

RALPH LAUREN

2024 GLOBAL CITIZENSHIP
& SUSTAINABILITY REPORT

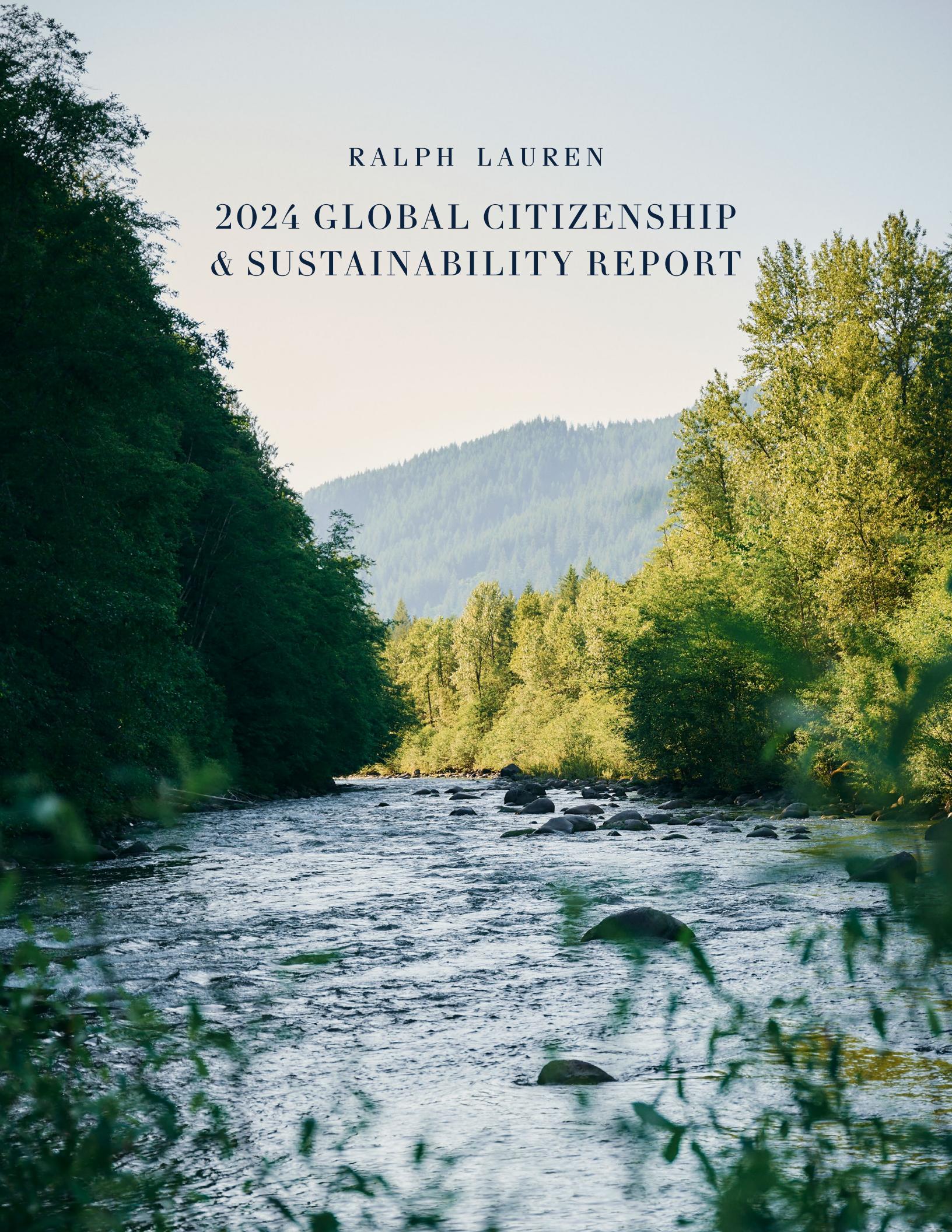


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A Message from Our Chairman and CEO

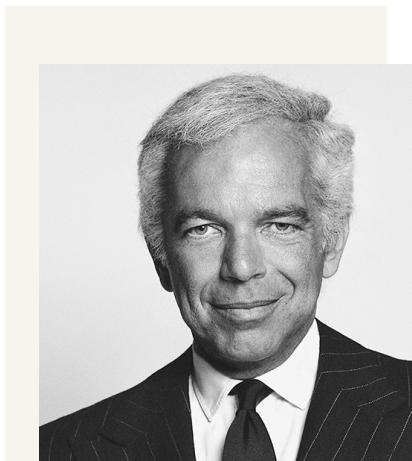
Since our founding 57 years ago, Ralph Lauren has stood for timelessness — creating beautiful, quality pieces that are made to be worn, loved and passed on to the next generation. Our vision for timelessness not only inspires what we create but also how we create it — including how we operate our global business and engage with the communities where we operate. We do this because, like our iconic styles, we want our business to stand the test of time.

Guided by our Purpose — *to inspire the dream of a better life through authenticity and timeless style* — we advance this work by testing, learning, collaborating and scaling programs to reduce our dependence on limited natural resources, engage and inspire our global teams, and to enrich the communities where we operate — because when they thrive, we thrive.

Some highlights from this year include:

- Creating timeless products with innovative materials and manufacturing processes including our Cradle to Cradle (C2C) Certified® Denim Flag Trucker Jacket, our first-ever Global Recycled Standard (GRS) certified 100% Recycled Cotton Polo and our first collection of Responsible Wool Standard (RWS)-certified sweaters;
- Launching our Artist in Residence program with Diné (Navajo) artisan Naomi Glasses to deliver beautiful, authentic products based on a first-of-its-kind model for mutually-beneficial cultural collaboration;
- Continuing to phase out the use of coal in our supply chain and decreasing our absolute emissions against FY20 baseline with a 33% reduction; and
- Celebrating the newest Ralph Lauren Center for Cancer Prevention, which will open in Fall 2024 at the University of Southern California, Norris Comprehensive Cancer Center.

As a Company, and as an industry, we have much more to do, but we are committed to progressing this important work that supports business longevity and creates value for all of our stakeholders. Thank you to our teams and partners whose leadership, dedication and creativity are represented throughout the pages of this report.



Ralph Lauren

Ralph Lauren

Executive Chairman and
Chief Creative Officer



Patrice Louvet

President and
Chief Executive Officer

Our Global Citizenship & Sustainability Approach



For 57 years, we have created products that are timeless — that can be worn, loved and passed on through generations. Our Global Citizenship & Sustainability (GC&S) strategy, ***Timeless by Design***, is grounded in this philosophy and how we embed our Company's Purpose throughout our business.

Our 2024 GC&S Report outlines progress on our goals and commitments. This is brought to life through our three pillars:



SUSTAINABLE DEVELOPMENT GOALS

Through our work, we aim to address global priorities, contribute to tangible solutions and move closer to achieving targets. To align our approach to global efforts, elements of *Timeless by Design* support the United Nations Sustainable Development Goals (SDGs). Ralph Lauren's current 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 SDGs:

SUSTAINABLE DEVELOPMENT GOALS



Create with Intent

Timelessness has always defined the creative vision for our products — today, this ethos extends to how we create and the stories we tell, and includes our work to embed inclusivity and incorporate circular principles into our design processes, enabling our products to live on from generation to generation.

Protect the Environment

When we shift toward practices that take less from our planet, we can be stewards in protecting our environment for generations to come. In addition to creating products more responsibly, in our business operations we are transitioning to renewable energy, diverting waste from landfill and incineration and efficiently managing water use.

Champion Better Lives

Shaping a business that is timeless and has a positive impact for years to come means building relationships that stand the test of time and focusing on causes and actions that simultaneously benefit our communities, our teams and our Company. That's why we're committed to supporting our employees, our partners and those within our communities — working to help people thrive today and build a brighter future for tomorrow.



Annual Highlights

CREATE WITH INTENT

Launched the first collection of our Artist in Residence program, *Polo Ralph Lauren x Naomi Glasses*

Introduced our C2C Certified® Denim Flag Trucker Jacket and Flag Cashmere Sweater

Unveiled our first-ever GRS-certified 100% Recycled Cotton CLARUS Polo, as part of the 2024 Paris Olympics



33%

Absolute Greenhouse Gas Emissions Reduction

26%

Total Water Use Reduction



94%

Waste Diversion

PROTECT THE ENVIRONMENT

Began in-depth engagement in Science Based Targets for Nature methodology

84% of chemicals reported conform to the ZDHC Manufacturing Restricted Substances List (MRSList)

Initiated process of phasing out on-site¹ coal consumption from our manufacturing supply chain

CHAMPION BETTER LIVES

Announced our newest Ralph Lauren Center for Cancer at USC Norris Comprehensive Cancer Center in Los Angeles, CA

Earned Fortune's "World's Most Admired Companies" (2023 & 2024); Forbes's "World's Best Employers" (2023); "Best Employers for Diversity" (2024) and "Best Employers for Women" (2023) rankings

\$12.6M²

Donations

10K+

Volunteer Hours



¹ On-site refers to the coal consumption of the on-site equipment of our manufacturing partners.

² Includes both Social Partnerships and Philanthropy and The Ralph Lauren Corporate Foundation donations.

Progress on Our Goals

CREATE WITH INTENT

TARGET	PROGRESS
INTEGRATED CIRCULARITY	
Enable our past and future products to live on responsibly by 2030	Made advancements toward our circular product, experience and investment goals
Make five of our iconic products Cradle to Cradle (C2C) Certified® by the end of 2025	Launched our C2C Certified® Denim Flag Trucker Jacket and Flag Cashmere Sweater, marking four Ralph Lauren iconic products to be C2C Certified®
Offer high-quality products made with 100% recycled cotton by the end of 2025	Introduced high-quality products with 100% recycled cotton, including a Polo shirt as part of our 2024 Olympics Villagewear collection and a denim capsule with the Ellen MacArthur Foundation
Set and implement circular design principles into our design and development process by the end of 2025	Developed circular principles with a cross-functional team and working to implement within the design and development process
Invest in scaling innovative technologies and regenerative practices to advance a circular economy by the end of 2025	Continued to develop innovative products with partners like NFW (Natural Fiber Welding)
Connect consumers with options to rent, repair and recirculate our products in select key cities by the end of 2025	Scaling Ralph Lauren Vintage program and developing strategies to connect consumers to repair services in key cities in FY25
SUSTAINABLE MATERIALS	
Achieve 100% sustainably sourced key materials by the end of 2025	92% of our units produced met at least one of our sustainable material criteria in FY24 — compared to 89% in FY23
100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates ¹ by the end of 2025	63% of our key suppliers had committed to meeting the benchmark at the end of FY24 — compared to 37% in FY23
VALUE CHAIN FOR IMPACT	
80% of our business will be with suppliers that meet our strategic and key supplier criteria, which include business, quality, citizenship and sustainability performance by the end of 2025	56% of our business was with strategic and key suppliers that met our business, quality, citizenship and sustainability performance criteria — compared to 50% in FY23

¹ Certified by a forest management system, repurposed or recycled.

PROTECT THE ENVIRONMENT

TARGET	PROGRESS
CLIMATE	
Reduce absolute Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 30% by 2030 (Science Based Targets initiative approved) from a FY20 base year	Decreased absolute emissions by 33% in FY24 from our FY20 baseline
Achieve net zero GHG emissions across the value chain by 2040 from a FY20 base year	
Power our owned and operated offices, distribution centers and stores with 100% renewable electricity by the end of 2025	Continued to invest in renewable energy attribute certificates, accounting for 64% of our global electricity use, and signed our first virtual power purchase agreement for electricity use in Europe
WATER STEWARDSHIP	
Achieve at least a 20% reduction in total water use across our operations and value chain, compared to a FY20 baseline, by the end of 2025	Decreased total water use across our operations and value chain by 26% from our FY20 baseline
WASTE MANAGEMENT	
Achieve 100% recyclable, reusable or sustainably sourced packaging materials by the end of 2025	79% of our total packaging volume met at least one of our sustainable packaging criteria in FY24 — compared to 73% in FY23
CHEMICAL MANAGEMENT	
We are committed to using safer and more sustainable chemicals throughout our business to address their human and environmental impact ¹	Gained 91% visibility of chemical use in manufacturing (by spend); 84% of chemicals reported conform to ZDHC Manufacturing Restricted Substances List (MRSList)
BIODIVERSITY	
Develop a biodiversity strategy and set goals aligned with the Science Based Targets for Nature by 2024	Completed Steps 1 and 2 of the Science Based Targets for Nature methodology to inform the development of a comprehensive biodiversity strategy



¹ In FY24, we established a new commitment for chemical management to replace our previous goal ("Eliminate the use of hazardous chemicals in our supply chain by 2025"), to align with the industry-wide shifts towards a more holistic chemical management approach — prioritizing safety, sustainability and continuous improvement.

CHAMPION BETTER LIVES

TARGET	PROGRESS
DIVERSITY, EQUITY & INCLUSION	
Reach 87% favorability on responses to “Ralph Lauren is committed to diversity and inclusion in the workplace” in the employee survey	Achieved 85% favorable responses in most recent employee survey
Reach 80% favorability on responses to “my manager champions diversity and psychological safety” in the employee survey	Achieved 80% favorable responses in most recent employee survey
Ensure at least one person of color (U.S. only) and one female candidate interviewed for 80% of VP-level and above open roles	At least one person of color was interviewed for 88% of all U.S.-based VP-level and above open roles. At least one female candidate was interviewed for 100% of all VP-level and above open roles
Ensure at least one minority business enterprise or female supplier included in 50% of open requests for proposal	At least one minority business enterprise or female supplier was included for 52% of open requests for proposal
COMMUNITY ENGAGEMENT & PHILANTHROPY	
Increase Company employee volunteer hours by 25% compared to a FY22 baseline by the end of 2025	Achieved in FY23
RIGHTS & EMPOWERMENT IN THE SUPPLY CHAIN	
Make empowerment and life skills programs available to 250,000 workers across our supply chain by 2030	Reached over 136,000 workers through our empowerment and life skills programs to date
Ensure all strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation by 2030	Developed our Human Resources Management (HRM) Playbook, which is a critical tool to support suppliers as they improve their wage management systems





Create with Intent

Grounded in our enduring philosophy of timelessness, we are reimagining what and how we create and the stories we tell through our products. This includes our work to embed inclusivity and incorporate circular principles into our design processes, enabling our products to live on from generation to generation.

