sustainable alternatives, chemical testing, tools and technologies continue to develop over time. We are advancing toward the full elimination of hazardous chemicals in our global supply chain, and we are committed to continuing to do so as our industry evolves. In FY23, we continued to expand our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the MRSL, specifically in Tier 1 manufacturing facilities that represent 79% of our business spend, compared to 72% last year. Of the chemicals reported, 84% conform with the MRSL. In our Tier 2 supply chain, we have chemical visibility on 52% of our woven, knit and sweater material business spend. Additionally, 86% of the chemicals reported conform with the MRSL. We are working closely with suppliers to achieve full MRSL conformance by 2025 and beyond.

In addition to the chemical transparency and MRSL conformance, we continued to assess the operational aspect of chemical management at the facility level through the Chemical Management section in the Higg Index Facility Environmental Module (FEM). Our Tier 1, Tier 2 suppliers and subcontracted facilities scored an average 31, 39 and 31 points in the Chemical Management section, respectively.



RALPH LAUREN CURRENTLY BANS THE INTENTIONAL USE OF:

PFAS (Per- and polyfluoroalkyl substances) from water repellent/resistant fabrics

PVC (Polyvinyl chloride) from all our finished products, materials and packaging

PP (Potassium Permanganate) from our denim washes

Aligned with the ZDHC approach to confirm that MRSL substances are not intentionally used, we require manufacturing facilities with wet processing to test their wastewater output against the ZDHC Wastewater Guidelines and share results on the ZDHC Gateway portal. Among our facilities, 66% of Tier 1 and 56% of Tier 2 (by business spend) have performed wastewater tests in accordance with the Guidelines; of these 83% comply with the ZDHC requirement, with 99.8% of the substances screened compliant with the ZDHC standard.

Chemical Verification

In FY23, we continued to work closely with multiple ZDHC-approved chemical inventory list management tool providers to increase the adoption of disclosure tools and to ensure that data quality and accuracy are high. We are also exploring an industry-aligned methodology to validate the chemical data reported from our suppliers' manufacturing sites. In FY24, we plan to pilot test the methodology with our top wet processors globally.

Elimination of Priority Chemicals

For the last few years, we have focused on eliminating priority, harmful chemicals. We successfully transitioned all our water repellent fabrics to non-PFAS materials in FY23. Also, we no longer develop materials or products with intentionally added PFAS or PVC materials. Additionally, PFAS has been incorporated into our product testing manual to ensure product compliance with the MRSL standard. We are on track to phase out all Potassium Permanganate from denim by 2025, and plan to expand this to non-denim products.

Alternative Washes

We are building on the progress on our denim washes with other woven and knit products where it is challenging to get an authentic vintage look without the use of the chemicals we seek to eliminate. Our teams are working collaboratively to identify alternative washes that are suitable for our other woven and knit materials, while maintaining our quality standards and desired aesthetic. We are also dependent upon the scaled availability of safer alternative chemicals that are suitable for other woven and knit applications. As such, we continue to support engagements with chemical providers through the ZDHC to raise awareness on the demands for safer alternatives.

Biodiversity

Biodiversity is essential for the health of people, the environment and the economy. We work to reduce our impact on nature and protect and restore the ecosystems our supply chain relies on.



2024 GOAL

- Develop a biodiversity strategy and set goals aligned with the Science Based Targets for Nature by 2024

Protecting Biodiversity

Nature provides people and businesses like ours with critical resources such as freshwater, food and essential raw materials. The dual crises of climate change and biodiversity loss are closely intertwined. As ecosystems and species are increasingly threatened, Ralph Lauren is committed to leveraging science to build an in-depth understanding of our current impacts on biodiversity by:

- Identifying ways to avoid new negative impacts and reduce existing ones where possible
- Developing strategies to restore and regenerate ecosystems in our value chain
- Identifying opportunities to engage in transformative, systems-level efforts to address drivers of nature loss

On our path to setting goals in alignment with the Science Based Targets for Nature, we have established initiatives that address many aspects of the target areas identified in the initial guidance. We are actively engaging with The Fashion Pact's biodiversity pillar, which is focused on supporting members with developing biodiversity strategies aligned with the Science Based Targets for Nature and identifying pathways for reducing nature impacts of key materials such as leather and cashmere.



Supporting Nature-Related Transparency

We believe transparency is an important aspect of addressing biodiversity loss at a global scale and recognize the role that business must play to mitigate negative impacts on nature. That is why, ahead of the UN Biodiversity Conference in Montreal in December 2022, Ralph Lauren joined more than 400 business and finance institutions in signing onto the #MakeItMandatory campaign. The campaign urged heads of state to adopt a requirement for large businesses and financial institutions to assess and disclose their risks, impacts and dependencies on biodiversity by 2030 as part of the Global Biodiversity Framework.

Combating Deforestation

Deforestation and land conversion are key drivers of biodiversity and habitat loss. For the second year, we invested in **Impact Partnership Incentives** (through Textile Exchange), which directly supports Produzindo Certo, an on-the-ground organization working with cattle farms in Brazil. It seeks to improve their practices to achieve animal welfare certification and have their farms third-party verified as Deforestation/Conversion-Free within three years. We have also continued our engagement in the Leather Working Group's deforestation working group.

Advancing Our Strategy

We have engaged Quantis, a leading environmental sustainability consultancy, to conduct a formal assessment of our nature-related impacts and dependencies, to inform development of a comprehensive biodiversity strategy in FY24. As part of this process, we will map our current sustainability goals and initiatives against these impact and dependency areas and prepare for disclosure informed by the Task Force for Nature-Related Financial Disclosure (TNFD) framework, which is expected to be released in 2023.





Champion Better Lives

Creating a business that is timeless and has a positive impact on the world means ensuring that the people who move us forward are included, respected and empowered. That's why we're committed to supporting the people in our workforce, throughout our supply chain and in the communities we serve.

EXPLORE THIS SECTION

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- 55 EMPLOYEE WELL-BEING
- 58 COMMUNITY ENGAGEMENT & PHILANTHROPY
- 71 RIGHTS & EMPOWERMENT IN THE SUPPLY CHAIN

Diversity, Equity & Inclusion

At Ralph Lauren, our Purpose to inspire the dream of a better life for all drives us to deliver a culture of diversity, equity, inclusion and belonging inside our Company and throughout the communities we serve.



ONGOING GOAL

- Maintain gender parity with equal representation in leadership positions at the VP level and above

FY23 GOAL

- Ensure at least 20% of our Global Leadership Team is composed of racially and ethnically diverse talent

Our Diversity, Equity & Inclusion Approach

Our Diversity, Equity & Inclusion (DE&I) strategy is designed to create a culture of belonging, attract and retain diverse talent and offer opportunities that enable all people to thrive. While we remain grounded in our American roots, our reach is global and our DE&I approach recognizes that diverse experiences and global perspectives help us authentically engage our employees and communities around the world. We have organized our approach to integrating DE&I into our business under three strategic pillars — talent, engagement and education — to create career pathways for diverse talent, amplify all voices in our community and build DE&I competencies across our organization.



STRATEGIC PILLARS

TALENT	ENGAGEMENT	EDUCATION
<ul style="list-style-type: none"> • Cultivate diverse teams • Ensure that fostering a culture of inclusion and belonging is a priority enterprise-wide • Elevate diverse talent into leadership ranks 	<ul style="list-style-type: none"> • Enable open dialogue by amplifying all voices, emphasizing psychological safety through cultural awareness events and structured programming 	<ul style="list-style-type: none"> • Establish and deploy structured DE&I education with an emphasis on accountability for people leaders • Advocate for equitable access to education for all



Global Leadership Representation

In FY23, we reached our goal for Global Leadership Team representation — 20% of our Global Leadership Team is made up of leaders from diverse racial and ethnic groups. We plan to continue driving progress toward other key representation targets, including ensuring that at least 10% of our Global Leadership Team is Black, African or African American. Our Board of Directors is made up of 23% racially and ethnically diverse leaders, and we continue to place an emphasis on diversity as we recruit independent directors.

We also continue to maintain gender parity in our leadership ranks with 50% of female-identifying employees at the vice president level and above. We have achieved these results through intentional efforts to include diverse representation in our external candidate pools and via career development programs for current employees.

EMPLOYEES BY GENDER (% OF TOTAL)

	FY23	FY22	FY21	FY20
Female	64%	64%	64%	64%
Male	36%	36%	36%	36%

NEW HIRES BY GENDER (% OF TOTAL)

	FY23	FY22	FY21	FY20
Female	54%	59%	58%	59%
Male	46%	41%	42%	41%

WOMEN IN LEADERSHIP

	FY23	FY22	FY21	FY20
VP Level and Above Positions Held by Women	50%	50%	48%	49%

BOARD OF DIRECTOR REPRESENTATION

	FY23	FY22	FY21	FY20
% of the Board that is female	38%	33%	31%	25%
% of the Board from diverse groups ¹	23%	17%	15%	8%

¹Board members who identify with one or more non-white groups



GLOBAL FEMALE REPRESENTATION

	FY23	FY22	FY21	FY20
% of total global employees that are female	64%	64%	64%	64%
% of non corporate employees that are female (retail, storeline)	65%	63%	64%	63%
% of corporate employees that are female	64%	65%	66%	66%
% of corporate management (VP+) employees that is female	50%	50%	48%	49%
% of corporate executive leadership (GLT+) employees that is female	46%	45%	42%	45%

U.S. REPRESENTATION OF RACIALLY AND ETHNICALLY DIVERSE GROUPS¹

	FY23	FY22	FY21	FY20
% of total U.S. employees from diverse groups	61%	62%	60%	60%
% of non corporate employees from diverse groups	68%	68%	67%	70%
% of corporate employees from diverse groups	47%	47%	48%	46%
% of corporate management (VP+) employees from diverse groups	23%	21%	20%	15%
% of corporate executive leadership (GLT+) employees from diverse groups	20%	17%	13%	12%

¹Employees who identify with one or more non-white groups





U.S. POPULATION BY RACE/ETHNICITY

	FY23	FY22	FY21	FY20
American Indian or Alaskan Native	0.4%	0.5%	0.4%	0.5%
Asian	8%	7%	8%	8%
Black or African American	26%	27%	24%	24%
Hispanic or Latino	23%	24%	23%	24%
Native Hawaiian or Pacific Islander	0.4%	0.5%	0.4%	0.5%
White	33%	33%	38%	37%
All Diverse Talent ¹	61%	62%	59%	60%
Two or More Races ²	3%	3%	3%	4%
Undeclared	6%	5%	3%	3%

¹ Employees who identify with one or more non-white groups

² Employees who identify with two or more racial or ethnic groups

NEW HIRES BY RACE AND ETHNICITY

	FY23	FY22	FY21	FY20
American Indian or Alaskan Native	0.4%	0.6%	1%	0.4%
Asian	6%	6%	4%	6%
Black or African American	27%	30%	31%	29%
Hispanic or Latino	25%	26%	21%	27%
Native Hawaiian or Pacific Islander	0.5%	0.4%	1%	0.4%
White	24%	25%	34%	29%
All Diverse Talent ³	64%	67%	62%	68%
Two or More Races ⁴	5%	4%	5%	5%
Undeclared	12%	8%	4%	3%

³ Employees who identify with one or more non-white groups

⁴ Employees who identify with two or more racial or ethnic groups

Case Study

Engaging Diverse Talent

The diversity of our workforce is integral to building a strong, successful organization. With this in mind, we develop programs and partnerships within and outside of our Company to engage and develop talent with diverse backgrounds, experiences and perspectives.



Early Career Talent

To enhance diverse representation within our early talent pool, we leverage two distinct talent pipelines — undergraduate and MBA — to increase access and opportunities for development and mentorship from leaders across our organization.

As we deepen our collegiate partnerships, we have incorporated baseline criteria to only engage with partners that align with our Company values, beliefs and business objectives. In 2022, we expanded our relationships and recruitment efforts with historically Black colleges and universities (HBCUs) from two to twelve schools. Through HBCU partnerships, we invest in scholarships, mentorship and development opportunities and offer career acceleration programs for diverse and system-impacted talent. For more information on our HBCU scholarships, see the [Community Engagement & Philanthropy](#) section of this report.

In 2022, we joined the [New York Jobs CEO Council](#), a coalition of employers focused on providing access to high-potential jobs for low-income New Yorkers and those within Black, Hispanic/Latinx and Asian communities, including students from the City University of New York (CUNY) system. Through this coalition, we have deepened our relationship with CUNY schools and provided their students access to our early career opportunities.

We remain dedicated to supporting diverse early career talent at Ralph Lauren, increasing our internship and mentorship program capacities to ensure our shared ambition for their growth and development.

Stephen Lawrence Day Foundation Career Day

In 2022, we increased our engagement with the [Stephen Lawrence Day Foundation](#), an organization that aims to inspire a more equal, inclusive society and to foster opportunities for marginalized young people in the U.K. In our efforts to recruit and develop a diverse array of early talent, we participated in their career day event in November 2022, offering ambitious, U.K.-based young talent a venue to network with representatives from throughout Ralph Lauren, participate in follow-up mentoring sessions and be among the first to know about open roles at the Company relevant to their interests. Learn more about our partnership with the Stephen Lawrence Day Foundation in the [Community Engagement & Philanthropy](#) section of this report.

Case Study



UK Black Business Week

Connecting with external organizations and events that champion DE&I supports our efforts to recruit diverse talent beyond entry levels. In October 2022, Ralph Lauren sponsored [U.K. Black Business Week](#), an event honoring the achievements of Black professionals and entrepreneurs throughout the U.K. The Company was the sole retail apparel event sponsor and hosted an onsite booth dedicated to networking and recruitment. Our Head of DE&I was a featured panelist on “Black Women Business Talks,” which offers interactive group discussions, insights and advice on career success for Black women.

Courageous Conversations

An inclusive culture is one where people feel heard and can connect with others as their authentic selves. Since 2020, we have created Company-wide safe spaces for open dialogue through our Courageous Conversations series. These monthly forums provide a platform for employees to share their thoughts and experiences on topics pertaining to DE&I, mental health, well-being and more. Considering cultural nuances across regions, we offer these conversations in a variety of local languages for our global workforce.



RL Learning Academy: Community

Our RL Learning Academy: Community program supports diverse talent through leadership development, capability-building and networking. The program provides participants with executive sponsorship, guided mentoring and learning experiences for cohorts of Black, Hispanic/Latinx and Asian employees on two tracks: people management and executive leadership.



“I’ve always believed in the power of sharing stories — the spaces they create, the communities they build, and the way heritage is preserved through them. Stories inspire us to dream and offer endless opportunities not only for ourselves but for all those who come after.”

— *Ralph Lauren*

Championing Diverse Stories

Ralph Lauren makes a conscious effort to celebrate the communities that inspire us and elevate all voices through our brand. We aim to deliver on our commitment to inclusion by leveraging the power of our brand to expand our portrayal of the American dream.

#RLPride

In 2022, we celebrated #RLPride through the perspectives of unique LGBTQIA+ luminaries in our “Authors of the American Dream” campaign. This campaign demonstrated that the American dream is as much an ideal as it is a responsibility — one that each of us carries to create an equitable society where all are free to be their authentic selves and lead a fulfilling life with those they love. As a part of this effort, we elevated conversations with LGBTQIA+ thought leaders, spanning from freedom and love to Stonewall and liberation, grounding our reexamination of what the American dream represents to LGBTQIA+ communities.

The campaign highlighted Ralph Lauren’s more than 30-year history of support for these communities and our continued partnership with [Stonewall Community Foundation](#), which makes strategic investments in communities through an international network of change-making organizations, touching many different LGBTQIA+ needs.



Black History Month

As a Company and community, our belief in the power of dreams is at the core of who we are and how we appear in the world. We remain committed to showcasing that belief, keeping the people, cultures and lifestyles that inspire us — including Black experiences — at the forefront of our storytelling.

To that end, in February 2023, we produced our first full-scale Black History Month campaign, titled “A Heritage Preserved.” The campaign invited four cultural leaders to the historical Akwaaba Mansion in Bedford-Stuyvesant, Brooklyn, for a conversation on the importance of preserving Black heritage.

GLOBAL

Gender Parity Impact Group

#RLPride Impact Group

Disability Equity Impact Group

Working Parents and Families
Impact GroupMental Health and Wellness
Impact Group**REGIONAL**Asian American & Pacific Islander
Impact GroupBlack & African American
Impact Group

Hispanic & Latinx Impact Group

Native American and Indigenous
Impact GroupRaE (Race and Ethnicity, EMEA)
Impact GroupReligion, Faith and Spirituality
Impact GroupVeterans, Active Duty and Allies
Impact Group**LOCAL**19 EIGs are localized in their
respective markets

Employee Impact Groups

Our Employee Impact Groups (EIGs) harness the talent and passion of our employees around the world to help create an inclusive and diverse company culture. In 2023, we launched a new framework, shifting to a more customized approach to ensure accessibility for employees worldwide. Formerly called Employee Resource Groups, our newly renamed Employee Impact Groups aim to bring employees together based on shared experiences and the desire to be allies and advocates. They create learning and engagement opportunities and provide a space for support and change agency based on community-specific goals.

Our mission is to create EIGs that enable the organization to:

- Deliver results that tie directly to our Next Great Chapter: Accelerate business strategy by fostering a culture where all employees can thrive
- Advance a trustful and engaged work environment, with diversity of thought and passionate employees
- Boost inclusive leadership capabilities to promote a sense of belonging for all employees
- Empower our employees to positively impact our workplace and the communities in which we live and serve

Ralph Lauren currently has 12 global and regional EIGs, as well as 19 local EIGs representing specific geographic areas.





HUMAN RIGHTS CAMPAIGN (HRC) INITIATIVES

In 2022, Ralph Lauren proudly supported:

HRC's [Business Coalition for Equality Act](#) which supports legislation in the U.S. that would protect members of LGBTQIA+ communities against discrimination.

HRC's [Business Statement on Anti-LGBTQ State Legislation](#) which calls on U.S. lawmakers to oppose or abandon discriminatory laws, including those that unjustly target transgender people LGBTQIA+ parents and youth.

HRC's [campaign to support the Respect of Marriage Act](#), which was signed into U.S. law in December 2022, ensuring federal recognition of marriage regardless of gender, race, ethnicity or nationality.

Pledges, Actions and Allyship for Social Justice

At Ralph Lauren, we believe everyone deserves to be respected and treated equally. We work to make this a reality in broader society through new and continued support of initiatives that promote social justice.

#TimeToVote

We recognize the importance of every voice in our political process with our support of the nonpartisan [#TimeToVote](#) pledge, which aims to increase voter participation in U.S. elections. As a part of this pledge, we ensure Ralph Lauren employees in the U.S. are offered paid time off and increased flexibility as needed on Election Day. We also ensure all employees have access to trusted nonpartisan information and resources regarding their eligibility, methods and deadlines for casting their ballot.

LGBTQIA+ Rights

At the center of Ralph Lauren's 30-year history of supporting LGBTQIA+ communities is a deeply held belief that everyone deserves to live a life filled with dignity, compassion, respect and love. In this spirit, we were a member and signatory of three [Human Rights Campaign](#) initiatives in 2022 in support of LGBTQIA+ communities.

Stand with Asian Americans

Since the onset of the COVID-19 pandemic, Asian communities in the U.S. and worldwide have seen an increase in acts of racism and targeted violence. We firmly believe in every individual's human right to safety and respect, and we are proud to join [Stand with Asian Americans](#), an organization focused on ending violence and discrimination against Asian communities in the U.S.





CHAMPIONING DISABILITY EQUITY

At Ralph Lauren, we are committed to respect and advocacy for people with disabilities through engagement, education, employment and product. On this journey, we aim to support diverse talent in our organization, inclusion in our design, accessibility in our sales channels and advocacy in our communities.

In 2022, we reiterated our pledge to the **Valuable 500**, committing to work with other brands to ignite systemic change for disability equity. To help put our pledge into action, we launched a new employee-led Disability Equity Impact Group to champion Company-wide disability objectives including:

- Employee training and education
- Increased representation
- Visibility in communications
- Accessibility within our digital and brick-and-mortar marketplace
- Identification of key partners to progress social inclusion

In 2023, we are launching Disability 360, an enterprise-wide equity strategy that supports people with disabilities through education, talent, culture and product. From accessible design collaborations to our continued support of Team USA's Paralympians, Disability 360 aims to recognize the potential, talent and contributions of people with disabilities. Given the magnitude of this strategy, we will be launching it in phases. Our first phase will focus on offering baseline education opportunities to our employees, developing relationships with organizations that can help guide us on our journey and learning how we can best support communities with disabilities.

In FY23, female employees in the U.S. earned an average of 99 cents for every \$1 earned by males and 98 cents for every \$1 globally.

Pay Parity

We take a proactive approach to pay equity, continually monitoring our compensation programs to ensure fairness and identify any necessary corrective actions. Annually, we conduct a pay equity assessment globally for gender and in the U.S. for race and ethnicity. Leveraging an independent, third-party software program, we're able to compare employee compensation, identify patterns more precisely and determine any course corrections needed to ensure fairness in our pay practices. We review these results and remediate where necessary. In FY23, our female employees in the U.S. earned an average of 99 cents for every \$1 earned by males and 98 cents for every \$1 globally. In the U.S., our non-white employees earned an average of 99 cents for every dollar earned by white employees.

Employee Well-Being

The contributions of our employees make Ralph Lauren a vibrant organization. Our people drive our success, and we are dedicated to supporting the physical, emotional, social and financial needs of our employees and their families to help them thrive. We focus on employee wellness, engagement, learning and development, and compensation and benefits.



Our Approach to Employee Wellness

As our employees navigate challenging times, it is important for us to be supportive in and out of their workdays and aid their resilience in the face of life's demands. Our Employee Global Wellness Committee champions workplace activities that inspire healthy habits, create positive work-life balance and generally promote well-being. From mindfulness webinars to exercise courses, we offer comprehensive resources to foster wellness.

This year, we relaunched our Ralph Lauren Well-being Exchange. The program creates opportunities for qualified employees to volunteer their time to teach skills they are proud to share. During these regular sessions, employees lead general wellness and learning experiences for their coworkers such as yoga, meditation, Zumba®, painting, origami and more.

THRIVE Global Wellness Program

THRIVE, our global wellness program, provides access to benefits such as flexible work arrangements, sabbaticals and other support mechanisms. In FY22, we partnered with an external vendor, THRIVE Global, to launch an app-based support tool that allows our global employees to set actionable wellness goals called microsteps and track their progress. This tool is interactive, on-demand and helps employees succeed through features that make connections and access supporters. Local benefit offerings can be added to the platform to increase engagement. For example, we added a new benefit to our U.S.-based employees called Gympass, which provides employees a large selection of wellness gyms, studios and apps.

Employee Safety & Security

The safety and well-being of our employees is our top priority. In 2022, we began offering an innovative preventative safety and security service, the Bond app. For situations that make employees feel unsafe, but may not warrant a call to 911, the Bond app can be used for the services of a security professional using voice, video and chat. The service is available 24/7 at no cost to our corporate and retail employees in North America.



Employee Mental Health

We strive to help employees face the challenges of everyday life and have committed to supporting efforts that prioritize mental health. Our Employee Assistance Plan (EAP) is available globally, providing services to employees when they need them. In 2022, we updated our U.S. employee medical plans so that out-of-network mental health services are covered at the same level as in-network. We also continue our meeting-free days policy to enable better balance and focus during the work week.



Support for Gender Equity and Reproductive Rights

We believe that our Company and our society are stronger when women's rights are prioritized and gender equity is championed. Ralph Lauren is a founding partner of Parity.org, the leading impact organization focused on increasing representation of women and people of color in organizational leadership. The organization celebrated its fifth anniversary in 2022, and we earned its **Best Companies for Women to Advance** designation for a third consecutive year. We also earned a ranking on the **Bloomberg Gender Equality Index**.

At Ralph Lauren, we remain committed to respecting the right to personal choice when making individual healthcare decisions. For us, that means we will continue to support those seeking reproductive healthcare services, including covering costs associated with travel for employees seeking care out-of-state, as we do for a range of other healthcare services already — from surrogacy to cancer care.

Due to potential state-by-state inconsistencies and uncertainty surrounding reproductive healthcare services in the U.S., we **publicly reiterated** this commitment in 2022 and expanded our benefits offerings to cover costs associated with employees seeking out-of-state services, including coverage for upfront travel expenses.

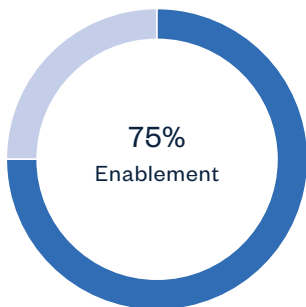
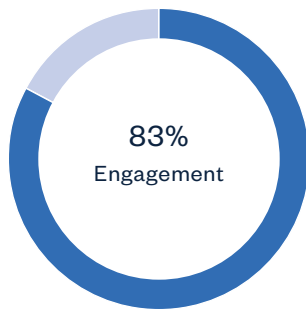
398,820

Learning Hours in FY23 —
an increase of 103% from FY22.

511,880

Learning Instances in FY23 —
an increase of 46% from FY22.

RALPH LAUREN ACHIEVED:



Employee Learning and Development

We remain dedicated to the growth and advancement of our talent and offer a wide range of development programs for all levels, including:

- On-the-job training and coaching
- Skill-building through our Ralph Lauren Workday Learning platform
- Our RL Learning Academy collection of customized learning programs
- 'Drive Your Success' open enrollment learning across the globe, updated each quarter

Specific to DE&I education, we continued to focus on inclusive leadership and added to our DE&I Curriculum the 'Includership' program globally. In addition, we are continuing to evolve our cultural awareness training. We also offer open enrollment learning for all employees called 'Drive Your Success'. Each quarter, the content is refreshed and has a focus on key DE&I learning mapped to activities for that quarter. All of our employee learning and development programs aim to promote our Ralph Lauren Success Drivers — the attributes, skills, ways of thinking and behaviors that create the conditions for individual and team success.

Employee Engagement and Enablement Scores

In FY23, we saw an increase in the number of Learning Hours and Learning Instances. We aim to create a positive work environment that supports all our employees. To that end, we conduct an employee engagement and enablement survey annually to gain feedback for continuous improvement.

Ralph Lauren achieved 83% Engagement and 75% Enablement in FY23. Engagement is based on four questions related to pride for the company, a sense of personal accomplishment and intent to stay. Enablement is based on six questions related to sense of belonging, effective environment, tools and resources, skills and abilities, and achieving career goals.



Community Engagement & Philanthropy

We seek to make the dream of a better life a reality in communities across the globe through contributions and actions that create positive social and environmental impact.



GOAL

- Increase Company employee volunteer hours by 25% compared to a FY22 baseline

Our Approach to Community Engagement & Philanthropy

Contributing to our communities and helping address social and environmental issues have long been part of our global philanthropic efforts. The Company and The Ralph Lauren Corporate Foundation both invest in communities through various means such as financial and corporate product donations, partnering with local nonprofits and by empowering employees of the Company to support nonprofits whose missions align with causes they are passionate about through volunteering and the Ralph Lauren Employee Matching Gift Program. The Company and the Foundation also strive to educate our teams on key issues and highlight causes important to our mission to champion better lives.

The two main drivers of our giving efforts are the Social Partnerships and Philanthropy (SPP) department within the Company, and The Ralph Lauren Corporate Foundation (the Foundation), a distinct charitable entity established in 2001. The Company and the Foundation often work together to enhance their impact and achieve their shared goal of making the dream of a better life a reality.

OUR FY23 IMPACT

\$10.3M

combined FY23 contributions from the Company and the Foundation.

7,201

Company employee volunteer hours in local communities around the world.

252

nonprofits supported through Foundation grants, the Ralph Lauren Employee Matching Gift Program and Company partnerships.



Social Partnerships and Philanthropy

The Company takes a shared value approach — we focus on causes and actions that create simultaneous positive impact that benefits our Company, our teams and our communities. The SPP department seeks to make the dream of a better life a reality through strategically aligned relationships, partnerships and initiatives that champion equity, and educational opportunities and volunteering moments that make a positive, sustainable community impact.

SPP focuses on four areas of impact to guide programs, partnerships and initiatives:

- **Wellness & Prevention** — We promote the health and wellness of our communities through support and collaborative development of programs for education, advocacy and access to health care.
- **Citizenship & Sustainability** — We work with our sustainability teams to recycle, repurpose and donate product to extend the lifecycle of excess and aged product. We also support clean water initiatives and other sustainable business practices.
- **Education & DE&I** — Company programs support education for students, such as UNCF’s scholarships providing need-based and last dollar awards to students from system-impacted communities to complete their degree. We provide scholarships for students annually through our partnerships with Asian University for Women, the Asian American Scholarship Fund, the American Indian College Fund and the Hispanic Scholarship Fund. We also support initiatives that empower women and galvanize our Employee Impact Groups.
- **Ralph Lauren Gives Back and Community Resilience** — The Company supports Ralph Lauren Gives Back, which empowers employees to volunteer in the communities in which they live and where Ralph Lauren does business.



The Ralph Lauren Corporate Foundation

The Ralph Lauren Corporate Foundation works to make the dream of a better life a reality by championing equity and empowering underserved communities around the world. The Foundation is committed to making a difference across four pillars: supporting cancer care and prevention, protecting the environment, fostering advocacy and access and strengthening community resilience. It hopes to deliver meaningful change in local communities through its nonprofit collaborations, grant funding and volunteering programs.



\$4.1M
in Foundation giving.



150+
nonprofits supported
through the Foundation.



\$25
million

committed to expand or establish
five cancer care centers.



The Ralph Lauren Corporate Foundation Pillars

The Foundation is committed to making a difference across its core areas of focus:

- **Cancer Care & Prevention** — For more than two decades, the Foundation has worked to reduce disparities in cancer care and ensure that access to quality treatment is available at an earlier, more curable stage.
- **Protecting the Environment** — The Foundation strives to make meaningful progress to protect our planet by partnering with organizations focused on local community needs including sustainable cotton development, safe water, adequate sanitation and proper hygiene solutions.
- **Advocacy & Access** — Through its work in advocacy and access, the Foundation directs funds and fosters programs that champion DE&I, women's empowerment, and health and wellness in our global communities.
- **Community Resilience** — The Foundation works to lift up, empower and strengthen communities around the world, including responding to crisis relief efforts. Through grants and the Foundation's promotion of volunteerism and donations pursuant to the Ralph Lauren Employee Matching Gift Program, the Foundation aims to help communities in need around the world build resiliency and thrive.