EXPLORE THIS SECTION

- 11** INTEGRATED CIRCULARITY
- 15** SUSTAINABLE MATERIALS
- 21** DESIGN WITH INTENT
- 26** VALUE CHAIN FOR IMPACT

Integrated Circularity

2030 GOAL

Enable our past and future products to live on responsibly

2025 GOALS

Make five of our iconic products Cradle to Cradle (C2C) Certified®

Offer high-quality products made with 100% recycled cotton

Set and implement circular principles into our design and development process

Invest in scaling innovative technologies and regenerative practices to advance a circular economy

Connect consumers with options to rent, repair and recirculate our products in select key cities

Our Approach

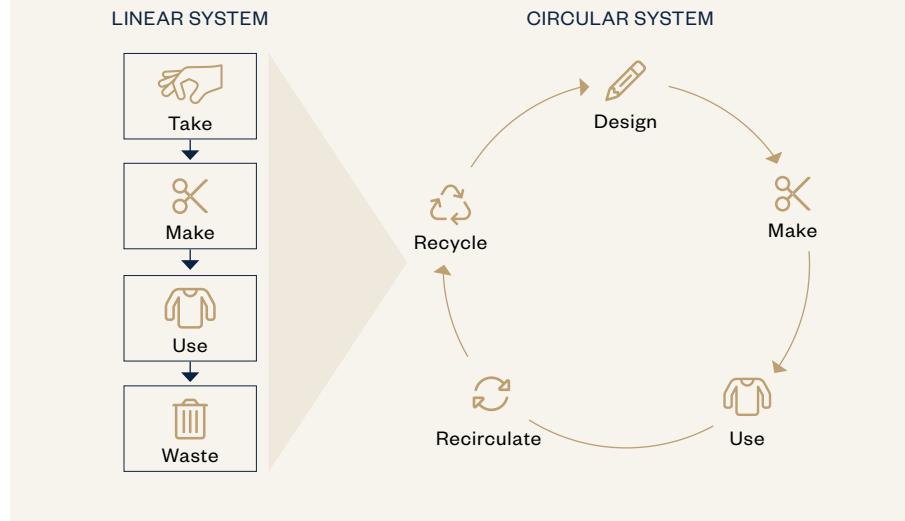
Our ethos of timelessness has always guided our creative vision. Guided by this philosophy, we are evolving the way our products are designed, made, used and recirculated.

Our circularity strategy has three main focus areas:

- Designing and making **products** through the lens of circular principles
- Connecting consumers to **services** that enable product longevity and reuse
- Investing in circular **systems** and innovation across the industry

LIVE ON PROMISE

Our Live On Promise — to enable our past and future products to live on responsibly — underpins our vision for a more circular fashion industry. This includes creating products that are made with future uses in mind and connecting consumers with solutions that help improve and extend the life of their garments.



DESIGNING *for* TIMELESSNESS

CREATE RESPONSIBLY

Use sustainable materials and processes

DESIGN FOR LONGEVITY

Create durable, timeless silhouettes

INSPIRE CIRCULATION

Support care, repair and recirculation

DESIGN FOR CYCLABILITY

Enable material recycling

Our Actions

Designing for Timelessness

Our circular design principles, developed through collaborative cross-functional engagement, are intended to support our design and product development teams to create products that can live on for generations to come.

Cradle to Cradle Certified®

This past year, we certified two additional icons – the luxury Flag Cashmere Sweater and the Polo Denim Flag Trucker Jacket, our third and fourth products to be C2C Certified® Gold. The jacket is also made with 75% Regenagri® certified cotton and 25% recycled cotton and has removable buttons to enable recycling at the end of the product's life cycle. These products follow the launch of our initial C2C Certified® Gold products, the classic, luxury Cashmere Crewneck Sweater and luxury Cashmere Turtleneck Sweater.

C2C certification is the global standard for products that are safe and circular. Ralph Lauren partnered with an independent assessment body to ensure every component of these four products met the C2C Certified® Product Standards set by the Cradle to Cradle Products Innovation Institute (C2CPII).

“

By developing Cradle to Cradle Certified® circular icons within their collection, Ralph Lauren demonstrates a true dedication to the circular economy while offering timeless luxury to a broad audience. The cashmere sweater and denim trucker jacket are excellent examples that show C2C Certified® collections look fantastic while adhering to all stringent environmental and social requirements of the product standard. We are proud to have Ralph Lauren as a partner in our program, and we celebrate these outstanding results as we eagerly anticipate the upcoming new icons.



—ELWYN GRAINGER-JONES

Executive Director, Cradle to Cradle Products Innovation Institute

”

NEW PRODUCT LAUNCHES



C2C Denim Flag Trucker Jacket



C2C Flag Cashmere Sweater



Reclaimed Denim
(EMF Jeans Redesign)

Ellen MacArthur Foundation

Launched this year, our unisex, classic fit jean and trucker jacket were developed to meet the [Ellen MacArthur Foundation's The Jeans Redesign](#) guidelines, which were created through the collaborative project that took place from 2019-2023. Crafted with features like removable metal buttons and a rivet-free design, the jean and trucker jacket were made for recyclability at the end of their usable life. Both products include recycled cotton. Since 2021, we have been a Network Partner of the Foundation, participating in collaborative engagements to further a shift to a circular economy throughout our industry.



Enable Circular Consumer Experiences

To help extend the life of Ralph Lauren products we are helping consumers make conscious decisions when buying, maintaining or parting ways with their items.

Ralph Lauren customers can access our products on several rental platforms, including [Rent the Runway](#). This enables consumers to rent items for a one-time event or as part of an ongoing subscription.

We are launching a recycling program for 100% cashmere garments in partnership with [Re-Verso™](#), which was developed as part of the C2C certification process for our C2C Certified® Gold Cashmere Sweater.

We are also engaging with 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.



88 million

digital product IDs activated in FY24

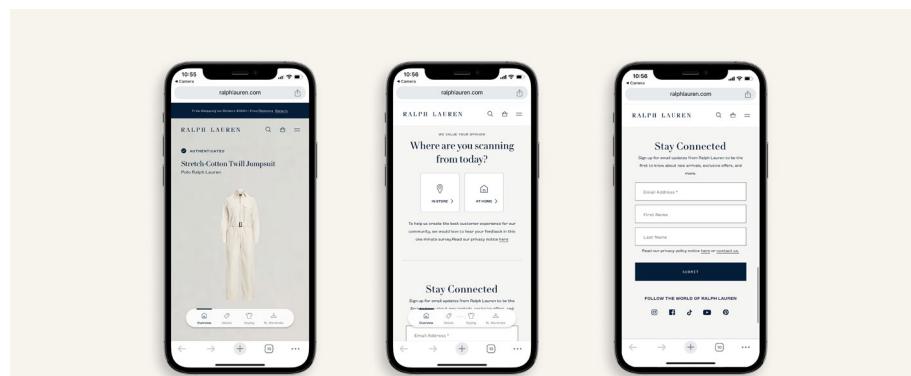
Advance a Circular Economy

We consider the entire life cycle of our products and invest in innovative, scalable solutions to help deliver the quality our consumers expect.

This includes leveraging authentication and digital traceability tools to demonstrate transparency.

Digital Product ID (DPID)

We have offered DPID since 2019 as a way for consumers to verify the authenticity and details of their Ralph Lauren product easily and seamlessly. With more than 300 million individual items equipped with DPIDs, we are continuing to leverage DPID to identify counterfeiters and to ensure customers can easily report fraudulent products to us. Looking ahead, Ralph Lauren has developed DPID to enable future integration of additional functionality, such as enhanced product traceability and transparency information, as well as product information that can help reduce the need for excess hangtags.



DISTRIBUTED AND AUTHENTICATED RESALE NETWORK

The [World Economic Forum \(WEF\)](#), [Ralph Lauren](#), [Vestiaire Collective](#) and [Digimarc](#) (formerly EVRYTHNG), in collaboration with [Bain & Company](#), launched a pilot to support 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, enabling richer consumer experiences in secondhand marketplaces.

The first phase of the pilot, completed in FY24, focused on designing the digital architecture and testing it with limited stakeholders. Now in its second phase, the pilot has been extended to multiple marketplaces, brands and technology providers. The working group will build a framework establishing an open standard, which helps demonstrate the power of collaboration.

Sustainable Materials

2025 GOALS

Achieve 100% sustainably sourced key materials

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)



92%

of our units produced met at least one of our sustainable material criteria in FY24 — compared to 89% in FY23

Our Approach

We craft our products to stand the test of time and to live on responsibly. We seek to use materials that help to address our environmental impact and animal welfare, while delivering the quality, longevity and durability our customers expect. We focus our efforts on the key materials that make up the chief content of 94% of our apparel units: cotton, polyester, wool, viscose, down¹, tanned leather and cashmere.

We are committed to sourcing materials certified to credible third-party standards and working towards increasing traceability across our supply chain. For more on our approach and progress around transparency and traceability, see the [Value Chain for Impact](#) section of this report.

OUR OVERALL GOAL

Achieve 100% sustainably sourced key materials by the end of 2025

PROGRESS

97%

Cotton

100% of our cotton will be sustainably sourced by the end of 2025²

87%

Polyester

100% recycled polyester by the end of 2025

92%

Wool

100% Responsible Wool Standard-certified or recycled wool by the end of 2025

78%

Viscose

100% of viscose will be sourced and verified through CanopyStyle audits by the end of 2025

100%

Down

100% Responsible Down Standard-certified or recycled down and feathers by 2023³

90%

Tanned Leather

100% of our tanned leather will be Leather Working Group-certified by the end of 2025

85%

Cashmere

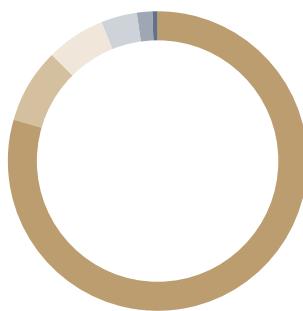
100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by 2025

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

² Defined as: organic, transitional/in-conversion, Better Cotton, recycled, regenerative, U.S. Cotton Trust Protocol or Fair Trade-certified.

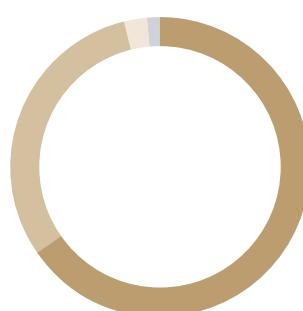
³ Down only includes apparel.

KEY MATERIALS IN OUR PORTFOLIO¹



- **79.5%** Cotton
- **8.1%** Animal derived
- **6.5%** Polyester
- **3.9%** Other
- **1.6%** Nylon
- **0.4%** Viscose

ANIMAL DERIVED



- **5.3%** Leather/Skins
- **2.5%** Wool
- **0.2%** Cashmere
- **0.1%** Silk

Key Materials

The material development and sourcing teams who work directly with our finished goods suppliers embed sustainability as a key component of their strategy. We had some noteworthy achievements this year, particularly in our cotton and animal-derived material programs, and our core apparel programs continue to have sustainable content.

Cotton

Cotton is the most widely used natural fiber for clothing production² and is the chief content in approximately 80% of our product units. In FY24, 97% of the cotton apparel 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-certified). Through the [U.S. Regenerative Cotton Fund \(USRCF\)](#), The Ralph Lauren Corporate Foundation also supports the increased adoption of regenerative practices, such as reduced tillage and cover cropping. For more information on the USRCF, see the [Community Engagement & Philanthropy](#) section of this report.

Polyester

Polyester is the chief content in 6.5% of our apparel units and is critical to performance in certain categories, such as outerwear, swim or certain types of knit shirts. In FY24, 87% of our polyester apparel units had a sustainability attribute. We have successfully transitioned our core programs from conventional to recycled polyester and are focused on addressing the challenges to transition the remaining units.

Wool

The [Responsible Wool Standard \(RWS\)](#) is a certification focused on protecting animal welfare and promoting progressive methods of land management at the farm level. As wool moves through the supply chain, the RWS Content Claim Standard ensures a strong chain of custody is in place at every stage so the consumer can be confident the finished product contains wool from an RWS-certified farm. In FY24, 92% of our chief content wool apparel products were RWS or recycled wool.

Our first fully certified RWS sweaters were launched in our Fall 2023 Polo collection. This included more than 900,000 units spanning 160 styles across our Polo men's, women's and children's, RLX and Lauren brands. We were proud to provide the Paris 2024 Olympic Team USA with blazers crafted from USA-grown RWS-certified wool for the Opening Ceremony.

Viscose

Viscose and other man-made cellulosic fibers (MMCF) are used in only 0.4% of the apparel units we produce. These materials are typically made from trees, which presents a risk of sourcing inputs from ancient and endangered forests. Canopy is an environmental nonprofit organization dedicated to protecting

¹ Percentage represents total that each key material makes up across our entire portfolio of products.

² World Resources Institute



We are committed to ensuring our products are ethically made and adhere to our strict and robust **Animal Welfare Policy**, which outlines clear sourcing guidelines and requirements for all animal-based raw materials.

the world's forests. Their tool, the **Hot Button Report**, is the fashion sector's primary tool to identify the sourcing practices of MMCF manufacturers. Our material sourcing team requests that our suppliers only use viscose and other MMCFs from "green shirt" manufacturers, those who score highest on the CanopyStyle audit. In FY24, 78% of our yarn and fabric suppliers reported that they sourced MMCF from green shirt manufacturers.

Down

We started using **Responsible Down Standard (RDS)** virgin down in 2019 and have only used 100% RDS-certified down in apparel since 2023. RDS is a globally recognized standard that aims to improve the welfare of ducks and geese used for down and feathers and provides confidence that the chain of custody was intact through the supply chain. Marketing the use of RDS-certified down on a specific product requires every member of the value chain be certified and the usage validated. As part of our Fall and Holiday 2024 Polo outerwear collection, we are offering nearly 400,000 units of RDS-certified products across 90 styles for our men's, women's and children's lines.

Tanned Leather

In FY24, we continued making progress towards our goal of sourcing all of our tanned leather from **Leather Working Group (LWG)**-certified tanneries, achieving a total of 90%. LWG seeks to drive best practices and positive environmental and social change in leather production; the cornerstone of its efforts is the LWG Leather Manufacture Audit Standard, which assesses the environmental impact of leather production at the facility level.

As part of our Fall 2023 footwear collection, we offered our first shoes made with regenerative leather. The Polo Camp shoes were crafted using leather and suede processed in the U.S., sourced from farms and ranches that use regenerative grazing practices, such as high-density, short-duration grazing. Traceability in the leather supply chain continues to be an industry-wide challenge.

We see opportunity in changing systems at the beginning of the supply chain. This year we continued to support the **Leather Impact Accelerator (LIA)**, a set of tools developed by Textile Exchange focused on enabling key stakeholders — from farmers to retailers — to foster the development of 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.