Cancer Care and Prevention

More than 30 years ago, Ralph Lauren made a personal commitment to do all that he could to contribute to the fight against cancer. His dedication serves as inspiration to the Foundation and Company in their respective efforts to support cancer care and prevention.

“For over 30 years this has been my personal commitment and now joined by so many dedicated partners, we envision a world where cancer outcomes improve for everyone, and survivors thrive.”

Ralph Lauren

\$25 MILLION COMMITMENT FOR CANCER CARE

In 2022, the Foundation announced a \$25 million commitment in new grant funding to expand or establish five Ralph Lauren-named cancer centers aimed at reducing disparities in cancer care and access across underserved communities in the United States. The White House recognized the Foundation’s philanthropic pledge as a leading example of public and private sector partners coming together and answering its Cancer Moonshot call to action to accelerate progress against the disease.

The \$25 million commitment, the largest single funding pledge in the Foundation’s history, will benefit institutions with a National Cancer Institute (NCI) designation, including the Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center and Memorial Sloan Kettering Ralph Lauren Center (MSK RLC). The Foundation is collaborating with Conquer Cancer Foundation of the American Society of Clinical Oncology (ASCO), to identify and select three additional grant recipients.



Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center — Washington, D.C.

This year, the Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center opened to help address disparities in healthcare in Washington, D.C. Building on Ralph Lauren’s longstanding collaboration with Georgetown Lombardi, this Center is aimed at helping residents get the cancer care they need by bringing a dynamic patient navigation model and comprehensive cancer resources to underserved communities in Southeast Washington.

Services at this newly remodeled facility build upon the programming and impact of the previous practices of the Capital Breast Care Center, which has been a fixture in the community for more than 15 years. The Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi offers comprehensive cancer resources to the diverse populations disproportionately impacted by breast, lung, colorectal, prostate and other cancers — from screening to treatment, when necessary. The Center also includes a wider array of cancer-focused services, targeted outreach and education in collaboration with MedStar Health, Georgetown’s academic health system partner.



Memorial Sloan Kettering Ralph Lauren Center (MSK RLC) — Harlem, New York

For almost 20 years, MSK RLC has offered cancer prevention, diagnosis, treatment and support services in a warm, welcoming and culturally sensitive environment. MSK RLC has cared for thousands of people, making it a beacon for accessible, compassionate cancer care for residents of Harlem and beyond.

In 2022, MSK RLC had about 10,000 patient visits and performed around 1,900 mammograms. MSK RLC’s supportive services include a renowned patient navigation program, financial counseling and an array of other social services. There is also a medically tailored food pantry supplemented with nutritional counseling. MSK RLC is highly active in the community — it provides health education and health screenings, and promotes health and wellness for area residents.





PINK PONY ACTIVATIONS AROUND THE WORLD

The Company renewed its commitment to cancer care access and prevention, as well as early detection. For the first time since the global COVID-19 pandemic, the Company activated our employees through in-person awareness, wellness, and fundraising events and activities. Our Pink Pony Initiative activated the power of over 1,700 employees who participated in nine walks/runs, generated over 4,200 volunteer hours and held 17 fundraising events globally.

22 Years of Pink Pony

For more than two decades, we have supported [cancer-fighting organizations](#) around the world through the Company and the Foundation. Since its founding, the Pink Pony Fund of The Ralph Lauren Corporate Foundation has helped thousands of patients in the U.S., primarily through making patient navigation programs possible across the country.

Pink Pony is the Company's worldwide initiative in the fight against cancer, supporting programs for research, screenings, early diagnosis, treatment, education, and patient navigation through Foundation grants in the U.S. and Company donations around the world. The 2022 Pink Pony campaign built upon the Company's continued commitment, with donations raised from the annual product collections benefiting the Foundation's Pink Pony Fund and an international network of cancer charities.



Royal Marsden Partnership

For 10 years, the Company has supported The Royal Marsden Cancer Charity, opening The Ralph Lauren Centre for Breast Cancer Research in 2016. In 2023, we look forward to the opening of a new Ralph Lauren Research Wing within their Oak Cancer Centre. Additionally, Ralph Lauren employees in the U.K. are deeply connected to the organization, annually raising funds for Royal Marsden through [Pink Pony activities](#).

Fondazione AIRC per la Ricerca sul Cancro Research Grant

In 2021, the Company entered into a two-year partnership with Fondazione AIRC per la Ricerca sul Cancro (AIRC), supporting the advancement of research projects aimed at making cancer more curable. AIRC's cancer research focuses on Europe, the Middle East, Africa and the U.K. For over 50 years, AIRC has refined its method to select the most deserving projects.



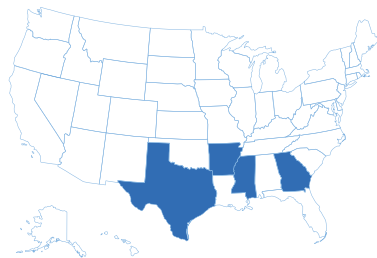
Protecting the Environment

Environmental sustainability is integrated throughout our value chain. These efforts are supported respectively by the Foundation and the Company through grants, partnerships, and programs aimed at protecting our planet and providing access to critical natural resources. The Foundation partners with organizations focused on local community needs including sustainable cotton development, safe water, adequate sanitation and proper hygiene solutions.

U.S. REGENERATIVE COTTON FUND

In 2021, the Foundation and the nonprofit Soil Health Institute (SHI) announced the creation of the U.S. Regenerative Cotton Fund (USRCF), a unique, farmer-facing, science-based initiative housed at SHI that supports long-term, sustainable cotton production in the U.S. with a goal to eliminate one million metric tons of carbon dioxide equivalent from the atmosphere by 2026. The USRCF works toward this goal by empowering growers and their trusted advisors with the education, tools, information and networks they need to successfully adopt regenerative soil health systems. The USRCF is focused on five key initiatives:

- **Standardizing soil measurement and goal setting** through the development of soil health targets
- **Establishing the business case** through analysis of soil health economics
- **Farmer education and empowerment** through soil health training
- **Building the regenerative movement** through impact assessment and communication
- **Creating a resilient future** through diversity, equity and inclusion programs



The Foundation's founding contribution to USRCF has primarily supported work in four states:

- Texas
- Arkansas
- Mississippi
- Georgia

In 2022, SHI hosted five aspiring young soil scientists from four Historically Black Colleges and Universities as part of the USRCF Internship Program. Participants engaged in soil sampling, impact assessment and professional development in soil science.

After USRCF's first year of research, SHI data from five farms showed that by employing innovation in agriculture and regenerative cotton cultivation, farmers gained an average of \$100 an acre with these more sustainable practices.

This past year, other leading industry and philanthropic peers have joined USRCF in support of the goal to reach nine states representing 85% of U.S. cotton production.



The Company's partnership with GiveMeTap will directly benefit approximately 43,000 people in the Upper West Region of Ghana with access to clean water.

WaterAid — WASH Project, India

In 2022, the Foundation supported WaterAid, a nonprofit organization with a focus on improving access to water, sanitation and hygiene (WASH). The project will directly reach 21 villages in Budhni, where there is a high volume of apparel factory workers and their families.

This year, the Foundation's grant funds:

- Establishing local water governance committees in 21 villages
- Providing 750 marginalized families with piped water connection at home
- Repairing water and toilet infrastructure in five schools, directly benefiting 733 students
- Reaching 1,874 people with WASH services and hygiene education

DigDeep — Navajo Water Project, U.S.

DigDeep is a human rights nonprofit working to ensure that every person living in the U.S. has clean, running water and proper sanitation. DigDeep's Navajo Water Project is a community-managed utility alternative that brings hot and cold running water to homes without access to water or sewer lines on the Navajo Nation. In 2020, the Foundation made a three-year commitment to support the implementation of DigDeep's Navajo Water Project which serves hundreds of Navajo families each year. The Foundation's commitment has directly funded 33 Home Water Systems from 2020-2022.

In 2022, supported by commitments like the one made by the Foundation, the Navajo Water Project expanded to serve more communities, bringing Home Water Systems to 200 additional homes and delivering more than one million gallons of water to people across the Navajo Nation.

GiveMeTap

The Company partners with GiveMeTap to provide clean, safe drinking water sources to communities in rural Africa. GiveMeTap's mission is to provide access to clean drinking water and reduce plastic waste. To date, our partnership has funded 43 water pumps in communities, primary schools and health centers, which will directly benefit approximately 43,000 people in the Upper West Region of Ghana with access to clean water.

As a part of our partnership with and support for GiveMeTap, the Company recently sent a delegation of employees from diverse backgrounds, regions and roles within the organization to Ghana. The aim of the visit was to foster meaningful connections with communities that are beneficiaries of Ralph Lauren-funded GiveMeTap water pumps, to support the installation process for several new pumps and to learn firsthand about the impacts of safe drinking water scarcity.



UNCF recognized Ralph Lauren Corporation with its Corporate Partner Award for supporting HBCUs and system-impacted students.

Education, Advocacy and Access

At Ralph Lauren, we are committed to creating more pathways to equity in education for system-impacted students. Through their work in education, advocacy and access, the Ralph Lauren Corporation and The Ralph Lauren Corporate Foundation direct funds and foster programs that champion DE&I, women's empowerment, and health and wellness in our global communities.

Historically Black Colleges and Universities (HBCUs)

In 2021, The Ralph Lauren Corporate Foundation launched scholarship programs supporting **HBCUs** as part of its work to help create greater equity and access to education for diverse and system-impacted groups. The Foundation grants support students at Morehouse College, Spelman College and 10 additional HBCUs through the United Negro College Fund (UNCF).

UNCF aims to increase the total annual number of African American college graduates by focusing on activities that ensure more students are college-ready, enroll in college and persist to graduation. The Foundation will support at least 20 students over the four-year commitment via The Ralph Lauren Corporate Foundation scholarship program. This donation is in addition to its annual sponsorship of UNCF's National Walk for Education.

Additionally, the Company works with UNCF to amplify the mission in order to broaden the potential of positive outcomes for students, augmenting their chance to matriculate and enter the workforce successfully. This, in turn, serves as a precursor to establishing a robust and sustainable pipeline of future talent.

Through the value of equitable access to education, the Company remains steadfastly committed to creating more avenues for access within the fashion industry and beyond. In March 2023, UNCF recognized the Ralph Lauren Corporation's partnership and collaborative efforts to support HBCUs and system-impacted students by honoring the Company with its Corporate Partner Award at the "A Mind Is..."[®] New York Gala.

Pin of Solidarity

In 2022, the Company extended its Pin of Solidarity program for consumer purchase, 100% of the profits from which benefit the UNCF Ralph Lauren Scholarship program. We also launched the pin in five major European markets, benefiting scholarship and bursary programs through the **Stephen Lawrence Day Foundation**. The Stephen Lawrence Day Foundation funds scholarships and bursary programs for students in the U.K. to create more pathways for equity.



RESILIENCE FUND FOR WOMEN IN GLOBAL VALUE CHAINS

The Resilience Fund for Women in Global Value Chains (the Resilience Fund) is a first-of-its-kind collaborative funding initiative bringing investors together with foundations and NGO partners, to invest in the health, safety and economic resilience of the women who form the backbone of global supply chains. The Foundation became a founding supporter in 2021. This year, the Resilience Fund extended to Cambodia and Vietnam to provide support grants to women-led, community-based organizations that work on the Resilience Fund's main thematic areas of gender-based violence and/or sexual and reproductive health and rights.

The Asian American Foundation's AAPI Giving Challenge

In 2021, the Company joined [The Asian American Foundation's \(TAAF\)](#) Asian American and Pacific Islander (AAPI) Giving Challenge to support the AAPI community. Using funds raised by the AAPI Giving Challenge, TAAF focuses its efforts on providing resources across three goals: education, data and research and fighting back against AAPI hate. To date, Ralph Lauren has donated to AAPI-focused NGOs, hosted 17 employee engagement events focused on amplifying AAPI voices and partnered with McKinsey Academy to provide development opportunities for AAPI Company employees. The Company's commitment to the AAPI Giving Challenge extends to May 2026.

Native and Indigenous Community Engagement

The Company supports scholarship programs at the Institute of American Indian Arts and through the American Indian College Fund. While our work has primarily focused on supporting access to higher education for Indigenous communities in the U.S., we are exploring ways to expand our actions to Canada and Mexico.

LGBTQIA+ Community Allyship

A longtime ally of the LGBTQIA+ community, The Ralph Lauren Corporate Foundation has partnered with many organizations, most notably the Hetrick-Martin Institute — the oldest LGBTQIA+ youth nonprofit in the U.S. The Institute works to provide critical social services to at-risk, LGBTQIA+ youth, primarily those of color.

For more than 15 years, the Foundation has partnered with them on Café HMI, which addresses hunger and food insecurity through its meal program. Café HMI functions at the heart of the Institute — giving LGBTQIA+ youth a chance to be a part of an affirming community while also receiving compassionate care.

In addition to providing meals, HMI provides its youth members with access to mental health services, social services, basic needs such as toiletries and clothing, as well as remote and in-person programming services focused on education, workforce development, and arts and culture.



Supporting HIV/AIDS Initiatives

The Ralph Lauren Corporate Foundation is a longstanding supporter of communities affected by HIV and AIDS. Over the years, the Foundation has contributed to a number of HIV/AIDS initiatives that help raise awareness and bring attention to the epidemic, including:

- Treatment and cure research, along with advocacy initiatives supporting the needs of people living with HIV, led by amfAR, The Foundation for AIDS Research
- Funding provided to the Elton John AIDS Foundation to help provide access to HIV services and care as well as reduce the stigma around the disease globally
- Honoring the more than 100,000 New Yorkers who have died of AIDS as a named sponsor of the New York City AIDS Memorial
- Supporting AIDS Walks for decades by bringing together hundreds of Ralph Lauren employees, friends and family across the country for awareness events in New York City, San Francisco and Los Angeles

Supporting Local Communities

Our employees are a critical driver of our efforts to give back, and both the Company and the Foundation have programs in place to support their contributions of time, talent and funding as well as enable deeper connection to their communities.

Ralph Lauren Gives Back Volunteering Program

Consistent with their shared goal to promote volunteerism, Ralph Lauren Gives Back (RLGB) is a joint program between the Company and the Foundation that enables Ralph Lauren employees to volunteer year-round across causes that are aligned with our collective strategic focus areas. Funding for volunteer opportunities may come from the Foundation or the Company to maximize support for employees who wish to give back, both in-person and virtually. While virtual volunteering continued as a part of the RLGB strategy, FY23 in-person volunteer events with our nonprofit partners were reestablished, and the number of in person activations increased incrementally as the year progressed. We recognized the momentum this created and will respond in FY24 by expanding our volunteer opportunities from three weeks per year to four focus months, one for each of the philanthropic focus areas, to afford employees the flexibility to volunteer throughout the year.



GLOBAL RELIEF EFFORTS

The Company and the Foundation share a commitment to providing timely assistance for those in crisis. In FY23, they collectively provided \$2.8 million in funding to support global relief and emergency response efforts including:

Ukraine: Through CARE, an international humanitarian agency delivering emergency relief and long-term international development projects, Company employees generated funding through product donations and activities to support the Ukrainian relief efforts. The Foundation also made a direct donation to CARE to address urgent needs and double-matched Company employee donations to the organization.

Syria/Turkey Earthquake: The Foundation made a direct donation to CARE and double-matched Company employee donations to CARE as well as seven other relief focused organizations to support local communities impacted by the earthquake.

Worldwide: In addition to CARE, the Company partners with other aid organizations on global relief and emergency response efforts such as World Vision, a global humanitarian organization focused on helping children, families and communities combat poverty and recover from crises.



Ralph Lauren Employee Matching Gift Program

Through the Ralph Lauren Employee Matching Gift program, donations between \$25 and \$1,000 made to nonprofit organizations by Company employees who have been with the Ralph Lauren Corporation for at least one year are matched on a one-to-one basis by the Foundation, up to a total of \$1 million per fiscal year. To date, teams from all around the world have taken part in this program, which now includes grants to more than 500 nonprofits across 21 countries.

Product Donations

Our Company supports community-based organizations' programs by donating products to nonprofits who, in turn, provide them to people in times of need. This approach also aligns to the Company's commitment to reduce waste and extend the lifecycle of our product. Our longstanding partner, Delivering Good, rallies retailers and manufacturers and provides them with an efficient and effective way to collect, organize and distribute product donations to communities in need.

Rights & Empowerment in the Supply Chain

At Ralph Lauren, we are committed to conducting our global operations ethically with respect for the dignity of all people who make our products. Our approach aims to create a positive impact in the lives of factory workers and their families.



2030 GOALS

- Make empowerment and life skills programs available to 250,000 workers across our supply chain
- All strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation

2025 GOAL

- Achieve a 25% increase of women in factory leadership that seeks to create a path to parity

2023 GOAL

- Roll out Wage Management Strategy to all strategic and key suppliers to address fair and timely compensation for factory workers

Our Approach

We believe safe, enabling, inclusive and sustainable workplaces contribute to workers realizing a better life. To support this, Ralph Lauren works with suppliers to build capabilities, with workers to empower them and with industry partners to collaborate for positive change.

Our comprehensive approach integrates risk assessment, monitoring, remediation, capability building, stakeholder engagement, life skills programs and empowerment opportunities for factory workers.

Our Commitment to Respect Human Rights

Our Purpose is grounded in a commitment to respect the human rights of all those affected by our global operations. Our [Human Rights Policy](#) outlines this commitment in detail.

We implement this policy in our supply chain through human rights due diligence (HRDD) efforts that seek to identify, prevent, mitigate and remediate any adverse impacts. We do so in alignment with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector and the United Nations Guiding Principles. Read more about how we respect the rights of factory workers and our HRDD approach in our [Human Rights Disclosure](#).

Championing Factory Workers

We take a holistic approach to championing factory workers, focusing on life skills, female representation in leadership roles and wage management, to drive positive impact. Recognizing the critical role of women in this sector, we focus on removing barriers and empowering them to have agency over their own lives and access to opportunities. Transformational change is possible when workers are supported, with cascading positive impacts to their families and society.

We cannot move the needle forward on our own. A multistakeholder approach is necessary to overcome some of the structural challenges to progress, like operating in shared factories where other brands also source. This is why we are collaborating with stakeholders across the industry to increase efficiency and scale impact.



REIMAGINING INDUSTRY TO SUPPORT EQUALITY

We are supporting the launch of Reimagining Industry to Support Equality (RISE), formerly known as Empower@Work. RISE is a collaborative initiative supporting the industry to advance equality for female workers in global garment supply chains. The initiative brings together the four largest women's empowerment programs in the apparel industry — BSR's HERproject™, Gap Inc. P.A.C.E, CARE and Better Work — to build from proven approaches, scale impact and improve efficiency.

In FY24, we look forward to exploring the suite of options made available by RISE to expand the availability of empowerment and life skills programs to factory workers across our supply chain.

Photo courtesy of RISE

Life Skills and Worker Empowerment

HERproject™

To help achieve our goal of making empowerment and life skills programming available to 250,000 workers across our supply chain, we partner with a range of local specialists, including our longstanding partnership with Business for Social Responsibility (BSR) to sponsor HERproject™, a collaborative initiative to empower women working in global supply chains through workplace-based interventions. Our current programs include: HERhealth™ in Vietnam, [HERfinance™ in Cambodia](#) and HERessentials™ in India and Guatemala.

Building on the success of the HERessentials™ pilot in Bangladesh and a similar pilot in India, we co-sponsored the pilot of HERessentials™ in Guatemala in FY23. The training program builds workers' adaptive capacity and resilience in the face of crisis. This tablet-based learning app engages workers and managers on health, financial inclusion and gender equality. The app-based design of HERessentials™ also helps to increase the digital literacy of workers, empowering them in an increasingly technology-driven world.

Just as we adapt our approach to different circumstances and geographies, HERessentials™ learnings are adapted to the local context. To expand the HERessentials™ program to the garment industry in Guatemala, the first step was to conduct a participatory needs assessment. The HERproject™ team and [Cooperative for American Remittances to Everywhere \(CARE\) Guatemala](#) undertook a needs assessment to solicit worker and management feedback across the three factories in the pilot, including one Ralph Lauren supplier facility.

The needs assessment, which is based on worker perceptions, highlighted workers' interest in learning about healthy diets, stress management and digital and tech skills. In addition, financial health and security were identified as urgent issues to support workers' resilience and stress management. The HERessentials™ training will address these identified needs and workers' interests over the next year.

98,402

workers reached through
our life skills and
empowerment programs.



South India Mills Program

We recognize the longstanding forced labor risks to young women and girls working in the spinning and textile mills across the South Indian state of Tamil Nadu. As a member of a multistakeholder initiative implemented by the local NGO Social Awareness and Voluntary Education (SAVE), along with three other brands, we work to mitigate these risks and create a textile industry that respects human rights, empowers workers in the community and mills and promotes fair recruitment practices across Tamil Nadu.

The program maintains a three-prong approach to addressing the root causes and key actors by focusing on the labor agents who recruit workers, the communities where workers originate and the spinning mills who employ them. As many mills rely on labor agents to recruit workers, the program trains them on legal requirements and ethical practices that are key to preventing forced and child labor. To date, almost 80 agents, managing over 2,500 workers, have been trained.

At the mill level, workers and middle management receive training on life skills and a decent working environment. As of FY23, over 1,600 workers benefited from the trainings. In addition, the program introduced the This Is My Backyard (TIMBY) app to community and resource centers covering over 900 workers. TIMBY is a platform for workers to raise grievances about any aspect of the employment process. These grievances are addressed in a multistakeholder approach through the suppliers with support of industry associations, SAVE and brands. TIMBY will be rolled out to mills in the next phase of the program development.

Within the community, the program established six resource centers, which provide learnings on financial and digital literacy, legal rights, reproductive health and nutrition, as well as pre-departure training. Teaching these life skills is critical to developing the awareness and confidence to handle difficult situations in workers' personal and professional lives. To-date, 11,400 current and prospective workers and their families have benefited from the resource centers with 91% being female.

As of FY23, SAVE implemented the program in six mills, impacting over 14,600 beneficiaries. Moving forward, the program aims to expand TIMBY to Tier 1 factories, onboard additional mills and explore opportunities for more brand partners.

Case Study



Advancing Equity & Inclusion through the Gender Equity Worker Voice Tool

We are committed to engaging with the rights holders that move our supply chain forward. Worker voice tools, such as surveys, allow workers to share their needs and experiences at work. These insights can be used to inform better policies, programs and business decisions at the factory and brand level. As female garment workers face different vulnerabilities and demands, worker voice tools need to have specific gender considerations to promote equity and inclusion in supply chains.

In FY23, we participated in the **Gender Equity Worker Engagement Group** (GEWEG), a partnership between global brands and the International Center for Research on Women (ICRW). Ralph Lauren and brand partners co-financed the creation of holistic worker voice and employee engagement tools to address the challenges women face across supply chains and support their well-being. For example, ICRW created the Gender Equity Worker Voice Tool, a survey with gender-responsive questions across 10 themes, including gender-based violence and sexual harassment, professional development and skills building, and employee evaluation and promotion. This tool can fit into existing surveys and addresses a blind spot in the worker voice space.

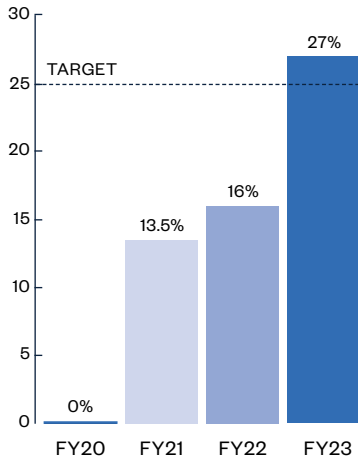
The Gender Equity Worker Voice Tool was piloted in six factories across Vietnam, Indonesia and China with a total of 1,813 respondents. This was followed up by a series of focus group discussions to further refine the survey questions. For suppliers that also used the ICRW Self-Diagnostic Tool (SDT), which is completed by factory management, the worker questionnaire could be used as a basis for comparison to find areas of convergence and misalignment.

The pilot survey results found that workers generally felt positive about their safety, health and wellbeing, and confident in their workplace reporting systems for gender-based violence and harassment. Some areas for improvement included elimination of gender-based discrimination and support for working parents.

We will continue to use and glean insights from the Gender Equity Worker Voice Tool in our upcoming worker voice surveys.

ADVANCING WOMEN IN FACTORY LEADERSHIP

Average increase in women in supervisory positions across four target countries



In the global apparel industry, most factory workers are women. Our supply chain follows this demographic trend with women accounting for 67% of the workforce. As of FY23, the ratio of female supervisors to total supervisors stands at around 40%.

Women in Factory Leadership

Complementing our commitment to gender parity in our Company’s leadership ranks, we are also committed to increasing the percentage of women in factory leadership to advance gender equity.



Photo by RISE

Our efforts to increase women in factory leadership are focused on countries where our gender ratio data shows the most opportunity for improvement: Bangladesh, Guatemala, India and Peru. To make this work sustainable, we take a holistic approach, empowering and upskilling female workers to take on leadership roles, while working on factory-wide systems to counter approaches that prevent women from accessing more senior roles.

As of FY23, we have exceeded our goal of increasing women in factory leadership by 25%, achieving a 27% average increase across our four target countries.

Achieving our goal was driven by strong progress made in Bangladesh and India, the two countries with the steepest gap between female operator and female supervisor representation. We will continue to make progress in this work as we recognize the various and unique cultural factors that continue to hinder the career advancement of women factory workers. As we look ahead, we will continue to focus on these countries, especially in Bangladesh and India, where significant room for improvement remains.



MAINTAINING PROGRESS AND EXPANDING OPPORTUNITIES

While we have achieved our female leadership goal, we know that sustaining these results is the key to maintaining progress and continuous improvement. To that end, our [new supplier scorecard](#) includes a women's leadership performance indicator. Moreover, our life skills and empowerment programs combined with our worker voice efforts, will help address some of the structural barriers that make achieving gender equity a challenging, yet critically important, endeavor.

Promoting Inclusive Workplaces in Latin America

Creating diverse, equitable and inclusive workplaces is something the Company strives to accomplish, in our supply chains and our own operations. This year, we continued our supplier DE&I roundtables with a workshop for our suppliers in Latin America, including Guatemala, Mexico, Peru and Uruguay. This workshop discussed what DE&I is, why it is important and actions companies can take to foster comfortable workplaces. Participating suppliers were provided a toolkit that included tips for developing a DE&I commitment, strategy and workforce engagement. They were further required to submit their own DE&I commitment and a Women in Leadership Action Plan for how they will support women's advancement to supervisory roles. This workshop was paired with the release of our open-source online DE&I training for supplier management titled, [Respect and Inclusion, an Introduction for Global Supply Chains](#), commissioned through BSR and available in four languages (English, Spanish, Hindi and Vietnamese). In addition to other strategic priorities, we hope this DE&I workstream promotes work cultures that further the promotion of women into leadership roles.

Gender Equality and Returns Program

The biggest catalyst for success in Bangladesh was driven by our partnership with the International Finance Corporation (IFC) and the International Labour Organization (ILO) to implement the Gender Equality and Returns (GEAR) Program. GEAR aims to ease the path for women working in garment factories to progress into supervisory roles, which improves their access to better jobs, contributes to increased line-level productivity and reduces management level gender imbalances.

Nine Ralph Lauren-nominated suppliers completed the GEAR program. In total, there were 111 trainees with 70 females promoted as supervisor. This was instrumental to increasing the percentage of women in supervisory roles in our supply chain. Notably, three of the factories that completed GEAR did not previously have a single female supervisor.

Apparel Training & Design Centre

Like Bangladesh, we have seen substantial increases in women in leadership roles in India. As of FY23, about 51% of the workforce of our India suppliers are women, with the ratio of female supervisors to total supervisors at about 14%. This represents approximately a 39% increase from the baseline. However, there is still much progress to be made.

This is why in FY23, we launched a partnership with the Apparel Training & Design Centre (ATDC), one of the largest vocational training networks in the garment sector in India. This partnership aims to establish a training program at scale to equip female factory workers with the communication and technical skills needed for leadership roles, providing career progression pathways in their sector.

Case Study



Photo by RISE

Supporting the Transition to Digital Wages in Cambodia

Most of the wages in the garment sector are paid in cash. Cash payments can create a lack of transparency and heighten the potential for labor violations, among other risks and inefficiencies. These types of payments can also disempower women who often have less control over their wages when paid in cash because of traditional gender roles and expectations.

To support moving the sector away from cash payments, we are participating in the HERfinance™ Digital Wages pilot in Cambodia sponsored by the Mastercard Center for Inclusive Growth. Cambodia is an important market for this pilot as it has a low level of financial inclusion, even compared to other producing countries. It is also a market where 80% of garment workers are women, further raising the potential to make a profound impact through this work.

The HERfinance™ Digital Wages pilot takes a three-prong approach to digital transition:

1. Middle management training to familiarize managers with digital wage systems
2. Awareness campaigns to support suppliers in sharing payroll changes and the benefits of financial services with workers
3. Peer educator training on financial literacy, which is particularly relevant for women who may not be familiar with using financial services or digital tools

We are piloting the program with two suppliers.

In addition to HERfinance™, we nominated three of our factories in Cambodia to participate in a joint project through the Textile, Apparel, Footwear & Travel Goods Association in Cambodia, Better Factories Cambodia and the ILO Global Center on Digital Wages for Decent Work on transitioning to digital wages. Factories in the program receive training on responsible wage digitization, access to advisory support, tools for promoting financial literacy and assistance negotiating with financial service providers.



Wage Management

In FY23, we achieved our goal to roll out our Wage Management Strategy to all our strategic and key suppliers. We did this by activating all five modules of our strategy:

- Human rights due diligence
- Supplier capabilities
- Worker engagement
- Industry collaboration
- Alignment with our internal teams

We have active workstreams within each module that provide tools and resources for suppliers to improve their wage systems, in addition to our internal work on [responsible purchasing practices](#) which better enable suppliers to meet their wage goals. In FY23, we finalized important workstreams that enable us to continue our work on wage management into the next phase.