Cashmere

We are focused on sourcing **Sustainable Fibre Alliance (SFA)**-certified virgin or recycled cashmere, which typically comes from post-consumer recycled textiles or pre-consumer industrial waste. In FY24, 85% of our chief content cashmere product was SFA-certified or recycled. As part of our annual Textile Exchange Brand Certification audit in 2024, we added SFA certification to

NEW PRODUCT LAUNCHES:



RWS-certified Polo sweaters
(Fall 2023)



RDS-certified Polo outerwear
(Fall 2024)

our scope and launched SFA-certified cashmere sweaters to consumers in our Fall 2024 Polo and Lauren collections. This is in addition to our Cradle to Cradle certified cashmere products, which you can learn more about in the [Integrated Circularity](#) section of this report.

Our Actions

We continue to prioritize collaboration with innovative startups to help us create new, high-quality materials that can also help us reduce our environmental footprint. We are also exploring various recycling solutions that are focused on disassembly, decolorization, separation and re-creation. By partnering globally, we can help support the creation of processes that allow materials and products to be recycled at scale.

Innovation

We are committed to investing in and using innovative materials to decrease our reliance on virgin raw materials. As part of the 2024 Team USA Olympics Villagewear collection, we were proud to introduce the [100% Recycled Cotton CLARUS® Polo Shirt](#). We've reimaged our most iconic product using CLARUS® welding technology. The shirt is crafted with performance attributes, including less pilling and shrinkage over time, while still retaining the comfort of our signature cotton Polo.

CLARUS® was developed by [NFW](#). We have invested in NFW's innovative solutions to enable us to reduce our reliance on virgin raw materials and advance a more circular fashion industry.

In addition, we are focused on yarn and process optimization for post-industrial recycled cotton. As part of this work and to help reduce waste, we are building recycling hubs within our sourcing regions to deliver high-quality, viable yarns. We currently have pilots in Turkey and Bangladesh and are exploring opportunities to scale in select top regions in FY25.

66

Collaborations with leading brands like Ralph Lauren are critical for driving system-level change and ultimately making biobased performance materials available to everyone. The 100% Recycled Cotton Polo shirt — a first for performance apparel — is emblematic of the purpose behind our partnership: together, we are testing, refining and improving in order to share these solutions with others and raise the bar for the entire industry.



—LUKE HAVERHALS
Founder and CEO of NFW

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Global Research and Development Studio

Our Global Research and Development Studio is a physical and virtual resource that contributes to our progress on our sustainable materials goals by expanding our library of materials and processes available for adoption by our design and product teams. As part of the Studio's work, our Digital Product Creation program creates prototypes of garments, with the intent to avoid unnecessary production and reduce material waste. The program is comprised of apparel designers in the Polo and Lauren brands, as well as a number of strategic and key suppliers who have been certified as 3D capable by our Digital Sourcing team. FY24 was the first year of the program, which resulted in over 500 prototypes created.



2024 OLYMPICS: TEAM USA

Ralph Lauren is proud to be an Official Outfitter of the U.S. Olympic and Paralympic Teams. For the Olympic and Paralympic Games Paris 2024, we thoughtfully considered materials and manufacturing practices for the **Team USA collection**. Styles throughout the collection, including the athlete's Opening and Closing Ceremony outfits, are crafted from recycled polyester and USA-grown RWS-certified wool, among other materials. And as mentioned in the Innovation section on [page 18](#), we were proud to introduce our first-ever **100% Recycled Cotton CLARUS® Polo Shirt** as part of the 2024 Team USA Olympics Villagewear.

71%

of our new stores and renovations globally in FY24 included sustainably sourced wood flooring

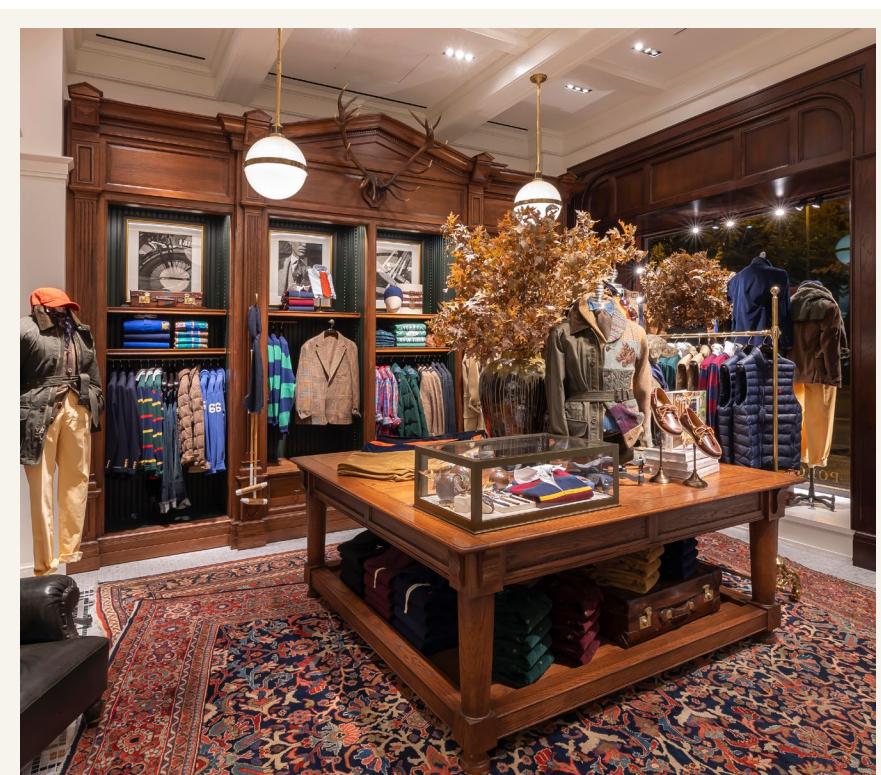
KEY WOOD SUPPLIERS THAT MET BENCHMARK BY END OF FY24:



Sustainable Store Interiors

Sustainability guidelines from the U.S. Green Building Council (USGBC) and the Forest Stewardship Council (FSC) currently inform our store interior materials sourcing.

Our [Forest Protection Policy](#) outlines our commitment to protecting the world's forests and guides the selection of wood suppliers for our store interiors. Our goal is to have 100% of our key wood suppliers use sustainably sourced (certified repurposed or recycled by a forest management system) wood substrates for new Ralph Lauren store interiors by the end of 2025. Forty suppliers committed to meeting the benchmark by the end of FY24, which represents 63% of our suppliers, compared to 37% in FY23. In FY24, our key wood suppliers represented 97% of our business volume in this category.



SUSTAINABLE STORE HIGHLIGHTS

In our new flagship store in Prague, all new millwork elements, such as wall cases and architectural trims, were produced from sustainably sourced woods, and over half of all floor fixtures were reclaimed and repurposed pieces.

In North America, the new Polo Menswear shop at Macy's State Street in Chicago features FSC-certified wood flooring and hangers, as well as millwork fixtures, perimeter units and trims produced from sustainably sourced woods.

Design with Intent



Our Approach

Since our founding, Ralph Lauren's design ethos has been inspired by the beautiful and interconnected histories, arts, crafts and cultures that make up the fabric of America. Mindful of our efforts to expand our portrayal of America, we're on a journey to evolve from inspiration to collaboration with communities that inspire us. That includes taking meaningful steps to be more inclusive throughout our business, from how we design to how products go to market. We are developing and embedding principles of culturally sustainable design into our product creation processes, supporting the preservation of traditional craft and driving economic and social impact within artisan communities. At its core, Design with Intent is about making sure the products we create and the stories we tell are authentic expressions of heritage, which is foundational to our timeless brand.

Formally launched in 2022, our Design with Intent department guides and operationalizes Ralph Lauren's culturally sustainable design and go-to-market execution with a focus on:

- Leading internal education efforts about culturally cognizant design
- Creating and actioning a model for mutually beneficial cultural collaborations
- Driving community and artisan engagement
- Establishing a network of external resources to advise on our efforts

Our Actions

Cultural Collaboration Models

To help enable our shift from inspiration to collaboration, we are building and refining two models for collaboration with the communities that own and sustain heritage craft: our Artist in Residence program and our Authentic Makers program.

Both models are intended to be mutually beneficial exchanges, combining the unique skill of the artisan with our core brand sensibilities. They also aim to recognize the broader communal ownership of the craft and design motifs represented within collaborations. We are grateful to have received third-party counsel to help guide us in building models that are fair, replicable and may be refined as we learn more with each collaboration.



Artist in Residence Program

Through our Artist in Residence program, we invite artisans working with a variety of skill sets, mediums and materials to collaborate with Ralph Lauren's design teams.

Our first focus is on partnering with Indigenous artisans, but this is intended to be an ongoing program where we will seek to collaborate with those who authentically connect to and inspire us. Acknowledging the broader communal ownership of the traditional expression utilized within these product collaborations, we work closely with each Artist in Residence to identify a beneficiary organization serving members of their community, to which a portion of collaboration product sales will be donated.

“

Navajo weaving is a craft that has carried on through my family for seven generations and preserving these traditions in new ways has been so inspiring to me as an artist. To now be able to share it with people around the world, as seen through my eyes and brought to life in clothing, is a dream come true. It is only through the power of collaboration and Ralph Lauren's unique program that this collection was made possible, and the best part is that it brings traditional Navajo weaving to a new generation.



—NAIOMI GLASSES

Seventh-generation Diné (Navajo) textile artist and weaver

”

Authentic Makers Program

Ralph Lauren's Authentic Makers program invites artisans to create a product collaboration with our design teams and manufacture the product using traditional techniques. While the program is still in its early stages, we have engaged in several small-scale Authentic Makers collaborations, including:

- A collection of special-edition concho belts for our women's Collection made by silversmith Jimmy Begay Jr. (Diné/Navajo).
- A special-edition collaboration with Ishi Glinsky (Tohono O'odham Nation) using traditional hand tattooing techniques to adorn USA-made leather moccasins.



CULTURAL ENGAGEMENT

A critical part of our work is building relationships based on respect and trust with the communities that inspire us. We regularly seek opportunities to connect with Native community leaders and Indigenous-serving organizations to apply greater cultural cognizance to our work and scale our impact.

In FY24, delegations from Ralph Lauren attended the [International Folk Art Market](#), the [Santa Fe Indian Market](#), the [Cherokee Nation Art Market](#) and [Original 2023](#) in Mexico City.

Cultural Cognizance

Our Design with Intent work is founded upon continued education — deepening our understanding of the communities that inspire us and relearning how to use cultural inspirations respectfully and inclusively.

Education

Our Cultural Awareness Guidelines support our approach to culturally cognizant product creation and storytelling across the Company. We update these regularly 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.

We also 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 the Institute of American Indian Arts (IAIA), aiming to support Indigenous talent in creative fields of work. Additionally, we supported IAIA as a sponsor of its 2023 benefit event with proceeds going toward their general scholarship fund.

Cultural Consultants and Liaisons

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 is made up of team members across disciplines including Legal/Cultural IP, DE&I, Corporate Communications and Design with Intent. They participate in weekly review sessions to ensure cultural responsibility practices are maintained from products' conception through their go-to-market campaigns. This year, the Council expanded to include team members from our EMEA and APAC regions to ensure global and regional perspectives are represented.

Employee Impact Group (EIG) leaders and external cultural and textile experts are consulted as needed to help inform our decision making and development of authentic partnerships, programs and storytelling. Our External Native and Indigenous Advisory Council includes Indigenous leaders across cultural, historical, educational, legal, media and creative disciplines. The group reviews and provides guidance on our Design with Intent work.

The Design with Intent team also engages in continuous education, which has included training with [Cultural Intellectual Property Rights Initiative](#) and partnering with Legal and Learning and Development teams to host sessions on Cultural Intellectual Property and Traditional Cultural Expression. Additionally, Design teams are also able to access global textile expertise to understand textile histories, origins and provenance via our extended network.

CASE STUDY

Polo Ralph Lauren x Naiomi Glasses



In December 2023, Ralph Lauren launched the inaugural collection of the Company's Artist in Residence program, **Polo Ralph Lauren x Naiomi Glasses** – a collaboration with seventh-generation Diné (Navajo) textile artist and weaver Naiomi Glasses. Over the past two years, Glasses worked with the Polo Ralph Lauren design teams to reimagine her original weaving designs into three capsule collections inspired by her family, homelands and community on Dinétah (Navajo Nation). To accompany each collection, she curated one-of-a-kind silver and turquoise jewelry pieces, handmade by renowned artisans from the Navajo Nation, Hopi Pueblo, San Felipe Pueblo and Zuni Pueblo.

Unveiled as three seasonal, special-edition product launches through Fall 2024, this collection celebrates the artistry of timeless Navajo traditions from Naiomi's perspective. A beautiful, 360° campaign promoting each collection was showcased across Ralph Lauren's channels, including a docuseries, two episodes of which were directed by award-winning filmmaker Shaandiin Tome (Diné/Navajo). Drops one and two of the campaign were shot by Ryan RedCorn (Osage Nation), alongside photography from Daryn Sells (Diné/Navajo) and Lonnie Begay (Diné/Navajo). All three drops featured many Native and Indigenous models, including friends and family of Naiomi Glasses.

As an avid turquoise and silver collector, Naiomi curated a unique selection of handcrafted pieces by several renowned jewelry makers from Navajo Nation, Hopi Pueblo, San Felipe Pueblo and Zuni Pueblo, showcased throughout the campaign and profiled in a piece in **RL Magazine**, guest written by Sheyenne Sky Lacy (Diné/Navajo). Special handmade silver and turquoise pieces from the artisans were available for purchase online and in select flagship stores.

Ralph Lauren's External Native and Indigenous Advisory Council advised the Company on the ideation, approach and creation of the campaign, as part of its ongoing role to share guidance on Ralph Lauren's representation of and engagement with Indigenous communities. Additionally, a portion of the sales of the ***Polo Ralph Lauren x Naiomi Glasses*** collection support organizations serving communities within the Navajo Nation and beyond.

CASE STUDY (CONTINUED)



DROP 1: LOVE OF THE LAND

Inspired by Naiomi's family, homelands and community of Dinétah (Navajo Nation) — from the beauty and colors of the land to cherished cultural symbols.

A portion of the drop one collection sales benefit **Change Labs**, a Native-led organization focused on fostering the creation of successful Navajo and Hopi small businesses.



DROP 2: COLOR IN MOTION

A reflection of the second phase of Naiomi's weaving journey, as she began to play with new colorways and more contemporary adaptations of traditional Navajo motifs while refining her skill in the craft.

A portion of the drop two collection sales benefit **Phoenix Children's Foundation** Patient and Family Assistance Fund for Native American Families and the Center for Cleft & Craniofacial Care.



DROP 3: DENIM DAYDREAM

An ode to Naiomi's love for rodeo culture, its heritage, and its deep connection to the Navajo way of life reflected across a wardrobe of denim and indigo hues — nodding to the signature attire of Navajo rodeo riders and the color of Dinétah skies.