Wage Data Collection and Analysis

This year, we extended our ongoing wage data collection and analysis by adopting the Fair Labor Association's (FLA) Fair Compensation toolkit. This aligns with our aim to adopt industry tools, easing the burden on our suppliers and increasing the amount of comparative wage data for the industry. The toolkit consists of the FLA's groundbreaking Wage Data Collection Tool and Fair Compensation Dashboard, which are scalable tools that allow companies to gather worker wage data from their suppliers, conduct analyses and measure progress over time. The Dashboard provides living wage benchmarks from over 30 countries and helps suppliers measure their wages against other local firms. In FY23, we successfully deployed the FLA tool with our strategic and key suppliers across more than 10 countries and for the first time in Tunisia, Turkey, Mexico, Bangladesh, Peru and the U.S.

Our country analysis using the FLA tool shows that in five countries — India, China, Indonesia, Vietnam and Cambodia — the average net wage increased year over year. This was primarily driven by the increase in the legal minimum wage. In Guatemala, the Philippines and Italy, we saw the average net wage decrease, year over year, due to reduced production and working hours during the COVID-19 pandemic.



FAIR WAGE NETWORK

We collaborated with the Fair Wage Network (FWN) in India to conduct fair wage assessments of seven factories in three regions: Karnataka, Tamil Nadu and Haryana. A fair wage assessment is an objective appraisal of wage practices at the factory level in relation to the Fair Wage framework.

The FWN results for India confirmed our findings that suppliers pay above the stipulated legal minimum wage. The factories all achieved at least FWN's "relatively fair" score (the second highest level). One factory reached the top level: a "Fair Wage" certification. Areas identified for improvement included worker representation, sustainability strategies, tying wages to worker performance and skills, coherent wage policies and the need for improved social dialogue around wage policies.

Assessment of Wage Management Systems

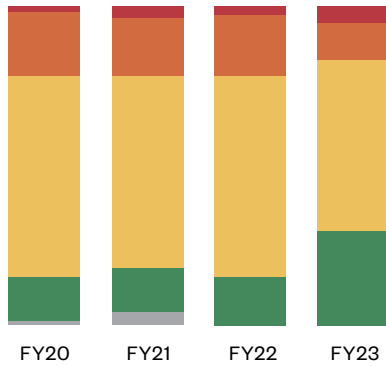
In FY23, we expanded our work to understand and address worker wage gaps by focusing on factory-level wage management systems. New tools that assess the maturity of these systems at the factory level helped us identify the largest and most common areas of opportunity among our suppliers so that we could provide targeted support.

We completed two key workstreams: piloting our Wage Management Assessment Tool and conducting an in-depth factory human resource and production systems diagnostic. We piloted our assessment tool with nine factories, covering different areas that impact wage, from performance evaluation and job progression to skills training and worker engagement. We found that just under half of the factories are using performance pay, but often lack the accompanying investment in skills training needed to support this type of compensation, which is much needed due to an industry-wide shortage of skilled workers. In FY24, we will update the wage management assessment based on the findings from this pilot.

Our in-depth factory systems diagnostic was led by a cross-functional team of human resources and production experts who tested our approach at a factory in Vietnam. The team identified several improvement opportunities including more insightful human resource management data analytics, increased labor productivity with worker skills training programs and worker-management communication channels for problem solving. Workers' viewpoints and suggestions were collected via survey and in-person focus group discussions. Workers broadly identified similar strengths and opportunities based on their own experience and highlighted their top priorities as health and take-home pay.

The insights gathered from these pilots demonstrated the need for greater knowledge, support and tools on factory wage management systems. Therefore, we have set a new goal that by 2030, all strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation. We will be working with them to ensure they have these compensation strategies in place: data collection and analytical processes, performance-based pay models, worker training programs, career pathing and two-way communication tools for workers and management. We will measure these critical areas with our updated Wage Management Assessment Tool to provide an evaluation of the suppliers' current systems, and will provide guidance on how they can improve their current practices.

FACTORY RATINGS



- One or more critical issues and a risk of business termination
- Weak level of performance requiring significant improvement
- Acceptable level of performance requiring improvement
- Good to exceptional level of performance

Assessments, Monitoring and Remediation

Our Global Citizenship team monitors supplier compliance and evaluates supplier relationships based on their performance and potential.

This starts with our **Operating Standards (OS)**, which communicate our expectations of suppliers. All new suppliers must meet our standards before we place an order with them. We undertake due diligence with existing suppliers by scoping potential risks, preventing and mitigating those identified and remediating issues when found.

We work with suppliers to identify the root cause of issues and agree on corrective action plans that prioritize workers' welfare and livelihoods. We remain committed to ensuring that workers have access to effective grievance mechanisms and that they can voice their concerns without fear of retaliation.

Alongside industry-wide assessment tools like Better Work and the Social & Labor Convergence Program (SLCP), we use independent third-party assessments to complement our continuous due diligence and site-based risk monitoring processes. Assessment results feed into our overall supplier scoring through our **Supplier Engagement Strategy (SES)** which directly influences our sourcing decisions and our strategy for managing, mitigating and eliminating risks in our supply chain.

In FY23, all our active factories received a performance rating, which ranges from green, indicating good to exceptional level of performance to red, indicating a violation of our Operating Standards with one or more critical issues and a risk of business termination. Approximately 53% of factories were rated as yellow, which indicates an acceptable level of performance requiring improvement. We saw a 7% increase in green, a 1% increase in red ratings and a 3% decrease in orange, which indicates weak performance requiring significant improvement. These ratings are a component of analyzing supplier risk.





Supplier Assessments

We recognize the industry-wide need to streamline the monitoring process, reduce audit fatigue, and reallocate resources to allow for more capability building and worker well-being initiatives. To that end, in FY23, we continued our adoption of SLCP to complement our social compliance assessment tools. We worked with our strategic, key and evolving suppliers in Tier 1 to kick-off the SLCP adoption with over 100 SLCP verifications reviewed and remediated, representing 33% of our business volume. With the use of the SLCP report, we are collaborating with other brands in the industry to identify joint remediation approaches, and to further streamline remediation efforts and communication with suppliers. In FY24, we are also aiming to increase the adoption of industry-common assessment tools (both SLCP and Better Work) to factories representing 80% of our business volume in Tier 1.

Overall, we take a risk-based approach to our assessments to ensure we are prioritizing areas for action. We assessed 81% of factories supplying Ralph Lauren in FY23, representing 93% of our business volume. We also assessed key subcontractors in FY23 with 162 subcontractors. At Tier 2, we monitored fabric mill suppliers that made up about 40% of our core fabric business, using SLCP and Better Work. We were able to conduct 24% more assessments in FY23 than FY22 in both Tier 1 and 2, thanks to more efficient assessment scheduling and the return of Better Work to full capacity.

SUPPLIER ASSESSMENTS¹

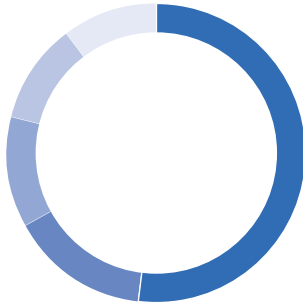
	FY23	FY22	FY21	FY20
Initial social assessments	132	124	56	65
Percentage of factories assessed	81%	84%	63%	75%
Number of Tier 1 factories assessed	420	359	307	392
Number of subcontractors assessed	162	110	57	74
Assessments conducted by 3rd party	369	392	312	333
Assessments conducted by Ralph Lauren	12	71	8	48
Assessments conducted by Better Work	84	83	67	85
Assessments adopted from SLCP ²	124	—	—	—
Percentage of total assessments that were fully unannounced ³	91%	90%	76%	72%

¹ Assessments include both onsite and remote.

² FY23 was the first year that we started adopting SLCP as part of our program.

³ Percentage excludes audits performed in countries where unannounced audits are not permissible as well as pre-approval audits.

SUPPLIER NONCONFORMANCE BY CATEGORY



- **52.00%** Health & Safety
- **15.01%** Legal & Ethical Standards
- **12.15%** Other
- **10.58%** Working Hours
- **10.26%** Wages & Benefits

The most common category of nonconformance was health and safety (52%). After reviewing all nonconformance issues with the suppliers, we agreed on a corrective action plan and followed up to ensure issues are addressed in a timely manner. Less than 1% of assessment findings revealed zero-tolerance issues. We deactivated four factories that were unable to remediate these issues or other OS requirements.

CORRECTIVE ACTION STATUS¹



¹ Corrective action status is based on our third-party audits.

Working with Licensees

In addition to our own products, we license the Ralph Lauren brands to select companies. All licensees are required to have social compliance programs and standards equivalent to our own. We separately assess licensee supplier compliance programs and review their assessments to ensure that they meet our requirements. In FY23, 31 licensees used approximately 350 factories to make licensed products.





Governance

At Ralph Lauren, the principles of honesty and integrity on which our Company was founded remain the foundation of our governance practices today. Ralph Lauren Corporation, including our Board of Directors (the Board), is committed to conducting business with integrity and in accordance with the applicable laws and regulations in the locations where we operate. For more information on our governance structure, policies and other additions, please see our [**Proxy Statement**](#).

EXPLORE THIS SECTION

- 84** GLOBAL CITIZENSHIP & SUSTAINABILITY GOVERNANCE
- 86** ETHICS & COMPLIANCE
- 88** DATA PRIVACY & SECURITY

Global Citizenship & Sustainability Governance

ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) COLLABORATION

Global Citizenship & Sustainability Steering Committee

Senior leaders from functions and geographies across the Company meet regularly to prioritize our approach and allocate resources. The Committee defines performance metrics and champions our efforts throughout the organization.

Global Citizenship & Sustainability Operating Team

Led by our Chief Global Impact and Communications Officer — a role expanded in 2022 — the team leads strategy and coordinates programs and initiatives across the Company.

Partnerships

To fulfill our role as a responsible corporate citizen and address the social and environmental challenges facing the world today, we partner with our peers and across sectors to drive progress and innovation for our Company, our industry and society. Learn more about this work by visiting our [website](#).

Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. Our Nominating, Governance, Citizenship & Sustainability Committee (Nominating Committee) receives quarterly progress updates and the full Board receives progress updates at least once per year and reviews our annual GC&S Report. For more information on our corporate governance structure, policies and other additions, please see our most recent [Proxy Statement](#).

Board Committee Responsibilities

Board of Directors committees have additional responsibilities in the following areas:

Nominating Committee

- Oversees ESG risks and opportunities, including quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams
- Reviews initiatives, goals and policies and makes recommendations to the full Board

Finance Committee and Nominating Committee

- Advises on incorporation of goals into our corporate strategy and engagement of business initiatives that influence corporate citizenship and sustainability

Audit Committee

- Assesses ESG risks as part of its overall Enterprise Risk Management (ERM) review

Talent, Culture and Total Rewards Committee

- Considers key performance indicators in executive compensation decisions, including those related to ESG

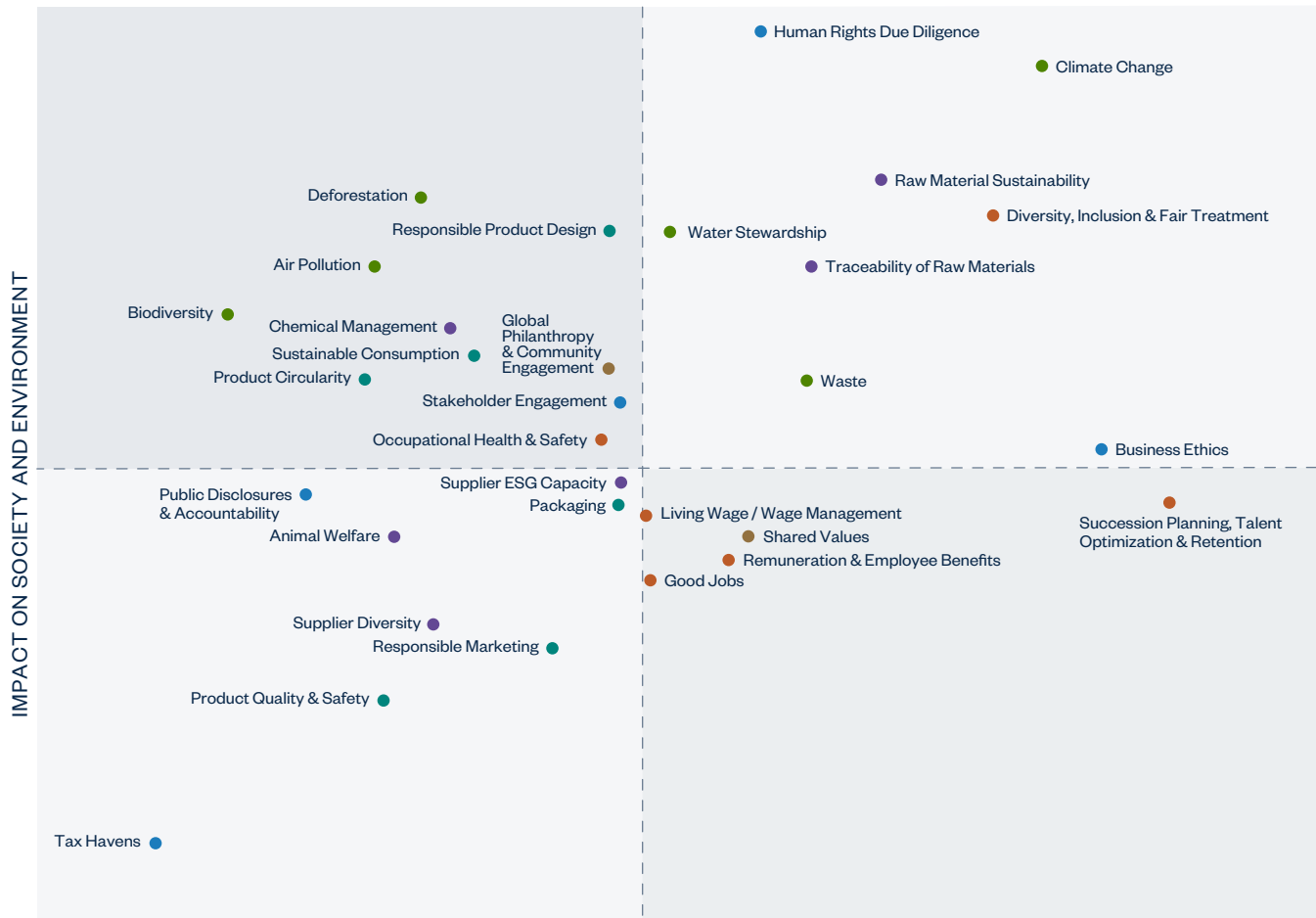




Materiality

Our GC&S approach is based on assessment of the ESG risks, opportunities and impacts that are most material to our business, society and the environment. We regularly complete a materiality assessment to update our understanding of these factors as well as stakeholder expectations for our efforts.

Our latest materiality assessment was conducted in 2022 through consulting firm BSR. The assessment engaged internal and external stakeholders through interviews, focus groups, and surveys to analyze our Company’s impact on society and the environment, along with our enterprise value. Among the external stakeholders were environmental and social NGOs, supplier and licensee partners and global retailers. Internal stakeholders included employees across all functions, all geographies and levels of the organization.



Ethics & Compliance

The global ethics and compliance program is led by our Chief Legal Officer and Secretary who regularly reports to the Board of Directors and the Audit Committee. Our skilled ethics and compliance team manages policy development and implementation as well as our efforts to monitor and enforce adherence to our policies.



Code of Conduct

Our [Code of Business Conduct & Ethics](#) sets out ethics and compliance policies to communicate our expectations for ethical business conduct and reinforce our culture of integrity. Policies include, but are not limited to:

- Anti-Bribery and Corruption
- Anti-Harassment, Respectful Treatment and Anti-Discrimination
- Handling of Confidential and Personal Information
- Conflicts of Interest
- Insider Trading
- Fair Competition and Dealing
- Political Activity

Training on the Code is provided to all employees during onboarding. Employees also receive annual training on our Code of Business Conduct and Ethics, Anti-Bribery and Corruption Policy and Compliance Program, and Workplace Harassment Prevention Program. For certain roles in the Company, additional training and compliance certification is required. We've made recent improvements to our reporting hotlines to improve access for our employees globally.

Global Anti-Bribery and Anti-Corruption Policy

We do not tolerate bribery and corruption inside our organization or from our business partners. In addition to prohibiting these practices through our Anti-Bribery and Corruption Policy, we perform due diligence on new suppliers, maintain controls and routinely monitor and audit suppliers for compliance with applicable standards. In 2022, our internal audits did not identify any significant breaches of our policy.

Reporting A Concern

We are committed to promoting an environment of open, honest communication in our workplace, with our customers, with our business partners and in our supply chain. We encourage anyone to express concerns and provide 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. Ralph Lauren is committed to providing a safe reporting environment and will not tolerate retaliation against anyone who reports a concern in good faith. Over the course of the past year, our Whistleblower Policy and resources have been expanded to support additional categories



of concerns and made more accessible and visible to all affected by our business operations around the globe.

To support our commitment to human rights, we supplement this program for supply chain workers with the RL Grievance Mechanism Program, which complements existing processes managed by the factories themselves. The program enables workers to escalate their concerns directly to Ralph Lauren using the RL Hotline, accessible through a QR code. Information is made available to workers on posters throughout factories in their local languages. Responding to affected stakeholders and their concerns are also a part of our program.

Allegations and inquiries received through the RL Hotline are assessed to determine impact and whether further investigation or other appropriate action is needed. Each concern or allegation is addressed, and consistent action is employed when appropriate. RL Hotline metrics, including reports, are communicated routinely to the Board of Directors' Audit Committee.



Data Privacy & Security

We have a longstanding information security risk program led by our Chief Information Security Officer, with oversight from our Board of Directors. The program is structured according to the National Institute of Standards and Technology Cybersecurity Framework, industry best practices, privacy legislation, and other global and local standards and regulations.

Our Data Privacy & Security Approach

Our global information security program has multiple security measures in place including network segmentation, security monitoring, endpoint protection, identity and access management, data loss prevention controls and data protection best practices. To ensure that our employees understand their roles in preserving information security, we conduct cybersecurity awareness programs including regular phishing simulations and annual general cybersecurity awareness and data protection training, as well as more contextual and personalized sessions for targeted users and roles. We also continue to focus on user awareness, and enhance our defense and response mechanisms to align with emerging cyber trends such as ransomware and third-party supply chain risk.

We incorporate external expertise and guidance, leveraging cybersecurity specialists to complete external audits and objective assessments of our cybersecurity program and practices, as well as to conduct targeted attack simulations. We continually enhance our information security capabilities to protect against emerging threats, while also increasing our ability to detect and respond to cyber incidents and maximize our resilience to recover from potential cyber attacks.

For business purposes, we collect, use and process personal data of individuals in North America, Europe and Asia. Compliance with data protection and privacy laws across multiple jurisdictions is core to our values and strategy. We utilize a variety of technical and organizational security measures and protocols to protect data, including data pertaining to our customers, employees and suppliers.

We have a data governance structure in place to continuously monitor for new and/or updated global directives and regulations related to data privacy, data protection, cyber security and data breaches. We make necessary adjustments to both external and internal policies and programs to align with the different requirements. Most recently, adjustments were made to align with the new SEC guidance and proposed rules, recent U.S. state and Canadian provincial privacy laws changes, and recent European, post-Brexit and Chinese regulations, including those on cross-border data transfers.

For our privacy related policies and notices, visit our [website](#).



2023 ESG Supplement

Our 2023 ESG Supplement is informed by the Sustainability Accounting Standards Board (SASB) Index for the Apparel, Accessories and Footwear industry and is written in reference to Global Reporting Initiative (GRI). It also features our second Task Force on Climate-Related Financial Disclosures (TCFD) index. This supplement was developed in conjunction with our 2023 Global Citizenship & Sustainability Report.

EXPLORE THIS SECTION

- 90** COLLABORATING FOR IMPACT
- 92** GLOBAL REPORTING INITIATIVE INDEX
- 105** SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX
- 110** TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX
- 111** HIGG BRM PERFORMANCE

Collaborating for Impact

Sustainable change doesn't happen alone — we're proud to work with many partners that help us drive meaningful impact. We continue to find collaborations through memberships, initiatives, and partnerships that will help us drive progress across citizenship and sustainability within our Company, our industry and society. Below is a list of many third-party partnerships that help us carry this work forward. Learn more about this work by visiting our [website](#).

Memberships

We are active members of the following organizations:



Initiatives

We have signed on to or implemented the following initiatives:



Partnerships

We have formally partnered with the following organizations:



Global Reporting Initiative (GRI) Index

This report has been prepared in reference to the GRI Standards.

INDICATOR	DISCLOSURES	RESPONSE
GRI 2: GENERAL DISCLOSURES		
2-1	Organizational details	Ralph Lauren Corporation; New York City, New York; We are located in 553 retail stores and 722 concession-based shops-within-shops in North America, Europe and Asia. In addition to our directly operated stores and shops, our international licensing partners operate 182 stores and shops; Ralph Lauren Corporation 2023 10-K .
2-2	Entities included in the organization's sustainability reporting	Ralph Lauren Corporation 2023 10-K ; All entities included in our consolidated financial statements are covered by this report. See the About this Report section on page 112 of our 2023 Global Citizenship & Sustainability Report.
2-3	Reporting period, frequency and contact point	Ralph Lauren Corporation reports annually. For additional details, see the About this Report section on page 112 of our 2023 Global Citizenship & Sustainability Report. Contact: GlobalCorporateCommunications@RalphLauren.com .
2-4	Restatements of information	Disclosure is not applicable to our 2023 Global Citizenship & Sustainability report.
2-5	External assurance	External assurance was not sought for this report as a whole. Ralph Lauren Corporation annually seeks and receives external assurance from a third party for our Scope 1, 2 and 3 corporate greenhouse gas emissions. For additional details, see assurance statement for Ralph Lauren Corporation's FY23 corporate carbon footprint.
2-6	Activities, value chain and other business relationships	We did not have any changes to our share capital structure or other related capital formations; Ralph Lauren Corporation 2023 10-K .
2-7	Employees	Total headcount data as of March 31, 2023: 23,277 <ul style="list-style-type: none"> • Permanent <ul style="list-style-type: none"> • Female: 13,363, Male: 7,607, Unknown*: 31 • North America: 10,900, APAC: 5,906, EMEA: 4,195 • Temporary <ul style="list-style-type: none"> • Female: 1,609, Male: 645, Unknown*: 3 • North America: 11, APAC: 1,522, EMEA: 724 <p>Additional data cannot be provided at this time.</p> <p>*Unknown refers to employees who have chosen to not disclose their gender.</p>

INDICATOR	DISCLOSURES	RESPONSE
2-8	Workers who are not employees	See the Responsible Sourcing section on page 25 and the Rights & Empowerment in the Supply Chain section on page 71 of our 2023 Global Citizenship & Sustainability Report.
2-9	Governance structure and composition	Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors. The Board receives progress updates at least once per year and reviews our annual GC&S Report. For more information on our corporate governance structure, policies and other additions, please see our most recent Proxy Statement .
2-10	Nomination and selection of the highest governance body	See our most recent Proxy Statement .
2-11	Chair of the highest governance body	See our most recent Proxy Statement .
2-12	Role of the highest governance body in overseeing the management of impacts	See our most recent Proxy Statement .
2-13	Delegation of responsibility for managing impacts	See our most recent Proxy Statement .
2-14	Role of the highest governance body in sustainability reporting	See our most recent Proxy Statement .
2-15	Conflicts of interest	See our most recent Proxy Statement .
2-16	Communication of critical concerns	See our most recent Proxy Statement as well as the Ethics & Compliance section on page 86 of our 2023 Global Citizenship & Sustainability Report.
2-17	Collective knowledge of the highest governance body	See our most recent Proxy Statement .
2-18	Evaluation of the performance of the highest governance body	See our most recent Proxy Statement .
2-19	Remuneration policies	See our most recent Proxy Statement .
2-20	Process to determine remuneration	See our most recent Proxy Statement .
2-21	Annual total compensation ratio	See our most recent Proxy Statement .
2-22	Statement on sustainable development strategy	See a message from our Chairman and CEO on page 3 of our 2023 Global Citizenship & Sustainability Report.
2-23	Policy commitments	See the Ethics & Compliance section on page 86 and the Rights & Empowerment in the Supply Chain on page 71 of our 2023 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
2-24	Embedding policy commitments	See the Global Citizenship & Sustainability Governance section on page 83 of our 2023 Global Citizenship & Sustainability Report. See additional policy statements on our Reports & Policies website .
2-25	Processes to remediate negative impacts	Human Rights Policy
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics & Compliance section on page 86 and the Rights & Empowerment in the Supply Chain section on page 71 of our 2023 Global Citizenship & Sustainability Report.
2-27	Compliance with laws and regulations	See the Ethics & Compliance section on page 86 of our 2023 Global Citizenship & Sustainability Report. For additional information, please see our Investor Relations Webpages; Corporate Governance .
2-28	Membership associations	Ralph Lauren Corporation is a member of many organizations including: American Apparel & Footwear Association, Better Cotton Initiative, BLC Leather Technology Centre, Business for Social Responsibility, Clean Energy Buyers Association, Council of Fashion Designers of America, National Retail Federation, Responsible Luxury Initiative (w. BSR), Sustainable Apparel Coalition, Textile Exchange, U.S. Fashion Industry Association, Zero Discharge of Hazardous Chemicals (ZDHC), Global Fashion Agenda, European Branded Clothing Alliance (EBCA), Better Work, Sustainable Fibre Alliance, U.S. Cotton Trust Protocol, WWF, UN Fashion Charter, Fashion Pact, and Ellen MacArthur Foundation More details on external initiatives can be found throughout our 2023 Global Citizenship & Sustainability Report.
2-29	Approach to stakeholder engagement	We engage with our stakeholders at varying frequencies and in different formats to inform our citizenship and sustainability strategy. One of the many ways we accomplish this is by regularly completing a materiality assessment to update our understanding of these factors as well as stakeholder expectations for our efforts. Our latest materiality assessment was conducted in 2022 through consulting firm BSR. The assessment engaged internal and external stakeholders through interviews, focus groups and surveys to analyze our Company's impact on society and the environment, along with our enterprise value. Among the external stakeholders were environmental and social non governmental organizations, supplier and licensee partners and global retailers. Internal stakeholders included employees across all functions, all geographies and levels of the organization. See Materiality section on page 85 of our 2023 Global Citizenship & Sustainability Report.
2-30	Collective bargaining agreements	Ralph Lauren Corporation 2023 10-K

INDICATOR	DISCLOSURES	RESPONSE
GRI 3: MATERIAL TOPICS		
3-1	Process to determine material topics	See the Global Citizenship & Sustainability Governance section on page 84 of our 2023 Global Citizenship & Sustainability Report.
3-2	List of material topics	See the Global Citizenship & Sustainability Governance section on page 84 of our 2023 Global Citizenship & Sustainability Report.
GRI 201: ECONOMIC PERFORMANCE		
3-3	Management of material topics	Ralph Lauren Corporation 2023 10-K
201-1	Direct economic value generated and distributed	Ralph Lauren Corporation 2023 10-K
201-2	Financial implications and other risks and opportunities due to climate change	See our Index of Task Force on Climate-Related Financial Disclosures .
GRI 205: ANTI-CORRUPTION		
205-2	Communication and training about anti-corruption policies and procedures	Ralph Lauren's Audit Committee reviews and approves our Anti-Bribery and Corruption Policy and receives an Anti-Bribery and Corruption briefing annually as part of its risk management function. The full Board reviews our Anti-Bribery and Corruption Policy to the extent changes are proposed and approved by the Audit Committee. All employees annually receive anti-bribery and corruption training.
GRI 207: TAX		
3-3	Management of material topics	See Ralph Lauren's Tax Policy .
207-1	Approach to tax	See Ralph Lauren's Tax Policy .
GRI 301: MATERIALS		
3-3	Management of material topics	See the Sustainable Materials section on page 15 of our 2023 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
301-1	Materials used by weight or volume	<p>Percentage (%) of total material use*:</p> <ul style="list-style-type: none"> • Cotton: 80.1% • Polyester: 6.5% • Nylon: 1.6% • Viscose: 0.3% • Other: 6.1% • Animal derived total: 5.4% • Wool: 2.1% • Leather/Skins: 2.9% • Cashmere: 0.3% • Silk: 0.1% <p>*Percentage of units produced, classified by material is primary content for manufacturing.</p>
301-2	Recycled input material used	<ul style="list-style-type: none"> • 89% of our units produced met at least one of our sustainable material criteria in FY23; for some of our key materials, including cotton, wool, cashmere, down, and polyester, those criteria include recycled content. • Transitioned all key suppliers to polybags with 100% recycled content <p>We continue to progress on key material goals including:</p> <ul style="list-style-type: none"> • 100% of our cotton will be sustainably sourced, defined as: Better Cotton, organic, transitional, recycled, regenerative, U.S. Cotton Trust Protocol or Fair Trade-certified • 100% recycled polyester by 2025 • 100% Responsible Wool Standard-certified or recycled wool by 2025 • 100% of viscose will be sourced and verified through CanopyStyle audits by 2025 • 100% of our tanned leather will be Leather Working Group-certified by 2025 • 100% Responsible Down Standard-certified or recycled down and feathers by 2023 • 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025 • 100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates (certified by a forest management system, repurposed or recycled) by 2025