A portion of the drop three collection sales will be donated to Edward Charles Foundation to benefit **Creative Futures Collective** an organization working to unearth and empower the next generation of creative leaders from disenfranchised or system-impacted communities.

Value Chain for Impact

2025 GOAL

80% of our business will be with suppliers that meet our strategic and key supplier criteria, which include business, quality, citizenship and sustainability performance by the end of 2025



56%

of our business was with strategic and key suppliers that met our business, quality, citizenship and sustainability performance criteria

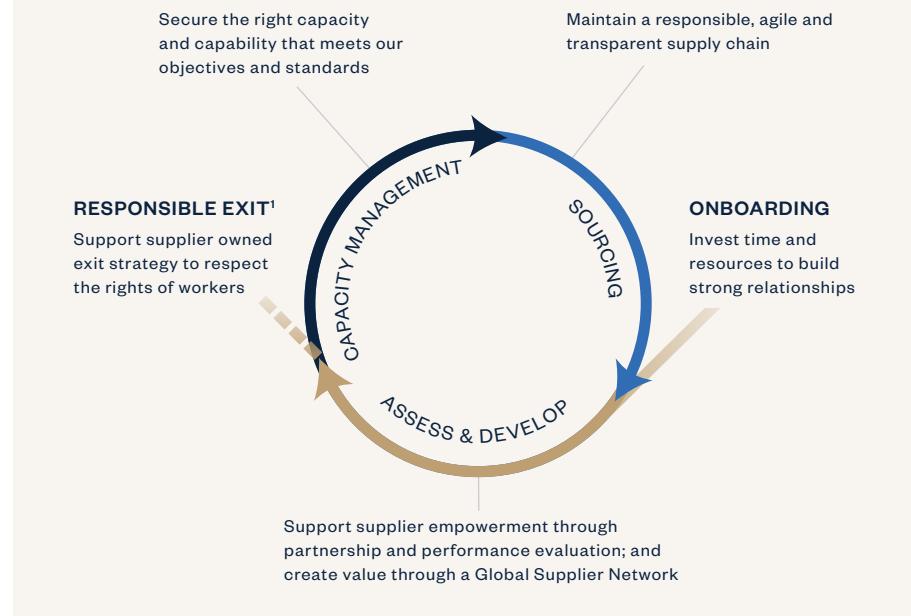
Our Approach

To build a resilient and responsible value chain, we are continuing to create transparency and traceability, strengthen relationships with partners in our ecosystem and identify areas for improvement. We are also working with our suppliers to respect human rights and promote environmental sustainability.

Our Supplier Engagement Strategy (SES) work is a vital part of this, and we started in FY20 with our Tier 1 suppliers and in FY23 expanded the program to our Tier 2 suppliers. Our work in supplier engagement helps create an agile and resilient value 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 strategic and key supplier criteria, which includes business, quality, citizenship and sustainability performance. In FY24, 56% of our business was with suppliers that met the strategic and key supplier criteria. For more information on our procurement practices, refer to our [Supply Chain and Product Sustainability Policy](#) and our [Supplier Engagement Strategy](#).

SUPPLIER ENGAGEMENT STRATEGY

Our Supplier Engagement Strategy (SES) continues to focus on strengthening performance in these key areas: business, quality, citizenship and sustainability.



¹ Responsible exit may occur when the supplier has a change in strategy or is not meeting our compliance and business requirements. We are in the process of creating a Responsible Exit policy.



Our Actions

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, improve compliance with social and environmental requirements throughout the value chain and track our progress more accurately. We are committed to continuously improving both transparency in global supply chains and the traceability of our products across our value chains. To support this, we have created a strong internal governance system and are investing in a combination of tools and processes that target different aspects of this work in addition to exploring new technologies as they become available.

TIER 1 SUPPLIERS

Finished goods manufacturers and value-adding processes (processing units) 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 and packaging suppliers)

TIER 3 SUPPLIERS

Raw material processing (spinning, yarn production)

TIER 4 SUPPLIERS

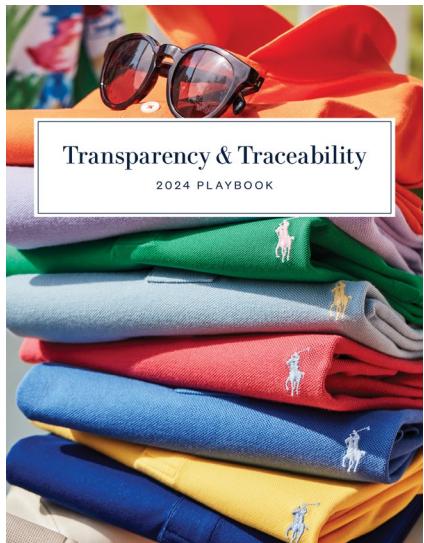
Raw material source/feedstock production (farms, ginning, forestry, extraction)

Transparency

In order to map and disclose our supplier partners, we use Open Supply Hub to publish the name, location and parent company of Tier 1 value-adding processing units including sewing, washing, embroidery and printing facilities. The [list](#) is updated as needed and was last updated on April 24, 2024.

In FY24, we worked with 378 active Tier 1 factories across 31 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had 190 active processing units for finished goods factories. Overall, FY24 disclosures included 94% of business coverage.





BETTER BUYING SURVEY

In FY24, the suppliers who joined the survey covered 86% of value and 88% of unit volume of our business. In total, 104 suppliers participated in the survey which is 9% more compared to last year.

Our suppliers recognized our year-over-year improvements in the areas of payment terms, management of purchasing practices as well as win-win sustainable partnership. Based on our suppliers' feedback, we will continue to focus on improvements for planning and forecasting.

Traceability

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

Responsible Purchasing Practices

We are addressing the role we play in being a responsible buyer by continuing our commitment to responsible purchasing practices (RPP). Since 2021, we have leveraged the [Better Buying Survey](#) to help us further understand the impact of our business practices on factories and workers. This supplier feedback creates an ongoing opportunity for collaborative problem solving.

We leverage our Better Buying Survey results through cross-functional working groups covering five categories: planning and forecasting, design and development, cost and negotiations, sourcing and order management and win-win sustainable partnership. These working groups identify improvement areas and create metrics to continuously evaluate and improve our RPP. As a result of this work, in FY24 we expanded our Supply Chain Financing strategy to include additional banking partners to facilitate further competition and provide suppliers with more choices to ensure they receive competitive pricing. Additionally, we are collaborating with the banking partners to establish preferential financing rates to incentivize suppliers who have better performance as defined through our SES.

We continue to conduct mandatory training in these practices for our buying and sourcing teams. We connect with our industry peers to benchmark our progress, as well as review standards and expectations from non-governmental organizations (NGOs) to identify opportunities for continuously improving our RPP. With this in mind, we are in the process of developing a Responsible Purchasing Practices Policy and corresponding guidelines.

Supplier Engagement

We engage suppliers through two-way communication, sharing our expectations and seeking feedback on how to strengthen our overall partnership via strategies: one-on-one check-ins, roundtable discussions, our Supplier Engagement Scorecard, surveys (including the Better Buying Survey) and semi-annual supplier summits.

WORKING WITH LICENSEES

In addition to our own products, we license the Ralph Lauren brands to select companies. We extend our GC&S expectations and standards to licensees and require them 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. We are reviewing the licensee roadmaps for incorporating sustainable materials, packaging and chemical management and adopting energy and water efficiency and coal phase out plans. In FY24, 32 licensees used approximately 489 factories to make licensed products.

We have also created a Supplier Innovation Council, which is a group of key and strategic suppliers that meet our innovation criteria and share innovative practices and solutions collaboratively. We present this cross-supplier forum with startups and new technologies, which they then test, if interested, then share their results to enable scaling in their production.

Supplier Engagement Scorecard

Our Supplier Engagement 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. This includes the use of industry tools, including the Higg Facility Environment Module (FEM), Better Work and Social Labor Convergence Project (SLCP), Aii Carbon Toolkit, ZDHC chemical monitoring tools, as well as the tracking of sustainable material certifications and resource-efficient production practices to ensure alignment between our sourcing strategy and our goals. In FY24, we diversified our social key performance indicators (KPIs) within the scorecard to align with key areas: career advancement for workers, wage management and effective grievance mechanisms. This year, we also digitized our scorecards, which provides better efficiency and helps us build real time data; and we added Transparency and Traceability KPIs.

We collected [Higg FEM data](#) from 276 Tier 1 facilities, representing 92% of our supply chain spend. Among the reporting facilities, 263 facilities (91% of business volume) have completed data verification by verifiers approved by Cascale (formerly known as Sustainable Apparel Coalition). Facilities scored an average of 63 points across all sections (out of 100), with an average of 72 points in the water section, 26 points in chemical management section and 81 in the energy section. For raw material manufacturing, Higg FEM data collection covers 119 mills, representing our woven, knit and sweater yarn production. A total of 115 mills have completed data verification, representing an estimated 62% of core fabric business volume. The mills scored an average of 69 points across all sections (out of 100), with an average of 71 points in the water section, 28 points in the chemical management section and 83 points in the energy section. This year, we have significantly increased our FEM roll out to our subcontracted finished goods facilities; a total of 131 facilities completed FEM and 125 facilities completed third-party verification. These facilities scored an average of 60 points across all sections (out of 100), with an average of 71 points in the water section, 28 points in the chemical management section and 82 points in the energy section.

92%

of our business volume with Tier 1 facilities was represented in Higg FEM



Protect the Environment

When we shift toward practices that take less from our planet, we can be stewards in protecting our environment for generations to come. In addition to creating products more responsibly, in our business operations we are transitioning to renewable energy, diverting waste from landfill and incineration and efficiently managing water use.

EXPLORE THIS SECTION

- 31** CLIMATE
- 36** WATER STEWARDSHIP
- 39** WASTE MANAGEMENT
- 41** CHEMICAL MANAGEMENT
- 43** BIODIVERSITY

Climate

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 (SBTi-approved)

2025 GOAL

Power our owned and operated offices, distribution centers and stores with 100% renewable electricity

7 AFFORDABLE AND CLEAN ENERGY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



13 CLIMATE ACTION



Our Approach

The risks posed by climate change require us all to make significant reductions to global GHG emissions so we can protect and preserve our planet.

Climate Strategy

To support our roadmap and targets, we have defined key strategies for reducing GHG emissions across our own operations and supply chain.

KEY DECARBONIZATION STRATEGIES



Achieving and maintaining our target of **sourcing 100% renewable electricity** for power used 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 efforts to **advance a circular fashion industry**



Working with partners and action networks for industry-wide change

Collaboration across the industry — which is crucial to making impactful progress — is one of our strategies for reducing GHG emissions across our operations and supply chain. We participate in industry initiatives, including the [United Nations Fashion Industry Charter for Climate Action](#), [Apparel Impact Institute's Carbon Leadership Program](#), [Cascale](#), [Fashion Pact](#), [Clean Energy Buyers Alliance](#) and [RE100](#), among others. Through these collaborations, we gather expert insights to help inform actions for decarbonization, such as our goal to transition to renewable energy across our entire supply chain and shifting toward a more circular economy.



Our Science-Based Target

To do our part in mitigating the effects of climate change, we have set an ambitious target to achieve net zero emissions across our value chain by 2040. This target has interim goals:

1. To power our owned and operated offices, distribution centers and stores with 100% renewable electricity by the end of 2025
2. To reduce our absolute Scope 1, 2 and 3 greenhouse gas (GHG) emissions by 30% by 2030 from a FY20 baseline year

Our 2030 goal has been validated by the Science Based Targets initiative (SBTi) and our net zero goal has been submitted for validation to SBTi.

Climate Risk

Climate-related risks pose challenges to our operations, our supply chain and how we manage the transition to a low-carbon economy. We address these risks with regular assessments and contingency planning.

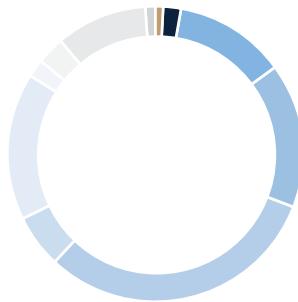
Our Board of Directors and CEO review climate-related risks and management strategies on at least an annual basis. We have established a Climate Risk Taskforce that meets semiannually to update our Climate Risk Report, identifying key physical and transitional climate risks, their likelihood of occurring, potential impact and actions being taken to manage each risk. This process includes assigning a risk rating to each potential threat based on its ability to inhibit our strategic or financial objectives under potential future climate scenarios.

Among the top climate risks identified by the Taskforce were:

- **Physical risk** from wind and flood to our operations and key manufacturing suppliers. We are responding by deploying crisis management teams to impacted owned and operated facilities to address extreme weather events, as well as diversifying and balancing our sourcing countries and supply locations.
- **Transitional risk** from the cost and availability of cotton fiber and fabric. To address this risk, we are implementing a sourcing strategy focused on the use of sustainable materials, like organic and recycled cotton, and adopting energy- and water-efficient fabric production methods.

Our work to build greater transparency and traceability in our supply chain is critical to identifying and managing climate risk from raw material availability. Mapping this system will enable a more accurate measurement of our carbon footprint and a better understanding of where our physical risks lie. For more information about how we assess and plan for climate risk, see our [CDP 2024 Climate Change Disclosure](#) and [TCFD Index](#).

**FY24 GHG FOOTPRINT
OVERVIEW:
SCOPE 1, 2 AND 3¹ MtCO₂e**



1%	Heating and Cooling
2%	Purchased Electricity
12%	Manufacturing & Processing (Tier 1)
16%	Manufacturing & Processing (Tier 2)
31%	Raw Materials
6%	Transportation & Distribution
16%	Consumer Product Use ²
2%	Product End of Life
3%	Business Travel & Employee Commuting
10%	Non-Merchandise Spend
1%	Other Value Chain ³
Scope 1: Heating & Cooling (1%)	
Scope 2: Purchased Electricity (2%)	
Scope 3: Value Chain (97%)	

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.

33%

Absolute Emissions Reduction

Our Actions

Emissions Progress

We reduced our absolute greenhouse gas emissions by 33% in FY24 from our FY20 baseline. This reduction was mainly driven by a reduction in units produced, as a result of our corporate strategy, as well as decarbonization efforts across our supply chain.

CARBON FOOTPRINT (SCOPE 1, 2 AND 3) (MtCO₂e)⁴

	FY24	FY23	FY22	FY21	FY20 (baseline)
Total Emissions	1,242,673	1,317,348	1,273,122	1,237,017	1,861,736
Scope 1 Emissions	14,679	12,206	11,582	14,661	16,248
Scope 2 Emissions	22,362	62,381	69,291	78,305	90,380
Scope 3 Emissions	1,205,632	1,242,761	1,192,249	1,144,031	1,755,107
GHG Intensity (MtCO₂e/\$ million revenue)	187.39	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 [GC&S Supplement](#).