GRI 302: ENERGY

3-3	Management of material topics	See the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.
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INDICATOR	DISCLOSURES	RESPONSE
<p>302-1</p>	<p>Energy consumption within the organization</p>	<p>Total fuel consumption within the organization from nonrenewable sources: 802,692 GJ of natural gas, propane, fuel oil, electricity, steam and cooling.</p> <p>Total fuel consumption within the organization from renewable sources: 48,308 GJ of electricity.</p> <ul style="list-style-type: none"> • Electricity consumption: 592,051 GJ • Heating consumption: 244,345 GJ • Cooling consumption: 4,887 GJ • Steam consumption: 29,717 GJ • Total energy consumption within the organization: 851,000 GJ <p>Standards, methodologies, assumptions, calculation tools and conversion factors used: World Resources Institute Greenhouse Gas Protocol. Energy consumption calculated for energy from natural gas, diesel, propane, fuel oil, electricity, steam and cooling consumed at owned and operated global retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, existing data is scaled based on geographic region and facility type to fill gaps. Finally, if we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type of primary data, scaled to fill gaps.</p> <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>
<p>302-3</p>	<p>Energy Intensity</p>	<p>We provide two energy intensity ratios for our organization, described below:</p> <p>For our owned and operated global retail stores:</p> <ul style="list-style-type: none"> • Energy intensity ratio: 25.4 kWh/square foot • RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores • Types of energy included: All • Boundary for our ratio: Within the organization, energy used in owned and operated global retail stores <p>For our owned and operated global retail stores, offices and distribution centers:</p> <ul style="list-style-type: none"> • Energy intensity ratio: 36,686 kWh/Million USD • RLC-chosen metric to calculate the ratio: Million USD of revenue • Types of energy included: All • Boundary for our ratio: Within the organization, energy used in owned and operated global retail stores, offices and distribution centers

INDICATOR	DISCLOSURES	RESPONSE
302-4	Reduction of Energy Consumption	<ul style="list-style-type: none"> Energy consumption reduced as a direct result of conservation and efficiency initiatives: 5,518 MWh Types of energy included: Electricity used in North Carolina distribution centers Base year: Fiscal year 2022 (April 1, 2021-March 31, 2022) <p>Standards, methodologies, assumptions and calculation tools used: Calculated based on estimates of annual electricity consumption reductions resulting from converting all the lighting equipment in our two largest North Carolina distribution center facilities from fluorescent to energy efficient LED lighting. Additional information for this indicator is available in 302-1.</p> <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>

GRI 303: WATER AND EFFLUENTS

3-3	Management of material topics	See the Water Stewardship section on page 36 of our 2023 Global Citizenship & Sustainability Report.
303-1	Interactions with Water as a Shared Resource	See the Water Stewardship section on page 36 of our 2023 Global Citizenship & Sustainability Report. Also, see our CDP 2022 Climate Change Disclosure and CDP 2022 Water Security questionnaire on our Reports & Policies website.
303-3	Water withdrawal	<p>Total supply chain water use by source:</p> <ul style="list-style-type: none"> Groundwater: 2,495,619 m³ Municipal: 5,967,292 m³ Surface water: 1,010,031 m³ Produced/processed water: 1,175,778 m³ Rainwater: 9,209 m³ Wastewater from other organizations: 8,404 m³ General or unknown origin: 169,854 m³
303-4	Water Discharge	<p>In FY23, 312 facilities in our Tier 1, subcontracted processing facilities and Tier 2 supply chain reported wastewater quantity through the third party-verified Higg Index Facility Environmental Module (vFEM), totaling at 45,427,361 m³. Out of the reporting facilities, 140 have industrial wastewater, among which:</p> <ul style="list-style-type: none"> 42 facilities (30 percent) have a combined on-site and off-site treatment method 62 facilities (44 percent) have on-site wastewater treatment 33 facilities (24 percent) utilize off-site treatment 3 facilities (2 percent) have a Zero Liquid Discharge system

GRI 304: BIODIVERSITY

3-3	Management of the material topic	See the Biodiversity section on page 42 of our 2023 Global Citizenship & Sustainability Report.
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INDICATOR	DISCLOSURES	RESPONSE
GRI 305: EMISSIONS		
3-3	Management of material topics	See the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.
305-1	Scope 1 Emissions	<ul style="list-style-type: none"> • Scope 1 GHG emissions: 12,206 metric tons of CO₂e • Gases included: CO₂, CH₄, N₂O, R-410A • Biogenic emissions: n/a • Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 16,248 MTCO₂e. • Emission factor sources: eGrid, Green-e, IEA, AIB and EPA • GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) • Consolidation approach: Operational control <p>Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Emissions calculated for refrigerants and energy from natural gas, propane, and fuel oil consumed at owned and operated global retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, existing data is scaled based on geographic region and facility type to fill gaps. Finally, if we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type of primary data, scaled to fill gaps.</p> <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>
305-2	Scope 2 Emissions	<ul style="list-style-type: none"> • Gross location-based, Scope 2 GHG emissions: 60,808 MTCO₂e • Gross market-based Scope 2 GHG emissions: 62,381 MTCO₂e • Gases included: CO₂, CH₄, N₂O • Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 84,224 MTCO₂e location-based, 90,380 MTCO₂e market-based. • Emission factor sources: eGrid, Green-e, IEA, AIB and EPA • GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) • Consolidation approach: Operational control <p>Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Emissions calculated for electricity (renewable and nonrenewable sources), steam and cooling consumed at global owned and operated retail stores, offices and distribution centers. Site-specific energy use is determined using a three-tiered system, depending on the availability of primary data for the fiscal year. If we have primary data for all months that a facility was operating in the fiscal year, the energy usage data is simply summed. If we have partial primary data, existing data is scaled based on geographic region and facility type to fill gaps. Finally, if we have no primary data, we model yearly energy using facility square footage and an energy use intensity based on the climate zone and facility type of primary data, scaled to fill gaps.</p> <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>

INDICATOR	DISCLOSURES	RESPONSE
<p>305-3</p>	<p>Scope 3 Emissions</p>	<ul style="list-style-type: none"> • Gross Scope 3 GHG emissions: 1,242,761 MTCO₂e • Gases included: All included <p>Other Scope 3 emissions categories and activities reported:</p> <ul style="list-style-type: none"> • Purchased goods and services: 862,168 MTCO₂e • Fuel- and energy-related activities: 20,018 MTCO₂e • Upstream transportation and distribution: 74,365 MTCO₂e • Waste generated in operations: 15,648 MTCO₂e • Business travel: 3,690 MTCO₂e • Employee commuting: 28,107 MTCO₂e • Downstream transportation and distribution: 2,417 MTCO₂e • Use of sold products: 215,883 MTCO₂e • End-of-life treatment of sold products: 15,289 MTCO₂e • Franchises: 5,176 MTCO₂e • Base year: Fiscal year 2020 (April 1, 2019-March 31, 2020) emissions were 1,755,107 MTCO₂e • Emission factor sources: eGrid, Green-e, IEA, AIB and EPA. • GWP source: IPCC Assessment Report 5, 100-year GWP (AR5) <p>Standards, methodologies, assumptions and calculation tools used: World Resources Institute Greenhouse Gas Protocol. Supply chain energy usage and emissions were calculated using material volumes, data from supplier factories, transportation and distribution statistics and other activity data.</p> <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>
<p>305-4</p>	<p>GHG Emissions Intensity</p>	<p>We provide two GHG emissions intensity ratios for our organization, described below.</p> <p>For the organization, inclusive of Scope 1, 2 and 3 emissions:</p> <ul style="list-style-type: none"> • GHG emissions intensity ratio: 204 MTCO₂e/ Million USD • RLC-chosen metric to calculate the ratio: Million USD of revenue • Types of GHG emissions included: Scope 1, 2 and 3 emissions • Gases included: All • For our owned and operated global retail stores, offices and distribution centers: • GHG emissions intensity ratio: 0.0068 MTCO₂e/ square foot • RLC-chosen metric to calculate the ratio: Square feet of owned and operated global retail stores, offices and distribution centers • Types of GHG emissions included: Scope 1 and 2 emissions • Gases included: CO₂, CH₄, N₂O, R-410A <p>More details on our footprint can be found in the Climate section on page 31 of our 2023 Global Citizenship & Sustainability Report.</p>
<p>305-5</p>	<p>Reduction of GHG emissions</p>	<p>GHG emissions reduced as a direct result of reduction initiatives: 4,178 MTCO₂e reduced (Scope 2)</p> <ul style="list-style-type: none"> • Gases included: CO₂, CH₄, N₂O • Base year: Fiscal year 2020 (April 1, 2019 - March 31, 2020) • Scopes where reductions took place: Scope 2, market-based. • Standards, methodologies, assumptions and calculation tools used: Additional information for this indicator is available in 305-2.

INDICATOR	DISCLOSURES	RESPONSE
GRI 306: WASTE		
3-3	Management of material topics	See the Waste Management section on page 38 of our 2023 Global Citizenship & Sustainability Report.
306-1	Waste generation	See the Waste Management section on page 38 of our 2023 Global Citizenship & Sustainability Report.
306-2	Management of significant waste-related impacts	See the Waste Management section on page 38 of our 2023 Global Citizenship & Sustainability Report.
306-3	Waste Generated	<ul style="list-style-type: none"> • Total weight of hazardous waste: 0 metric tons (MT) • Total weight of nonhazardous waste: 10,724 MT • Non-hazardous waste from distribution centers: 8,086 MT • Non-hazardous waste from retail stores: 2,360 MT • Non-hazardous waste from offices: 278 MT
306-4	Waste Diverted for Disposal	<ul style="list-style-type: none"> • Total weight of hazardous waste diverted from disposal: 0 MT • Total weight of non-hazardous waste diverted from disposal: 9,460 MT <ul style="list-style-type: none"> • Non-hazardous waste from distribution centers diverted from disposal: 7,433 MT • Non-hazardous waste from retail stores diverted from disposal: 1,930 MT • Non-hazardous waste from offices diverted from disposal: 97 MT • Total weight of non-hazardous waste diverted from disposal through preparation for reuse (offsite): 693 MT • Total weight of non-hazardous waste diverted from disposal through recycling (offsite): 8,739 MT • Total weight of non-hazardous waste diverted from disposal through composting (offsite): 28 MT
306-5	Waste Directed to Disposal	<ul style="list-style-type: none"> • Total weight of hazardous waste directed to disposal: 0 MT • Total weight of non-hazardous waste directed to disposal: 1,264 MT <ul style="list-style-type: none"> • Non-hazardous waste from distribution centers directed to disposal: 653 MT • Non-hazardous waste from retail stores directed to disposal: 430 MT • Non-hazardous waste from offices directed to disposal: 181 MT • Total weight of non-hazardous waste directed to disposal through incineration with energy recovery (offsite): 344 MT • Total weight of non-hazardous waste directed to disposal through incineration without energy recovery (offsite): 3 MT • Total weight of non-hazardous waste directed to disposal through landfilling (offsite): 917 MT
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT		
3-3	Management of material topics	See the Responsible Sourcing section on page 25 of the 2023 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
308-1	Suppliers screened using environmental criteria	<p>In FY23, we continued to progress toward our goal to conduct 80% of our business with suppliers that meet the key & strategic supplier criteria which includes business, quality, citizenship and sustainability performance. In FY23, 50% of our business was with suppliers that meet the key and strategic supplier criteria.</p> <p>Further details can be found in the Responsible Sourcing section on page 25 of the 2023 Global Citizenship & Sustainability Report.</p>
308-2	Negative environmental impacts in supply chain and actions taken	<p>We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, including, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations. In addition to that, we are screening our supply base for any potential significant environmental impacts through the Higg Index FEM and the Institute of Public and Environmental Affairs (IPE) Supervision platform (the latter is specific to China-based facilities). If an issue is found, we require the supplier to take corrective action and put in place preventive measures to avoid recurrence. Specifically, on any violation record found on the IPE platform, we also require the facilities — at a minimum — to publish enterprise feedback onto the platform, which details the corrective and preventive measures taken.</p> <p>In FY23, we screened all our Tier 1, subcontracted processing and top mills through these platforms. We identified 9 facilities with potential significant environmental impacts related to industrial wastewater, permits and air emissions. We do not use Higg FEM assessment results or IPE records to terminate business relationships with suppliers. We addressed all the identified facilities to ensure corrective action and preventive measures are in place.</p>

GRI 401: EMPLOYMENT

3-3	Management of material topics	Ralph Lauren develops programs for Managers of People to support onboarding new hires.																												
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Gender</th> <th>Total Hires (Regular)</th> <th>Avg HC (Regular)</th> <th>FY23 Total Hire Rate</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>5,169</td> <td>12,966</td> <td>40%</td> </tr> <tr> <td>Male</td> <td>4,106</td> <td>7,459</td> <td>55%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region</th> <th>Total Hires (Regular)</th> <th>Avg HC (Regular)</th> <th>FY23 Total Hire Rate</th> </tr> </thead> <tbody> <tr> <td>AMERICAS</td> <td>6,824</td> <td>10,882</td> <td>63%</td> </tr> <tr> <td>EMEA</td> <td>1,495</td> <td>4,080</td> <td>37%</td> </tr> <tr> <td>APAC</td> <td>1,176</td> <td>5,494</td> <td>21%</td> </tr> </tbody> </table>	Gender	Total Hires (Regular)	Avg HC (Regular)	FY23 Total Hire Rate	Female	5,169	12,966	40%	Male	4,106	7,459	55%	Region	Total Hires (Regular)	Avg HC (Regular)	FY23 Total Hire Rate	AMERICAS	6,824	10,882	63%	EMEA	1,495	4,080	37%	APAC	1,176	5,494	21%
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INDICATOR	DISCLOSURES	RESPONSE
GRI 403: OCCUPATIONAL HEALTH & SAFETY		
3-3	Management of material topics	Our Mission is to protect the physical and psychological safety of our Company's most precious asset, our people. We aim to achieve this through managing compliance, developing smart and flexible programs, and providing timely support to our teams that incorporates Health & Safety into all aspects of how we operate. We lead through a cross-functional task force across all regions and operating channels, with leaders from Health & Safety, Asset Protection, People & Development, Retail and Operations, Corporate, Logistics and Hospitality. Our goal is to eliminate workplace hazards across our operating environment and reduce the likelihood of accidents.
403-5	Worker training on occupational health and safety	Across the Ralph Lauren organization, we aim to prioritize the health & safety of our employees through a variety of onboarding and recurring, in-person and online learning and development opportunities. We conduct occupational health & safety inspections which include life safety, fire safety, accident avoidance and emergency response. We're focused on ensuring we are continually raising awareness, and fostering dialogue, while listening to our associates across the globe and continually evolving our programs. Sharing best practices across our regions enables us to continually improve and offer support for our associates around the globe. Additionally, a high priority is placed on travel safety and security and training.
403-8	Workers covered by an occupational health and safety management system	In FY23: <ul style="list-style-type: none"> • 279 associates went through multiple Powered Equipment Trainings • 2,275 associates received the Safety Training that is included in New Hire Orientation
GRI 404: TRAINING & EDUCATION		
3-3	Management of material topics	See the Employee Learning and Development section on page 57 of our 2023 Global Citizenship & Sustainability Report.
404-2	Programs for upgrading employee skills and transition assistance programs	We offer a number of learning and development tools for our employees and workers in our supply chain. More details on these are available in the Rights and Empowerment in the Supply Chain section on page 71 of our 2023 Global Citizenship & Sustainability Report.
GRI 405: DIVERSITY & EQUAL OPPORTUNITY		
3-3	Management of material topics	See the Diversity, Equity & Inclusion section on page 45 of the 2023 Global Citizenship & Sustainability Report.
405-1	Diversity of governance bodies and employees	Detailed workforce data can be found in the Diversity, Equity & Inclusion section on page 45 of our 2023 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
405-2	Ratio of basic salary and remuneration of women to men	<p>We take a proactive approach to pay equity and continually monitor our compensation programs to ensure fairness and determine if any necessary corrective actions are needed. Annually, we conduct a pay equity assessment globally for gender and in the U.S. for race and ethnicity. In FY23, our female employees in the U.S. earned an average of 99 cents for every \$1 earned by males and 98 cents for every \$1 globally. In the U.S., our non-white employees earned an average of 99 cents for every dollar earned by white employees.</p> <p>See the Diversity, Equity & Inclusion section on page 45 of our 2023 Global Citizenship & Sustainability Report.</p>

GRI 408: CHILD LABOR

3-3	Management of material topics	See our Human Rights Disclosure .
408-1	Operations and suppliers at significant risk for incidents of child labor	Details on preventing child labor can be found in our Human Rights Disclosure .

GRI 409: FORCED OR COMPULSORY LABOR

3-3	Management of material topics	See our Human Rights Disclosure .
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Details on preventing forced or compulsory labor can be found in our Human Rights Disclosure .

GRI 414: SUPPLIER SOCIAL ASSESSMENT

3-3	Management of material topics	See the Rights & Empowerment in the Supply Chain section on page 71 of the 2023 Global Citizenship & Sustainability Report.
414-1	New suppliers that were screened using social criteria	All our new suppliers must pass an initial on-site evaluation or social audit before beginning work with us. Additionally, all suppliers, new or established, must meet the standards set out in our Operating Standards , which includes social compliance.

GRI 418: CUSTOMER PRIVACY

3-3	Management of material topics	See the Data Privacy & Security section on page 88 of the Global Citizenship & Sustainability Report.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY23, there were no material complaints or data breaches.

Sustainability Accounting Standards Board (SASB) Index

SASB TOPIC	RESPONSE
<p>MANAGEMENT OF CHEMICALS IN PRODUCTS</p>	
<p>Discussion of processes to maintain compliance with restricted substances regulations</p> <p>CG-AA-250a.1</p>	<p>Ralph Lauren has Vendor Compliance Packets (VCP) for all mills and finished-goods suppliers. The VCP states suppliers must comply with American Apparel & Footwear Association (AAFA) Restricted Substances List (RSL). We adopt the AAFA RSL to serve as a practical tool that sets forth specific chemical substance bans, limitations or test methods, as specified by government or regulatory agencies.</p> <p>We test to the strictest global standard. Tests are performed through our Apparel Testing Program, which ensures our products meet compliance requirements, regardless of their markets of distribution. It also contains protocols on how tests should be conducted, including all fabrics, trims or related materials, apparel, accessories, footwear, home textiles and components that are supplied or sold to our Company for use in the manufacturing or distribution of any Ralph Lauren product. A zero tolerance policy is in effect on any product not meeting the RLC standards as defined in the protocol. Suppliers are required to use only Ralph Lauren-nominated independent third-party testing labs to achieve passing test reports for raw materials and finished products prior to the shipping of product.</p> <p>We also use independent third-party labs to conduct raw material risk assessments of our lines each year to ensure our raw material suppliers are clear on our development standards and deliver fabric that will meet our compliance requirements.</p> <p>Our three stages of testing are:</p> <ol style="list-style-type: none"> 1. Fabric testing for apparel: The testing is required for bulk yardage in all colorways and where approved raw-material-risk-assessment exists. A completed and passing fabric test is valid for six months. 2. Component testing for apparel, footwear and accessories: Suppliers are allowed to test the raw material and subcomponents used to produce an item. A completed and passing subcomponent test is valid for 12 months. 3. Finished-goods testing for home, apparel and footwear: Finished goods testing must be done in bulk fabric with bulk trim items. A completed and passing finished goods test is valid for six months.

SASB TOPIC	RESPONSE
<p data-bbox="164 289 610 363">Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</p> <p data-bbox="164 394 310 420">CG-AA-250a.2</p>	<p data-bbox="643 289 1451 443">Our process for assessing and managing risks and/or hazards associated with chemicals in products is described above. Policies and practices are fully aligned across our brands and product categories. As described above, all raw materials and finished products undergo testing to confirm compliance with regulations. Depending on the volume of orders, some styles may undergo more testing than others. We take a combination of hazard- and risk-based approaches to chemical management.</p> <p data-bbox="643 474 1458 814">As mentioned above, we complete extensive risk assessments each year by raw material. We are fully compliant with all laws and regulations and are currently exploring innovations for reduction, elimination or assessment outside of that scope. The third-party certifications used and our approach to chemical management at each stage of the product life cycle are discussed above. We partner with the Zero Discharge of Hazardous Chemicals (ZDHC) to work towards the alignment and collective action across the industry in monitoring and eliminating the usage and discharge of hazardous chemicals in textile, apparel and leather manufacturing, as well as promoting the development and adoption of safer chemical alternatives. We aim to eliminate the use of hazardous chemicals in our supply chain by 2025. We fully adopt the ZDHC Manufacturing Restricted Substances List (MRSL) and have communicated expectations to our supply chain through our Sustainable Chemicals Management Policy, as well as our VCP.</p> <p data-bbox="643 846 1370 919">More details on our management of chemicals in products can be found in the Chemical Management section on page 40 of our 2023 Global Citizenship & Sustainability Report.</p>

SASB TOPIC	RESPONSE
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LABOR CONDITIONS IN THE SUPPLY CHAIN

Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement

CG-AA-430a.1

In FY23, 99.8% of Tier 1 direct supplier facilities were in compliance with wastewater discharge permits and/or contractual agreements.

We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are required to adhere to all applicable laws and regulations of the regions where they operate, included, but not limited to, the local environmental standards. We have the right to terminate our business relationship should the supplier fail to comply with the applicable laws and regulations. Our compliance audit also includes the compliance with wastewater regulations as part of the health and safety requirement.

Our main supply chain risks associated with the wastewater discharge are related to the usage of chemicals in production and the effluent treatment system put in place.

Our supplier facilities implement effluent treatment methods in accordance with the local regulatory requirements. This may include operating an on-site effluent treatment plant (ETP), partnering with an off-site ETP and, for some, implementing a zero liquid discharge effluent treatment system.

In addition to the regulatory compliance, we adopt the ZDHC MRSL and its suite of tools to guide and align our efforts to eliminate the use and discharge of hazardous chemicals with the industry’s standards and best practices. This includes the implementation of ZDHC Wastewater Guidelines, which goes beyond the regulatory compliance. The ZDHC Wastewater Guidelines provide clear guidance in effluent testing methods, parameters, limits and reporting approach as a way to confirm that our manufacturing facility is not discharging hazardous chemicals to the environment. We expanded the roll out of the ZDHC Wastewater Test in our supply base as part of our sustainable chemicals management initiative to monitor the facility’s conformance against the ZDHC MRSL. While the wastewater test is only a snapshot of the effluent quality of the facility, it ensures an annual monitoring that allows us to follow up and address any nonconformance from its source through a root cause analysis approach that aligns with the ZDHC. This helps inform both the facility and Ralph Lauren on targeted chemicals phaseout at the facility level. Among our facilities, 66% of the Tier 1 facilities by business spend have performed wastewater test in accordance with the Guidelines; 83% of the facilities, including Tier 1 and 2, that tested comply with the ZDHC requirement; and out of the substances screened, 99.8% comply with the ZDHC standard.

Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment

CG-AA-430a.2

(1) 90%

(2) 77%

SASB TOPIC	RESPONSE
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LABOR CONDITIONS IN THE SUPPLY CHAIN

Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor

CG-AA-430b.1

We monitor labor compliance against local law, national law and our Operating Standards through independent third party audits, together with audits conducted by our in-house team and assessments from Better Work and the Social & Labor Convergence Program (SLCP). In FY23, 81% of our Tier 1 direct supplier factories were audited, and 47% of these were conducted by an independent third party. To reduce duplication of audits, we work with Better Work, an international organization focused on improving working conditions in the garment industry, to conduct audits in some of our factories.

In FY23, we also prioritized auditing our raw material suppliers, completing 32 audits at our top knit and woven fabric suppliers. One hundred percent of these were conducted by an independent third party.

For additional information on our supply chain auditing, including methodology, relationship with suppliers, transparency and efforts toward capacity building, as well as our nonconformance rate, see the Rights & Empowerment in the Supply Chain section on [page 71](#) of our 2023 Global Citizenship & Sustainability Report.

Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits

CG-AA-430b.2

The most common category of nonconformance was health and safety (52%). After reviewing all nonconformance issues with the supplier, we agreed on a corrective action plan and followed up to ensure issues were addressed in a timely manner. Less than 1% of assessment findings revealed zero tolerance issues (24 of 3,752 total findings). We deactivated four factories that were unable to remediate these issues or other OS requirements.

A description of our audit process can be found in the Rights & Empowerment in the Supply Chain section on [page 71](#) of our 2023 Global Citizenship & Sustainability Report.

Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain

CG-AA-430b.3

(1) Greatest labor risks:

- Forced labor
- Minimum wage
- Harassment and Discrimination

(2) Greatest environmental, health and safety risks:

- Fire safety
- Wastewater
- Chemical safety
- Indoor air emissions

SASB TOPIC	RESPONSE
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RAW MATERIALS SOURCING

(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities

CG-AA-440a.3

Our raw materials strategy, assessment and goals are disclosed in the Sustainable Materials section on [page 15](#) of our 2023 Global Citizenship & Sustainability Report.

Business risks and opportunities associated with social factors, are disclosed in the Rights & Empowerment in the Supply Chain section on [page 71](#) of our Global Citizenship & Sustainability Report. For additional information, please see our [Human Rights Disclosure](#).

ACTIVITY METRIC

Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1

CG-AA-000.A

At the end of FY23, we had 275 active Tier 1 suppliers.

Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD RECOMMENDATION	DISCLOSURES	RESPONSE
<p>Governance:</p> <p>Disclose the organization's governance around climate-related risks and opportunities.</p>	Describe the Board's oversight of climate-related risks and opportunities.	CDP Climate Response 2022: C1.1 Global Citizenship & Sustainability Report: Global Citizenship & Sustainability Governance, Global Citizenship & Sustainability Report: Climate
	Describe management's role in assessing and managing climate-related risks and opportunities.	CDP Climate Response 2022: C1.1b, C1.2, C1.3
<p>Strategy:</p> <p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning, where such information is material.</p>	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Climate Response 2022: C2.3, C2.4
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Climate Response 2022: C2.3, C2.4, C3.3, C3.4 Global Citizenship & Sustainability Report: Climate
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Climate Response 2022: C3
	Describe the organization's processes for identifying and assessing climate-related risks.	CDP Climate Response 2022: C2.1, C2.2
	Describe the organization's processes for managing climate-related risks.	CDP Climate Response 2022: C2.2
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Climate Response 2022: C2.2
<p>Metrics and targets:</p> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.</p>	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Climate Response 2022: C2
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Climate Response 2022: C6 Global Citizenship & Sustainability Report: Climate GRI Index: 305-1, 305-2, 305-3, 305-4, 305-5
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP Climate Response 2022: C4.1, C4.2 Global Citizenship & Sustainability Report: Climate

Higg BRM Performance



As members of the Sustainable Apparel Coalition, we are committed to measuring, improving and sharing our environmental and social performance. The Higg Brand & Retail Module (BRM) is a sustainability assessment that allows Ralph Lauren and other companies to measure performance against the most relevant environmental, social, and governance issues in our industry.

In 2022, we completed the assessment for the 2021 BRM reporting cycle and received a verified score based on the Higg verification protocol. This score serves as our baseline for future Higg BRM assessments, helping us to understand areas for improvement in our environmental and social performance.

Based on our completion of the verified BRM assessment, we have identified performance improvement areas, including supply chain transparency and traceability. For more on our approach and progress around transparency and traceability, see the [Responsible Sourcing](#) section of the report.

2021 HIGG BRM VERIFIED SCORES

82.3%

Total Verified Social Score.

75.7%

Total Verified Environmental Score.

SECTION SCORES (VERIFIED)	SOCIAL	ENVIRONMENTAL
Management System	95.5%	92.1%
Brand	71.4%	63.8%
Stores	84.6%	80.0%
Operations & Logistics	77.8%	66.7%

About this Report

Our report covers fiscal year 2023 (FY23), from April 3, 2022 to April 1, 2023¹.

The report is supported by our ESG Supplement, which references the GRI Standards, SASB and TCFD Disclosures. To ensure alignment of our initiatives with global targets, we also reference relevant United Nations Sustainable Development Goals (SDGs). All 17 SDGs were benchmarked against Ralph Lauren's current disclosure of processes, data, policies and management approaches to determine where the Company has the biggest opportunity to contribute to SDGs. For information on our Company and financial performance, please see our [2023 Annual Report on Form 10-K, filed with the Securities and Exchange Commission](#).

Throughout this report, references to Ralph Lauren, ourselves, we, our, us and Company refer to Ralph Lauren Corporation (RLC) and its subsidiaries, unless the context indicates otherwise.

This report contains goals, initiatives and forward-looking statements ("Forward-Looking Statements") based on current expectations. Various statements in this report or incorporated by reference in this report, in previously submitted and future filings by us with the Securities and Exchange Commission, in our press releases and in oral statements made from time to time by us or on our behalf constitute Forward-Looking Statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-Looking Statements are based on current expectations and are indicated by words or phrases such as aim, anticipate, outlook, estimate, ensure, commit, expect, project, believe, envision, goal, target, can, will, and similar words or phrases. These Forward-Looking Statements involve known and unknown risks, uncertainties and other factors which may cause actual results, performance or achievements to be materially different from the future results, performance or achievements expressed in or implied by such Forward-Looking Statements. These Forward-Looking Statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control. These risks include, but are not limited to, those identified in our Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Form 8-K reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update or revise any Forward-Looking Statements, whether as a result of new information, future events or otherwise.

The information indicated herein is subject to the precision of our data collection and analysis method, which is subject to future evolution and calibration. Such information is subject to additional uncertainties, as there are limitations inherent in our data collection and analysis method. While we consider information from external resources and consultants to be reliable, we do not assume responsibility for its accuracy. Additionally, all numbers referenced are subject to the quality and comprehensiveness of the reporting received by the Company from internal and external sources and, therefore, are approximate and/ or estimated values. It is also important to note that the availability of data varies from section to section in this report.

¹ Availability of data varies with respect to fiscal or calendar year format. References to fiscal year will be represented as follows: Fiscal followed by the year; for example, Fiscal 2022 or FY22. References to calendar year will be represented by the year alone; for example, 2021. In general, throughout this report, metrics and data are presented in a fiscal year format, and activities and events are presented in a calendar year format. We use a 52- to 53-week fiscal year ending on the Saturday immediately before or after March 31. All references to Fiscal 2019 (FY19) represent the fiscal year ending March 30, 2019; references to Fiscal 2020 (FY20) represent the fiscal year ending March 28, 2020; references to Fiscal 2021 (FY21) represent the fiscal year ending March 27, 2021; references to Fiscal 2022 (FY22) represent the fiscal year ending April 2, 2022; references to Fiscal 2023 (FY23) represent the fiscal year ending April 1, 2023.



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