Operations Emissions

In recent years, increased demand for renewable electricity and disruptions in the supply chain have led to sourcing challenges in the energy marketplace. As we continue to pursue projects that will help us meet our 2025 target and bring additional renewable electricity to the grid, we are also seeking novel contract arrangements.

Renewable Electricity

In FY24, we signed a 10-year [Collective Virtual Power Purchase Agreement \(VPPA\)](#) with 12 other Fashion Pact members. The project, located in Spain, is expected to begin operating in 2026 and will match approximately 90% of our power consumption in Europe with renewable electricity. We also sourced renewable energy attribute certificates in North America, EMEA and APAC equivalent to 64% of our global power consumption in FY24.



PURSUING LEED CERTIFICATION

In May 2024, our two Distribution Centers in North Carolina were awarded LEED Silver certification, the first of our facilities to achieve LEED certification.

LEED (Leadership in Energy and Environmental Design) is the internationally accepted benchmark for the design, construction and operation of high-performance green buildings and is a voluntary third-party rating system administered by the U.S. Green Building Council (USGBC).

These certifications were achieved as part of our continuous improvement initiatives, which include employee engagement and training, LED lighting retrofits with integrated sensor controls and operating with the Zero Waste program.

LED Lighting

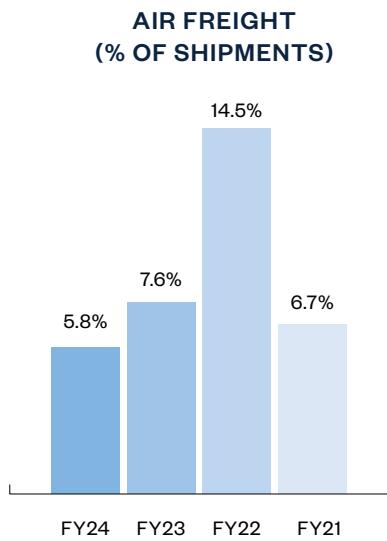
We have finished our LED lighting retrofits at two of our North Carolina distribution centers, which have resulted in a total building electricity reduction of 20% in FY24, compared to FY23. Once fully programmed and integrated, these retrofits are anticipated to decrease the total electricity used in the facilities by 35% and help avoid 6,300 pounds of fluorescent light waste each year. These projects are part of a larger push to achieve LEED certification for our distribution centers in FY25.

Supply Chain Emissions

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. We recognize that achieving global net zero emissions is a shared responsibility. In addition to addressing the impact within our value chain, we actively participate in and contribute to industry-wide collective movements. For example, we are members of the [**Steering Committee of the Fashion Industry Charter for Climate Action**](#) under the UNFCCC and participate in their Low Carbon Manufacturing working group and Policy working group. We are also an [**Apparel Impact Institute \(Aii\) Roundtable**](#) member, actively contributing to driving supply chain decarbonization efforts within our industry in a standardized and scalable manner.

The Carbon Leadership Program

In FY24, we continued our roll out of the Carbon Leadership Program (CLP) through our partnership with the [**Apparel Impact Institute \(Aii\)**](#). Through the Program, we provided funding for expert technical support for nominated manufacturing facilities to establish their 2030 carbon and water reduction plans in alignment with broader industry ambitions and best practices. We expanded our CLP roll out to cover 95 facilities, representing suppliers with approximately 48% of our core fabric business volume, including 28 finished goods facilities. The average carbon reduction targets committed to by all the nominated facilities so far is 63% by 2030 compared to a 2019 baseline. We continue to engage with facilities in the program quarterly to track and review the implementation progress through Aii's Carbon Target Monitoring (CTM) work.



Renewable Energy

We are making progress toward transitioning our supply chain towards clean and renewable electricity. Based on the latest verified Higg FEM data, 8% of the electricity across Tier 1 and Tier 2 are from on-site and/or off-site renewable energy. We currently have 21 facilities in Bangladesh, Vietnam and Cambodia participating in on-site solar programs in partnership with Cascale and GIZ PDP. The program supports interested facilities in conducting pre-feasibility assessments, developing a business case for top management, and tendering and connecting suppliers to solar contractors and investors. Additionally, the program provides support throughout the implementation of on-site solar power. We also encourage capacity building on on-site/off-site renewable energy to our suppliers through Aii CLP.

Coal Phase Out

As we continue expanding visibility into our upstream value chain through transparency and traceability work, we are committed to identifying and working with suppliers to phase out on-site coal consumption. Our goal is to phase out coal from our Tier 1 and Tier 2 manufacturing facilities by the end of 2025. We support our suppliers in this journey by enrolling them in programs to set GHG, energy and water reduction roadmaps.

Globally, we have identified 74 active on-site coal-using facilities (Tier 1 and Tier 2), 35 of which have successfully phased out coal to date, with the rest on track to meet the 2025 goal. In November 2022, we ceased onboarding any new facilities with on-site coal. For the existing facilities with on-site coal usage that were onboarded prior to November 2022, we require written coal phase out commitments and action plans from facilities and track their progress quarterly.

Transportation and Distribution

Our Scope 3 footprint includes emissions from product transport such as train, ocean, air and truck freight. To reduce costs and mitigate 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. 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. In FY24, air freight managed directly by us was 5.8% compared to 7.6% in FY23. This decrease was due to ongoing improvements in our buying practices and inventory strategy as well as fewer production delays.

Water Stewardship



TOTAL WATER USE IN OUR OPERATIONS FY24



26%

Total Water Use Reduction

Our Approach

We are committed to reducing water consumption across our value chain. We strive to conserve water throughout our operations, and support our suppliers to improve their water use efficiency and responsibly manage wastewater. We also engage in programs aimed at helping improve community access to this essential resource.

WATER FOOTPRINT

We reduced our water use by 26% in FY24 from our FY20 baseline. This reduction was mainly driven by a reduction in units produced, as a result of our corporate strategy, as well as water stewardship efforts across our supply chain.

	FY24	FY23	FY22	FY21	FY20
Manufacturing & Processing	10,663,521 m ³ (98%)	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	268,481 m ³ (2%)	314,415 m ³ (3%)	263,541 m ³ (2%)	253,000 m ³ (3%)	296,669 m ³ (2%)
Total	10,932,002 m ³	11,150,603 m ³	11,351,306 m ³	9,914,765 m ³	14,870,315 m ³

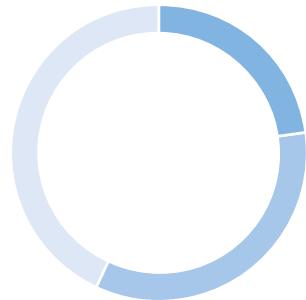
Our Actions

Water in Our Supply Chain

Our industry depends on water for fiber crop irrigation, dyeing and washing in manufacturing and management of facilities. We continuously evaluate water use across our value chain, looking for ways to drive efficient water management and support our suppliers in setting and reaching water reduction goals.

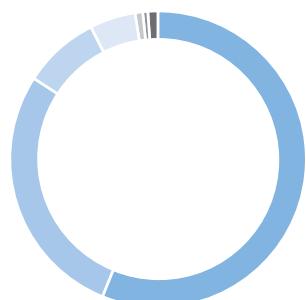
We work with a third-party expert to analyze water hotspots in our supply chain and identify priority areas for improving water use practices in manufacturing and production. Based on the findings from the analysis conducted in FY24, it was identified that water use in our mills and vertical suppliers with wet processing constitutes a significant portion of our water footprint. Additionally, we leverage the [World Wildlife Fund](#) (WWF) water risk filter to help us prioritize and engage in targeted supplier engagement in reducing our water impact.

SUPPLY CHAIN WATER USE BY FACILITY TYPE



- **2,468,443 m³**
(23%) Tier 1 Factory
- **3,603,605 m³**
(34%) Tier 1 Subcontractor
- **4,591,472 m³**
(43%) Tier 2 Fabric Mill

SUPPLY CHAIN WATER USE BY SOURCE



- **54.8%** Municipal
- **28.7%** Groundwater
- **9.0%** Produced/
Processed Water
- **6.0%** Surface Water
- **0.6%** General or
Unknown Origin
- **0.1%** Rainwater
- **0.8%** Wastewater
from Another
Organization

Water Efficiency

Our Company is committed to achieving a minimum 20% reduction in total water consumption throughout our operations and value chain by the end of 2025. 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. Over the past year, we continued to work with our suppliers to shift from traditional finishing setups to more water-efficient techniques where available. As a result of these processing choices, in FY24 we estimate the avoided use of 200,000 m³ of water.

We have been actively seeking innovations, ranging from chemical to machine, that impact various phases of our products' manufacturing life cycle. Notably, as the dyeing and finishing of cotton products are water intensive processes, we engage in trials with both startups and established companies to explore innovative solutions aimed at reducing water consumption across the pretreatment, dyeing and rinsing stages of product manufacturing. These innovations have the potential to substantially impact water usage, energy consumption and carbon emissions in our supply chain.

The Carbon Leadership Program

We continue to support our partners in setting facility-level water reduction targets through the [Carbon Leadership Program](#), whereby nominated facilities set 2025 and 2030 water reduction targets, then create corresponding roadmaps to reach these goals. Based on the roadmaps developed and committed to by the nominated facilities, we estimate 22 million m³ of aggregate water consumption could be saved annually by 2030. Water efficiency projects have been identified as having the highest potential for reduction, followed by water recycling projects, which, on average, reduce freshwater usage by 16% and 13%, respectively. For example, specific actions such as using low liquor ratio baths for dyeing machines, reusing water in the dyeing system and retrofitting existing dyeing machines have been identified as the most effective water-saving measures. We also work closely with our suppliers to track progress and support capability building and collective action programs.

Supporting Improved Water Access and Management

Addressing water challenges across our value chain goes beyond water use in manufacturing, which is why our approach to water stewardship includes supporting organizations providing clean water for those in need and engaging in joint efforts to improve water management at scale.

58,000

approximate number of people benefited by 58 total water pumps funded with GiveMeTap — including 15 new pumps in FY24

GIVEMETAP PARTNERSHIP

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 address this disparity, we partner with [GiveMeTap](#), which works to provide clean, safe drinking water sources to rural communities in Africa, while also reducing single-use plastic waste. To date, our partnership has funded 58 water pumps in communities, primary schools and health centers — including 15 new pumps in FY24.

These water pumps directly benefit approximately 58,000 people in the Upper West Region of Ghana and alleviate the need for miles-long walks to the nearest water source, allowing children to stay in school and women to pursue work, while reducing the risk of life-threatening disease.

World Wildlife Fund Partnership

Through our ongoing partnership with [World Wildlife Fund](#) (WWF), we have regularly conducted comprehensive water risk analyses, enabling us to identify water-stressed basins in our supply chain, prioritize action and provide funding to improve watershed health in those locations. In FY24, we began the third year of our current 3-year partnership, which included continued 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, clearing invasive species, improving groundwater supply and restoring vital habitats and wetlands.

Over the past three years, a total of 50 clean-tech facility assessments have been completed through the program, enabling the identification of nearly 500 specific recommendations for water, energy and other operational improvements. Facilities that have adopted these recommendations have achieved a total water savings of more than 209,000 m³ per year.

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

“

This trip helped me understand how privileged we are to have water and safe shelter. I learned that ‘will’ can make the impossible, possible.



—NAOKO YOKOO

Administrative Assistant, Omotesando Operations

”

Waste Management

2025 GOAL

Achieve 100% recyclable, reusable or sustainably sourced packaging materials by the end of 2025



94%

Diversion rate of waste from landfill and incineration across our distribution centers

Our Approach

We are committed to conserving natural resources by managing waste responsibly. We work to minimize waste in our operations and divert waste from landfill and incineration through donation, reuse and recycling. Our goal is to continue incorporating zero-waste principles throughout our business practices.

Our Actions

In Our Operations

We are proud to have diverted 94% of waste from landfill and incineration across our distribution centers, meeting the Zero Waste International Alliance definition of zero waste.¹ Many efforts contributed to this milestone, including our FY24 initiative to replace fluorescent lights with longer-lasting LED lights at two of our North Carolina distribution centers, which will reduce the volume of fluorescent lights disposed of by 6,300 pounds annually. We expect to maintain at least a 90% diversion level and seek ongoing improvements in waste diversion and reduction at all facilities. Our Waste Working Group has established partnerships in several regions to support our waste diversion efforts. This includes piloting and partnering with new recycling vendors globally to identify higher value uses for our excess materials. We also prioritize disposition methods that extend the life of our products with donations and employee sales as a first option.

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 approximately 13,000 pounds of fabric diverted from landfill in FY24. We have also implemented composting at our corporate headquarters in New York City, which resulted in keeping over 20 tons of organic waste out of the landfill in FY24.

Packaging

In FY24, we continued to make progress toward our sustainable packaging goal, including:

- Beginning a shift to 100% recycled plastic fasteners, which will continue in the coming years

¹Using 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.

79%

of our total packaging volume met at least one of our sustainable packaging criteria in FY24 — compared to 73% in FY23

EXCESS INVENTORY MANAGEMENT PRINCIPLES

These principles guide our approach to limiting excess inventory and maximizing waste diversion across our value chain.



- Transitioning to alternatives for much of our lock, seal and string volume that contain recycled materials and FSC-certified paper
- Making our adult clothing hangers from 80% or more recycled content

We also continued piloting paper-based alternatives to polybags used in North American Polo Retail Outlets and e-commerce, and kicked off work to begin phasing out polyvinyl chloride (PVC) in our packaging. Of our total packaging volume, 79% met at least one of our sustainable packaging criteria in FY24, compared to 73% in FY23.

WASTE GENERATED AT OUR FACILITIES

	METRIC TONS	DIVERSION RATE
Distribution Centers	6,945	94%
Stores	2,484	84%
Offices	619	63%
Total	10,048	89%

Managing Excess Inventory

Our Excess Inventory Management Principles continue to guide our approach for limiting excess inventory and maximizing waste diversion. Through our Fabric First Initiative, we are focused on decreasing lead times in production, allowing us to keep our orders as close as possible to market demand. In FY24, this initiative helped increase flexibility in our supply chain, resulting in significant waste reduction. We also continued to prevent excess by decreasing the amount of product purchased specifically for sale at Polo Retail Outlets and increasing the amount of product originally offered through other channels (e.g., wholesale) for sale at Polo Retail Outlets.

In FY24, we tested our new predictive buying model, an AI-driven purchasing tool that allows for more accurate forecasting, in our European stores. Based on the success of this pilot, we plan to continue scaling its use to an expanded range of categories and markets over time, allowing us to forecast demand more accurately, so we can reduce overproduction and lessen excess inventory.

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

Chemical Management

COMMITMENT

We are committed to using safer and more sustainable chemicals throughout our business to address their human and environmental impact¹



84%

Of chemicals reported in Tier 1 manufacturing facilities conform to the MRSL

Our Approach

We monitor and reduce hazardous chemical use and discharge, as we are committed to using safer and more sustainable chemicals throughout our business to address their human and environmental impact. We view chemical management as a continuous and collaborative effort to ensure there is no intentional use and discharge of hazardous chemicals in our industry's collective supply chain. The chemistries and chemical applications in our industry continue to develop and evolve. In FY24, in keeping with the industry-wide developments, we enhanced our chemical management strategy, developed more targeted impact measurement and implemented broader integration into our business.

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.

Our Actions

Zero Discharge of Hazardous Chemicals Programme

Ralph Lauren is a signatory in the [Zero Discharge of Hazardous Chemicals \(ZDHC\) Programme](#), a sector-wide 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. Since 2020, we have adopted the [ZDHC Manufacturing Restricted Substances List \(MRSList\)](#) 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 safer, MRSList-conformant alternatives.

The MRSList and the industry's collective work in sustainable chemicals management continues to evolve. 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 FY24, we continued expanding our visibility into chemical products used in our manufacturing supply chain, as well as their conformance status with the MRSList. We currently have visibility into chemical inventories of our Tier 1 manufacturing facilities representing 91% of our business volume, compared to 79% in FY23. Of the chemicals reported, 84% conform with the

¹In FY24, we established a new commitment for chemical management to replace our previous goal ("Eliminate the use of hazardous chemicals in our supply chain by 2025"), to align with the industry-wide shifts towards a more holistic chemical management approach — prioritizing safety, sustainability and continuous improvement.

CHEMICAL INVENTORY VERIFICATION

The quality of MRSL conformance data for chemical products used in our manufacturing supply chain depends on the accuracy and completeness of the chemical inventory uploaded by our suppliers. In FY24, we piloted ZDHC's chemical inventory verification methodology, including an additional step to verify the commodity chemical products used in our supply chain. Thirty-six finished goods facilities with wet processing were nominated to the pilot, and the result showed that 100% of them achieved an overall pass result, with an average of 96% of chemical products verified as compliant with the ZDHC standard.

MRSL. In our Tier 2 supply chain, we have chemical visibility on 63% of our woven, knit and sweater core fabric business volume. Additionally, 94% of the chemicals reported conform with the MRSL. We are working closely with suppliers to achieve full MRSL conformance by the end of 2025 and beyond.

In addition to ensuring chemical transparency and MRSL conformance, we evaluated the operational aspects of chemical management at the facility level using the Chemical Management section in the Higg FEM. In FY24, our Tier 1, Tier 2 suppliers and subcontracted facilities achieved average scores of 26, 28 and 28 points, respectively.

To guide and align our efforts to eliminate the use and discharge of hazardous chemicals with the industry's standards and best practices, we implement the ZDHC MRSL Wastewater Guidelines which 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.

While the wastewater test is only a snapshot of the effluent quality of the facility, we require annual testing at a minimum, which 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 phase out at the facility level. In FY24, 86% of our Tier 1 facilities and 59% of our Tier 2 core fabric facilities by business volume, have performed the wastewater test in accordance with the Guidelines. Of all the facilities that performed the test, 72% are in compliance with the ZDHC requirements, and out of the substances screened 99.7% comply with the ZDHC standard.

Eliminating Priority Chemicals

We currently ban the intentional use of the following:

- **PFAS** (per- and polyfluoroalkyl substances) in water repellent / resistant fabrics. PFAS have been incorporated into our product testing manual to ensure product compliance with our [RSL standard](#).
- **PVC** (polyvinyl chloride) in all materials and prints. PVC has been incorporated into our product testing manual to ensure that our prints are not PVC-based.
- **PP** (potassium permanganate) in our denim washes. We are on track to phase out the use of PP spray in non-denim products as well.

Biodiversity

2024 GOAL

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



Our Approach

As ecosystems and species are increasingly threatened, we are committed to leveraging science and globally recognized frameworks to understand and address our key impacts on nature 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 causes of nature loss

We have begun work to establish a strategy and goals in alignment with **Science Based Targets for Nature**. Our approach will be integrated and built upon our existing initiatives in areas such as climate change and water stewardship. Biodiversity impacts all aspects of our value chain, so as we continue on our nature strategy development journey, we will seek to engage our supply chain partners in our goals and initiatives.

Our Actions

In FY24, we began leveraging the Science Based Targets (SBTs) for Nature methodology to shape our biodiversity goals and strategy. Through our engagement with Quantis, a leading environmental sustainability consultancy, we conducted a formal assessment of our nature-related impacts.

Specifically, we completed Steps 1 and 2, which included conducting a fashion and retail sector materiality assessment, determining where we have the greatest impact within our value chain given our material use, and prioritizing the areas of highest nature impact. Following the SBTs for Nature methodology, our assessment took a location-specific and commodity-specific approach, examining the most pressing nature issues for us — which include water quantity, water quality, soil pollution, land use change, land use and biodiversity — as well as identifying key raw materials to prioritize, in particular cotton and cashmere.

Looking ahead, we will leverage findings from Steps 1 and 2 to inform the development of a comprehensive nature strategy and goals that will cover impact areas such as water, land use and ecosystem engagement.



OUR BIODIVERSITY JOURNEY

Using the SBTs for Nature methodology we are shaping our nature goals and strategy.

- 1 ASSESS
 - Step 1a: Conduct a fashion and retail sector materiality assessment
 - Step 1b: Understand impact location throughout Ralph Lauren's value chain
- 2 PRIORITYZIE
 - Identify Ralph Lauren's influence on the value chain
 - Prioritize areas of highest nature impact
- 3 SET TARGETS
 - Model selection through stakeholder consultation
 - Measure baseline values
 - Set target
- 4 ACT
 - Avoid
 - Reduce
 - Restore & Regenerate
 - Transform
- 5 TRACK
 - Monitor
 - Report
 - Verify

Addressing Deforestation

Deforestation and land conversion are key drivers of biodiversity and habitat loss. For a third year, we purchased [Impact Partnership Incentives](#) through the Textile Exchange Leather Impact Accelerator (LIA). Impact Partnership Incentives 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 within three years and have their farms third-party verified as deforestation / conversion-free annually. In FY24, our support for LIA helped to empower eight cattle farms in Brazil to work towards achieving Textile Exchange's benchmarked standards for animal welfare and zero deforestation.

Partnerships and Engagement

Our business, industry and the communities we are a part of depend on healthy, well-functioning natural ecosystems. A key aspect of our sustainable materials and biodiversity strategy is to pioneer, foster and scale impact through industry partnerships and engagements. We continue to actively engage with The Fashion Pact's biodiversity pillar, which is focused on supporting members with developing biodiversity strategies aligned with SBTs for Nature, identifying pathways for reducing nature impacts of key materials and driving collective action at the landscape level.



Champion Better Lives

Shaping a business that is timeless means building relationships that stand the test of time and focusing on causes and actions that simultaneously benefit our communities, our teams and our Company. That's why we're committed to helping people thrive today and building a brighter future for tomorrow.

EXPLORE THIS SECTION

- 46** DIVERSITY, EQUITY & INCLUSION
- 53** EMPLOYEE WELL-BEING
- 56** COMMUNITY ENGAGEMENT & PHILANTHROPY
- 69** RIGHTS & EMPOWERMENT IN THE SUPPLY CHAIN

Diversity, Equity & Inclusion

ONGOING

Reach 87% favorability on responses to “Ralph Lauren is committed to diversity and inclusion in the workplace” in the employee survey

Reach 80% favorability on responses to “my manager champions diversity and psychological safety” in the employee survey

Ensure at least one person of color (U.S. only) and one female candidate interviewed for 80% of VP-level and above open roles

Ensure at least one minority business enterprise or female supplier included in 50% of open requests for proposal



Our Approach

Our Purpose, *to inspire the dream of a better life through authenticity and timeless style*, drives us to create a culture of diversity, equity, inclusion and belonging inside our Company and throughout the communities we serve. Our Diversity, Equity & Inclusion (DE&I) strategy consists of three pillars — talent, engagement and education — and is designed to create a culture of belonging, attract and retain diverse talent and offer opportunities that enable all people to thrive.

RECOGNITION

Global:

Forbes

World's Best Employers 2023

Best Employers for Women 2023

Best Employers for Diversity 2024



North America:

Parity.Org

2023 Best Companies for Women to Advance®

2023 Best Companies for People of Color to Advance®



Newsweek

America's Greatest Workplaces 2023

America's Greatest Workplaces for Women 2023

America's Greatest Workplaces for LGBTQ+ 2023

America's Greatest Workplaces for Diversity 2023 & 2024



Australia:

Great Place to Work®

Best Workplaces™ for Women



Korea:

Prime Minister's award for

“Excellent Gender Equality and Inclusion Culture”



85%

of employees believe Ralph Lauren is committed to DE&I in the workplace



SECOND CHANCE BUSINESS COALITION

In FY24, Ralph Lauren joined the [Second Chance Business Coalition \(SCBC\)](#), a cross-sector coalition of large, private-sector firms committed to expanding second chance hiring and advancement practices within their companies. The SCBC promotes the benefits of second chance employment and provides its member companies with resources to hire and provide career advancement to people with criminal records.

Our Actions

Employee Experience

Annually, we conduct an engagement and enablement survey to gain feedback from employees. In FY24, we established a new global goal related to the question we ask employees regarding whether people leaders “champion diversity and psychological safety,” and in FY24 we met our goal with responses 80% favorable. To understand employee sentiment related to DE&I, we also ask employees to react to the statement “Ralph Lauren is committed to DE&I in the workplace.” In FY24, responses were 85% favorable.

Talent

At Ralph Lauren, we are dedicated to cultivating a culture where every team member feels like they belong. Our mission extends beyond assembling diverse teams, it involves embedding the principles of inclusion and belonging into the fabric of our organization, ensuring these values are a top priority enterprise-wide and ensuring there are opportunities for all talent to elevate into our leadership ranks.

Early Career Talent

To enhance diverse representation within our early talent pool and ensure our early career talent reflects the communities we serve, we leverage two distinct talent pipelines — undergraduate and MBA students. As we deepen our partnerships with professional organizations and educational institutions, we have incorporated baseline criteria to focus our engagement with partners that align with our Company values, beliefs and business objectives. Examples of this include:

- Partnerships with 12 historically Black colleges and universities (HBCUs), via our Company and the Foundation, including scholarships, mentorship and development opportunities. For more information on our HBCU scholarships, see the [Community Engagement & Philanthropy](#) section of this report.
- Launching our UK-based internship program with [Rio Ferdinand Foundation](#) in FY24, allowing four emerging leaders to participate in a year-long internship with Ralph Lauren's teams. This supports our work together to create opportunities for young people to tackle inequality, achieve their personal potential and drive social change.
- Membership in 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.



UK BLACK BUSINESS WEEK

In October 2023, Ralph Lauren sponsored **U.K. Black Business Week** for the second consecutive year, an event that unifies Black professionals and entrepreneurs throughout the United Kingdom. The Company was the sole retail apparel event sponsor and hosted an on-site booth dedicated to networking and recruitment.

Global Mentorship Program

Our Global Mentorship program supports employees with their professional development and career journey at Ralph Lauren. In FY24, our global applications increased by approximately 60% with the quantity of mentorship pairings increasing by around 40% with about 30% of participants belonging to an **Employee Impact Group**. This program offers a journey designed to elevate leadership through a strategic focus on three foundational pillars: skills and capabilities, mindset and networking. Tailored for professionals at every career stage, these three distinct learning programs cater to diverse backgrounds and experiences.

Pay Equity

We take a proactive approach to workplace equity and continually monitor our compensation and employee development programs to ensure fairness. In FY24, we expanded our partnership with an independent firm to analyze our employee compensation based on gender, race and ethnicity to ensure pay equity and to also include analyses of movement within the Company to assess employee opportunity.

We conduct pay equity analyses of employees performing work with similar skills, effort and responsibility to identify and correct, if identified, any statistically significant relationships between gender and pay and/or between race and ethnicity and pay. Our review of our employees' compensation includes 100% of our global population.

We also conduct precision analyses of representation and promotions to identify any negative patterns and determine if corrective actions are needed to ensure fairness of movement within the Company.

Opportunities for advancement are posted both internally and externally. In addition to the steps we take to analyze pay equity and employee opportunity, and to continue to deliver on our commitment of achieving 100% pay equity, we will ensure we use data-informed insights and actions to:

- Ensure all hires and pay changes (merit, market adjustments, promotions, transfers) are equitable year-round
- Increase transparency around pay and opportunities





PIN OF SOLIDARITY

Created by Ralph Lauren's Black & African American EIG, the Pin of Solidarity is a tangible, evergreen symbol of allyship and solidarity with Black, African and African American communities.

To honor the pin's purpose and recognize shared values between both organizations, Ralph Lauren has donated 100% of the profits from sales of the pin in Europe since June 1, 2023, to the [Rio Ferdinand Foundation](#), which creates opportunities for young people to tackle inequality, achieve their personal potential and drive social change.

Since its original launch in fall 2021, Ralph Lauren's Pin of Solidarity has helped support the [UNCF Ralph Lauren Scholarship program](#) in the United States and various regional beneficiaries working to create avenues for access within the retail industry and beyond, beginning with education.

Engagement

In line with our efforts to create an environment of belonging, we are focused on enabling open dialogue by amplifying all voices and emphasizing psychological safety through cultural awareness events and structured programming.

Employee Impact Groups

Ralph Lauren's Employee Impact Groups (EIGs) harness the talent, connectivity and passion of our employees around the world to help create an inclusive and diverse company culture. With 12 global and regional EIGs, as well as 19 local EIGs representing specific geographic areas, our mission is to 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

In FY24, we saw an increase in EIG membership globally. We also established sponsors and co-chairs for every EIG and our five global EIGs expanded into our Japan, Korea and Australia regions, with over 200 employees joining as members.

“

I'm filled with gratitude to work for a company that has seen and proactively supported LGBTQIA+ communities throughout my nearly 40-year tenure with Ralph Lauren. With passion and creativity, our #RLPride EIG aspires to create an environment that is supportive and welcoming to all — from the meaningful conversations we share with guest speakers to volunteering with organizations like AIDS Walk New York and beyond.



—CHARLES FAGAN

Chief of Staff to Ralph Lauren, Head of Hospitality and Executive Sponsor of the #RLPride EIG

”



Elevating Our Communities

Ralph Lauren makes a conscious effort to celebrate the many communities that make up our diverse global workforce and the consumers we serve. Internally, many of these efforts occur during designated heritage and awareness moments, supported by our EIGs. Our robust programming includes speaker series, employee panels, educational forums and “Powerful Perspectives,” which are management-led conversations focused on different DE&I topics across the globe.

Externally, we support and partner with organizations and initiatives that elevate communities and promote equality and social justice. In FY24, this included partnering with [Fashion For All Foundation](#) as a brand partner for their Bridge To Basel competition. We made a \$50,000 donation for their work to assist, educate and support minority students who are pursuing careers in the creative, art and fashion industry with the tools and information about Art Basel and the inner-workings of the art industry.



#RLPRIDE

Ralph Lauren and the Foundation have been proud supporters of LGBTQIA+ communities for more than 30 years. Building on our year-round employee programming about topics important to LGBTQIA+ communities, our [2023 Pride campaign](#) focused on celebrating love stories. Ralph Lauren proudly partnered with *British Vogue* to champion love in every form with beautiful stories about romantic partnership, friendship and self-love from five LGBTQIA+ individuals. In 2019, Ralph Lauren began our partnership with [Stonewall Community Foundation](#), which makes strategic investments in communities through an international network of change-making LGBTQIA+ organizations, touching many different community needs. In FY24, the Company was proud to continue that partnership through corporate and customer donations.

To learn more about other philanthropic partnerships that support LGBTQIA+ communities visit [The Ralph Lauren Corporate Foundation](#) section of this report.

31,500+

Employee DE&I Learning Hours
in FY24

OPEN-SOURCE LEARNING

Through a partnership with The State University of New York (SUNY), we continue to share our comprehensive DE&I curricula including:

- “Includership” Foundations eLearning
- Difficult vs. Uncomfortable Conversations Learning Capsule
- Disability Learning Capsule
- Pride Learning Capsule

Our learnings are designed to foster understanding, promote inclusivity and address biases within our organization. As we open sourced this curriculum, our educational content will be customized to resonate with the 1.3 million students attending SUNY’s 64 colleges and universities. This exercise will allow Ralph Lauren to benefit from SUNY’s insights on the adaptation and deployment of this content while students will benefit by gaining the knowledge and skills to foster a more inclusive and respectful environment.

Disability 360

At Ralph Lauren, we are committed to respecting and supporting people with disabilities. In FY24, we launched Disability 360, an enterprise-wide equity strategy that supports people with disabilities across six focus areas:

- Accessibility
- Education
- Product
- Partnerships
- Marketing
- Talent

We are launching this strategy in phases, with the first phase focused on offering education opportunities to employees, developing relationships with organizations that can help guide us on our journey and learning how we can best support communities with disabilities. In FY24, as part of this first phase, we:

- Created an Inclusive Design Toolkit to embed inclusivity, accessibility and functionality in our products and consumer shopping experiences. This includes opportunities for simple product additions and integrations, and sample adaptive fashion styles that could be designed.
- Launched a global Disability Learning Capsule, which provides employees with self-directed learning and is a support resource for our Disability Equity EIG.
- Partnered with internal global teams to conduct audits of our North America stores to ensure accessibility for employees and customers.
- Improved the accessibility of our e-commerce website with the Web Content Accessibility Guidelines 2.1 AA Standards in North America and Canada, including an audit of our mobile app.

Education

We are continuing to refine and deploy a structured DE&I curriculum internally with an emphasis on accountability for people leaders, while also advocating for equitable access to education for all.

Learning Programs

Our Company is made up of a truly global population, and we value the varied perspectives our employees bring. We aim to build a culture centered around trust, inclusivity and belonging, supported by training and education. As part of this, every Ralph Lauren employee has an annual learning goal that includes participating in at least five hours of DE&I learning. In FY24, we introduced three new DE&I learning programs, including our Pride Learning Capsule, our Disability Learning Capsule and Cultural Awareness Fundamentals.

Representation Across Ralph Lauren

EMPLOYEES BY GENDER

	FY24	FY23	FY22	FY21
--	------	------	------	------

ALL GLOBAL EMPLOYEES

Female	64%	64%	64%	64%
Male	36%	36%	36%	36%
Non-binary¹	.02%	—	—	—

NEW HIRES

Female	59%	54%	59%	58%
Male	41%	46%	41%	42%
Non-binary¹	.08%	—	—	—

LEADERSHIP¹

Female	51%	50%	50%	48%
Male	49%	50%	50%	52%
Non-binary¹	0%	—	—	—

BOARD OF DIRECTORS

	FY24	FY23	FY22	FY21
% of the Board that is female	38%	38%	33%	31%
% of the board that is Racially/Ethnically Diverse³	23%	23%	17%	15%

51%

of Ralph Lauren's leadership roles
are held by women

¹ Data on non-binary employees not available before FY24

² Employees who identify with one or more non-white groups

³ Employees who identify with two or more racial or ethnic groups

⁴ VP-Level and above

EMPLOYEES BY RACE/ETHNICITY

	FY24	FY23	FY22	FY21
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ALL U.S. EMPLOYEES

American Indian or Alaskan Native	0.5%	0.4%	0.5%	0.4%
Asian	8%	8%	7%	8%
Black or African American	23%	26%	27%	24%
Hispanic or Latino	22%	23%	24%	23%
Native Hawaiian or Pacific Islander	0.4%	0.4%	0.5%	0.4%
White	31%	33%	33%	38%
All Diverse Talent²	57%	61%	62%	59%
Two or More Races³	3%	3%	3%	3%
Undeclared	12%	6%	5%	3%

NEW HIRES

American Indian or Alaskan Native	0.8%	0.4%	0.6%	1%
Asian	7%	6%	6%	4%
Black or African American	25%	27%	30%	31%
Hispanic or Latino	24%	25%	26%	21%
Native Hawaiian or Pacific Islander	0.4%	0.5%	0.4%	1%
White	23%	24%	25%	34%
All Diverse Talent²	61%	64%	67%	62%
Two or More Races³	4%	5%	4%	5%
Undeclared	16%	12%	8%	4%

LEADERSHIP⁴

American Indian or Alaskan Native	0%	0%	0.5%	0%
Asian	7%	8%	8%	9%
Black or African American	9%	9%	9%	7%
Hispanic or Latino	5%	4%	3%	3%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
White	75%	74%	77%	78%
All Diverse Talent²	21%	22%	21%	19%
Two or More Races³	0%	1%	0.5%	0%
Undeclared	4%	4%	2%	3%

Employee Well-being



Our Approach

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.

Our Actions

Employee Programs

We provide resources to support each employee's health, well-being and quality of life. Our global wellness program provides access to benefits such as flexible work arrangements, sabbaticals and other support mechanisms. This program includes our app-based support tool, Thrive Global, a leading behavior change technology company providing personalized and on-demand health and wellness resources. In FY24, we encouraged the use of the app through targeted internal communications, which included integrating it within our Microsoft Teams platform and hosting nine live webinar events that attracted over 800 attendees. The integration resulted in a 68% increase in users, over 100,000 individual daily check-in responses from 4,600 unique responders, and a 73% employee engagement rate.



MENTAL HEALTH FIRST AID

Mental Health First Aid is an early intervention public education program from the National Council for Mental Wellbeing. In FY24, Ralph Lauren rolled out a pilot of this program to a dedicated group of employees, with future plans to expand across the broader organization.

The program teaches participants how to recognize the signs and symptoms of a potential mental health challenge, how to listen and provide reassurance, and how to refer an individual to appropriate professional support and services when needed.

Employee Benefits

The Ralph Lauren benefits program aims to support employee well-being, individual life choices and priorities. From medical benefits to our employee assistance program, family planning, retirement plans and more, we offer comprehensive options that are flexible to our employees' individual needs and preferences.

Employee Learning and Development

In FY24, our commitment to nurturing employee growth and development remained steadfast. We provided a comprehensive suite of development programs catering to all career levels. Alongside continuous on-the-job training, development and coaching, our employees benefited from enhancing skills via our Ralph Lauren Learning platform.

The RL Learning Academy, our professional development program for all employees, continued to bolster our management and leadership development initiatives. Additionally, we increased our focus on practical knowledge building and employee empowerment from resources like product knowledge materials and immersive learning capsules addressing LGBTQIA+ and Disability inclusion in the workplace. We further improved our onboarding process for employees by introducing comprehensive guides tailored to both people managers and individual contributors, along with immersive brand experiences.

These initiatives not only serve to empower our employees but also underscore our commitment to cultivating an inclusive workplace culture. By equipping our team with the necessary tools and insights for professional growth, we facilitate career progression and strengthen our employees' alignment with our Company values, vision and Purpose.



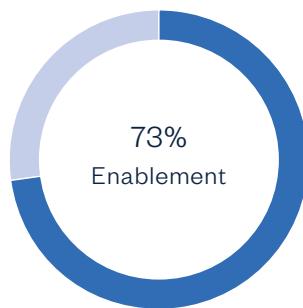
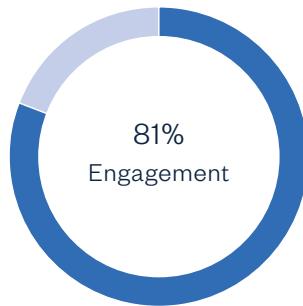
360K+

Learning Hours in FY24

480K+

Learning Instances in FY24

RALPH LAUREN ACHIEVED:



2024 BENEFITS ENHANCEMENTS

Family-Focused Benefits: We understand that everyone has unique needs when it comes to caring for and growing their families. In FY24, we:

- Extended our paid parental leave policy to six weeks to better support employees welcoming the birth, adoption or fostering of a new child.
- Launched a new digital platform in the U.S., through Maven, which provides 24/7 virtual care and resources for family building, pregnancy, postpartum, parenting and menopause.
- Expanded coverage in the U.S. of the lifetime maximum for fertility benefits, including storage and donor costs.

LGBTQIA+ Benefits: We also recognize the unique needs of LGBTQIA+ individuals and are committed to providing tailored benefits and resources that affirm the experiences of our LGBTQIA+ employees. To that end, we launched our LGBTQIA+ Inclusive Care Guide in the U.S., a tool that raises awareness to benefit information tailored to these communities like gender-affirming care, adoption and surrogacy resources, mental health support and more.

Employee Engagement and Enablement Scores

We aim to create a work environment that supports all our employees and enables them to thrive. To that end, we conduct an employee engagement and enablement survey annually to gain feedback for continuous improvement.

Engagement is based on four questions related to pride in the Company, a sense of personal accomplishment and intent to stay. Enablement is based on six questions related to sense of belonging, environment efficacy, tools and resources, skills and abilities and achieving career goals. Ralph Lauren achieved 81% Engagement and 73% Enablement scores in FY24.

Community Engagement & Philanthropy

2025 GOAL

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

3 GOOD HEALTH AND WELL-BEING



OUR IMPACT IN FY24

\$12.6M+

combined FY24 contributions from the Company and the Foundation¹

294K+

Product donations²

10K+

Company employee volunteer hours in local communities around the world

Our Approach

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. The two main drivers of our giving efforts are the Social Partnerships and Philanthropy department within the Company and The Ralph Lauren Corporate Foundation (the Foundation), a distinct charitable entity established in 2001.

The Company and the Foundation both invest in communities through donations, collaborating with nonprofits and empowering employees to support 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, often working together to scale impact in the communities we serve.

Social Partnerships and Philanthropy

Our Company takes a shared-value approach — focusing on causes and actions that create simultaneous positive impacts that benefit our communities, our teams and our Company. The SPP department seeks to make the dream of a better life a reality through strategically aligned relationships, partnerships, initiatives and volunteering that make a positive, sustainable community impact through four key areas.

SOCIAL PARTNERSHIPS AND PHILANTHROPY IMPACT AREAS



Wellness &
Prevention



Citizenship &
Sustainability



Education
and DE&I



Ralph Lauren Gives
Back & Community
Resilience

¹ Includes the Company's Social Partnerships & Philanthropy department and The Ralph Lauren Corporate Foundation donations.

² North America product donations.

ROYAL MARSDEN PARTNERSHIP

For over a decade, the Company has supported [The Royal Marsden Cancer Charity](#) in London, opening The Ralph Lauren Centre for Breast Cancer Research in 2016. In FY24, we celebrated the opening of the Ralph Lauren Research Wing in the Oak Cancer Centre, which brings together over 150 researchers working across cancer types to speed up progress for the benefit of patients globally. Additionally, Ralph Lauren employees in the U.K. are deeply connected to the organization, annually raising funds for Royal Marsden through Pink Pony activities.

Wellness & Prevention

We promote the health and wellness of our communities through financial support and by collaboratively developing programs for education, advocacy and access to health care.



Pink Pony

Pink Pony is the Company's worldwide initiative supporting the fight against cancer, focused on programs for research, screenings, early diagnosis, treatment, education and patient navigation through the Foundation grants in the U.S. and Company donations around the world. In FY24, the Pink Pony employee fundraising campaign raised over \$250,000. We held 80 events globally, including 25 of our Pink Pony walks, which provide an opportunity for Ralph Lauren team members to come together to honor and celebrate those impacted by cancer. Each year, we walk through parks, shopping centers, distribution centers and other spaces in our local communities. For more about Pink Pony, visit [The Ralph Lauren Corporate Foundation](#) section of this report.

Citizenship & Sustainability

We work with our Sustainability teams to recycle, repurpose and donate to extend the life cycle of excess product. Through organizations like [Delivering Good](#) and [World Vision](#), we support community-based partners who provide high-quality garments to children, individuals and families in times of need, providing over \$24 million in product donations¹ in FY24 alone.

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Delivering Good is proud to partner with a company that consistently demonstrates its commitment to people, the planet and to doing good. Ralph Lauren's support of our mission for the last 15 years has had a profound impact on the lives of the many people we serve.



—MATTHEW FASCIANO

President & CEO, Delivering Good

”

¹ North America product donations.

THE RALPH LAUREN DESIGN SCHOLARS PROGRAM

In FY24, Ralph Lauren established a new Fashion Design scholarship program at Marist College that will award a student \$100,000 in scholarship funds over four years as we work together to increase educational opportunities for students in the fashion industry. The scholarship program will help remove financial barriers to a fashion education while providing important resources and support for aspiring designers.

The Ralph Lauren Design Scholars Program is focused on providing opportunities and access for students attending design school at Marist, creating pathways to creative careers. Starting with the 2024-25 academic year, the scholarship will include mentorship and development opportunities as part of the summer internship program held at Ralph Lauren's corporate offices.

Education and DE&I

Many of the Company's philanthropic programs support education for students, such as the [United Negro College Fund](#)'s scholarships that provide need-based and last dollar awards to students from system-impacted communities to complete their degree. We also provide scholarship support for students annually through our partnership with the Institute of American Indian Arts.

We support initiatives that galvanize our Employee Impact Groups (EIGs). For example, in FY24, sales from the Pin of Solidarity, created by Ralph Lauren's Black and African American EIG, supported the [Rio Ferdinand Foundation](#). More details can be found in the [Diversity, Equity and Inclusion](#) section of this report.

Ralph Lauren Gives Back and Community Resilience

The Company supports Ralph Lauren Gives Back, which is a joint program with the Foundation and empowers employees to volunteer in the communities in which they live and where Ralph Lauren does business.

Ralph Lauren Gives Back Volunteering Program

As part of this program, we celebrated four volunteer months throughout FY24, each tying to our impact areas. This included Earth Month in April, education and access in August, Pink Pony Month in October and Season of Giving from November 28 through December 31. With a shift back to in-person volunteering and events happening throughout the year, our employees contributed over 10,000 volunteer hours to charitable organizations globally in FY24.

Ralph Lauren Employee Matching Gift Program

Through the Ralph Lauren Employee Matching Gift program, employee donations 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 600 nonprofits across 18 countries.

Global Relief Efforts

The Company and the Foundation are proud to provide crisis support through organizations like [CARE](#) and [American Red Cross](#), and amplify RL employees' personal contributions by matching and double-matching philanthropic donations in support of those affected. In FY24, the Company and the Foundation collectively provided financial and product donations to support global relief and emergency response efforts.

\$6.6M+

in giving from the Foundation

140+

nonprofits supported
through the Foundation

The Ralph Lauren Corporate Foundation

The Foundation works to make the dream of a better life a reality by championing equity and empowering underserved communities around the world. Established in 2001, the Foundation is committed to making a difference across its core areas of focus: supporting cancer care and prevention, protecting the environment, fostering advocacy and access and strengthening community resilience. It hopes to deliver meaningful change in its communities through its nonprofit collaborations, grant funding and volunteering programs.

RALPH LAUREN CORPORATE FOUNDATION

Cancer Care & Prevention

Founded in 2001, the Pink Pony Fund of the Foundation is our longstanding effort to support cancer-fighting organizations around the world. Through the Pink Pony Fund, we aim to reduce disparities in cancer care and prevention to help ensure that people in underserved communities have access to quality treatment at an earlier, more curable stage.

Protecting the Environment

The Foundation is committed to protecting the environment and taking collective action. It strives to make meaningful progress to protect our planet by partnering with organizations focused on local community needs, including safe water, adequate sanitation and proper hygiene and sustainable cotton production.

Advocacy & Access

Across its work in advocacy and access, the Foundation directly funds and fosters programs that champion DE&I initiatives, women's empowerment and health and wellness.

Community Resilience

Driven by our commitment to making the dream of a better life a reality, the Foundation works to lift up, empower and strengthen communities around the world. Whether it's donating toward relief efforts, supporting matching gift programs or encouraging employee volunteerism, Foundation-supported grants and projects aim to help communities-in-need build resiliency and thrive.

SUPPORTING THE JOHNS HOPKINS CENTER FOR INDIGENOUS HEALTH

With support from the Foundation, in spring 2020, the **Johns Hopkins Center for Indigenous Health** (JHCIH) launched a new initiative to address inequities in breast cancer morbidity and mortality among Native women in Chinle, AZ (Navajo Nation) and Whiteriver, AZ (White Mountain Apache). JHCIH and its community-based partners conducted a locally designed campaign to understand the barriers and facilitators to cancer care. Supported by the Foundation throughout the multi-year effort, the campaign highlighted an urgent need for community-based, culturally tailored interventions to improve breast cancer prevention and early diagnosis in these communities.

In 2023, the Foundation awarded an additional three-year grant to JHCIH. They leveraged this funding to develop a tablet-based intervention to improve mammography screening rates. The educational tool contains strengths-based messaging from local thought leaders and community members to ensure information and resources are shared to women in a culturally appropriate manner. The team is preparing to pilot test the intervention this fall.

Cancer Care and Prevention

Inspired by a friend's battle with cancer more than 30 years ago, Ralph Lauren made a personal commitment to do all that he could to contribute to the fight against cancer. Mr. Lauren's dedication inspired the Foundation to create the Pink Pony Fund, which aims to reduce disparities in cancer care and prevention to help underserved communities across the United States access quality treatment at an earlier, more curable stage.

Since its founding in 2001, the Pink Pony Fund has helped hundreds of thousands of patients in the U.S., primarily through establishing and funding patient navigation programs across the country.



CASE STUDY

Ralph Lauren Cancer Centers



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. This philanthropic pledge, the largest in the Foundation's history, will benefit institutions with a [National Cancer Institute designation](#). To date, the Foundation has funded three Ralph Lauren Centers and is collaborating with [Conquer Cancer Foundation](#) of the [American Society of Clinical Oncology](#) to select two additional grant recipients.

MEMORIAL SLOAN KETTERING RALPH LAUREN CENTER (MSK RLC) HARLEM, NEW YORK

For 20 years, [Memorial Sloan Kettering Ralph Lauren Center \(MSK RLC\)](#) 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 FY24, the Foundation supported MSK RLC's two primary programmatic and technological expansions: installing an ultrasound machine on site in Harlem and expanding the MSK Mobile Health Unit's footprint in the MSK RLC catchment area. Since opening in 2003, MSK RLC has received over 220,000 patient visits.

The recently installed ultrasound machine allows MSK RLC to offer full breast cancer screenings, in addition to the services of the Center's 3D mammography machine. This new technology will streamline care by eliminating the need for patients to travel to another facility, and will help to capture breast cancer in its early stages, when it is most treatable. In 2024 alone, MSK RLC projects they will perform nearly 500 ultrasounds.

The Memorial Sloan Kettering Mobile Health Unit is a community outreach and education program that travels across New York City providing general health and wellness information and critical information on accessing cancer screening tests, amongst other services. The Foundation's support has expanded the Mobile Health Unit's presence throughout New York City, increasing hours of operation and opportunities for New Yorkers to access preventative cancer screenings and treatments.

CASE STUDY (CONTINUED)

Ralph Lauren's North America leadership team visited the Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi to learn more about the center's services and impact on the Washington, D.C. community and beyond.

**RALPH LAUREN CENTER FOR CANCER PREVENTION AT GEORGETOWN LOMBARDI
COMPREHENSIVE CANCER CENTER | WASHINGTON, D.C.**

In April 2024, the [**Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center**](#) celebrated one year of offering expanded services in Washington D.C. Since its inception, the center has touched thousands of lives by delivering comprehensive cancer education, legal services, patient navigation and clinical trial enrollment.

Through its patient navigation and educational programming, the Center addresses four of the most prevalent types of cancer affecting communities in the District of Columbia: breast, colorectal, lung and prostate cancers. The Center also engages with the community through educational workshops, speakers and programs that are tailored to meet community needs. When necessary, the Center navigates patients across the continuum of care from diagnosis to treatment to survivorship.

“

We've seen a notable increase in community engagement because of the power of the Ralph Lauren name. In the end, the Foundation's support has had a multiplying effect in bolstering the services we offer and also in opening doors to the community.

**—DR. LUCILE ADAMS-CAMPBELL**

Founding Director, Ralph Lauren Center for Cancer Prevention at Georgetown Lombardi Comprehensive Cancer Center

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CASE STUDY (CONTINUED)



Dr. Chanita Hughes-Halbert, Director, Ralph Lauren Center at USC Norris (left) and Dr. Caryn Lerman, Director, USC Norris Comprehensive Cancer Center (right), announce the opening of Ralph Lauren Center for Cancer Prevention at USC Norris.

THE RALPH LAUREN CENTER FOR CANCER PREVENTION AT THE UNIVERSITY OF SOUTHERN CALIFORNIA, NORRIS COMPREHENSIVE CANCER CENTER LOS ANGELES, CALIFORNIA

Opening Fall 2024, **The Ralph Lauren Center for Cancer Prevention at USC Norris** will be our first center on the West Coast.

The Ralph Lauren Center at USC aims to improve access to high-quality cancer screening services and timely treatment for underserved communities throughout Los Angeles County, one of the most diverse counties in the nation. The Center will be led by Dr. Chanita Hughes-Halbert, PhD, a nationally recognized leader in cancer prevention and minority health research.

Located directly within the main USC Norris Cancer Center Hospital, the Ralph Lauren Center will integrate, synergize and expand community outreach and patient navigation to bridge the space between primary care (education and screening) and specialty care (follow up screenings and cancer treatment).

In line with the USC Norris Cancer Center's strategic priorities for cancer care, the Ralph Lauren Center will focus on addressing disparities in risk and outcomes for cancers of the cervix, breast, colon and lung.



Protecting the Environment

Our environmental sustainability efforts are supported by the Foundation through grants, partnerships and programs aimed at protecting our planet and providing access to critical natural resources. The Foundation supports environmental organizations focused on local community needs including sustainable cotton development, safe water access, adequate sanitation and proper hygiene solutions.

WaterAid

Since 2021, the Foundation has supported [WaterAid](#), a nonprofit organization with a focus on improving access to water, sanitation and hygiene (WASH). During this project, WaterAid significantly exceeded its goals by directly assisting over 6,500 individuals, surpassing the original target of 5,000. Additionally, WaterAid reached over 15,000 people indirectly through initiatives like the Water Quality Campaign, community awareness programs, and events such as World Water Day, Global Handwashing Day and World Toilet Day. In total, this project positively impacted nearly 22,000 individuals across 21 villages and six wards through various efforts, including enhancements to WASH infrastructure at both household and institutional levels, capacity-building programs and effective behavior change communication sessions.



DigDeep

[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.

In FY24, the Foundation committed to an additional three years of funding for the Project. With this support, DigDeep's team successfully brought clean, running water and safe sanitation to over 350 households in 2023. This happened through a suite of water and wastewater interventions including, Home Water System installations, mainline water connections, septic tank installations and cleanings, and bathroom upgrades. Additionally, DigDeep expanded the Navajo Water Project service area from 19 Chapters to 31 Chapters across the Navajo Nation.

CASE STUDY

U.S. Regenerative Cotton Fund



Through a grant from the Foundation, in 2021, the Soil Health Institute (SHI) created the [U.S. Regenerative Cotton Fund](#) (USRCF), a farmer-facing, science-based initiative that supports long-term, sustainable cotton production in the U.S., with the goal of eliminating one million metric tons of carbon dioxide equivalent from the atmosphere by 2026. The USRCF works to empower 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:



1. Standardizing soil measurement and goal setting
through the development of soil health targets

2. Establishing the business case
through analysis of soil health economics

3. Empowering farmer education
through soil health training

4. Building the regenerative movement
through impact assessment and communication

5. Creating a resilient future
through diversity, equity and inclusion programs

CASE STUDY (CONTINUED)



Data collected by the USRCF sampling team will help farmers across the U.S. Cotton Belt set achievable goals for improving their soil health with regenerative practices.

Last year, the USRCF made significant strides in increasing understanding and uptake of regenerative practices in U.S. cotton, while navigating key challenges and barriers to farm-level change. The Fund focused on:

Establishing Soil Health Benchmarks: Improving soil health is a key benefit to implementing regenerative practices, but measuring soil health can be complex and expensive for farmers. Through the USRCF, SHI has developed a simplified suite of key soil health metrics and resources, endorsed by the United States Department of Agriculture (USDA), to help farmers more easily understand how their soil health compares to that of their peers and what they can do to make improvements.

Incentivizing Farmer Participation: Shifting to regenerative agriculture practices is a significant undertaking for farmers which includes changing operations, investing in new supplies and taking risks with testing and learning. By expanding a grower's knowledge and understanding of their soils, farmers can make more informed decisions and beneficial management changes. In addition to educating farmers, USRCF continues to leverage analysis to demonstrate the economic benefit of transitioning to regenerative practices.

USRCF IMPACT

5.7M

acres had soil health benchmarks established

400+

locations collecting soil samples in Mississippi, Alabama and Georgia

108K

acres represented in USRCF economic analysis

300+

soil health reports issued

1,300+

growers and advisors engaged through training and events

7

states where USRCF soil health education programs are active

In 2023, after assessing 19 farms representing 108,000 acres in Texas, Georgia, Mississippi, North Carolina and South Carolina, researchers found farms implementing soil health management systems increased net farm income by an average of \$150 per acre in their cotton rotations.



Advocacy and Access

Through its advocacy and access work, the Foundation directs funds and fosters programs that champion DE&I, women's empowerment and health and wellness. For more information about the Company's work to support Education and DE&I, visit the [Social Partnerships and Philanthropy](#) section of this report.

Historically Black Colleges and Universities (HBCUs)

In 2021, the Foundation launched scholarship programs supporting HBCUs as part of its work to help create greater equity and access to education for all. 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 graduate. To date, this program has provided scholarships to 60 students across the United States. This donation is in addition to the Foundation's annual sponsorship of UNCF's National Walk for Education and works to amplify the mission of UNCF, in order to broaden the potential of positive outcomes for students, augmenting their chance to matriculate and enter the workforce successfully.

The Resilience Fund for Women in Global Value Chains

The [Resilience Fund for Women in Global Value Chains](#) (The Fund) is first-of-its-kind collaborative funding initiative bringing investors, like The Ralph Lauren Corporate Foundation, together with foundations and NGO partners, to invest in the health, safety and economic resilience of the women who form the backbone of global value chains. The Foundation became a founding supporter in 2021, and in 2022 and 2023 the Fund distributed trust-based, flexible grants to 33 women-led, grassroots organizations in India and Bangladesh. The Fund also designed and implemented a democratized participatory grantmaking approach that engaged a cohort of local feminist leaders in the process. This supported the Fund's expansion of investment to Southeast Asia, targeting Cambodia and Vietnam, providing more than \$2 million to 47 organizations in both regions.

HETRICK-MARTIN INSTITUTE PARTNERSHIP

A longtime ally of LGBTQIA+ communities, the Foundation has partnered with many organizations, most notably the **Hetrick-Martin Institute** (HMI) — 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 organization — giving LGBTQIA+ youth a chance to be a part of an affirming community while also receiving compassionate care.

In addition to providing meals, HMI offers its youth members free, high-quality mental health and social services, essential items 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

As a longstanding supporter of communities affected by HIV and AIDS, the Foundation contributes to initiatives that help raise awareness and bring attention to the epidemic, including:

- Funding research, education and advocacy initiatives, led by [amfAR](#), The Foundation for AIDS Research
- Providing access to services and care, as well as work to reduce the stigma globally, through the [Elton John AIDS Foundation](#)
- Honoring the more than 100,000 New Yorkers who have died of AIDS, as a sponsor of the [New York City AIDS Memorial](#)
- Supporting AIDS Walks by bringing together hundreds of Ralph Lauren employees, friends and family for awareness events in New York City and virtually, across the country

Community Resilience

The Foundation works to lift up, empower and strengthen communities around the world. Whether donating toward relief efforts, supporting matching gift programs or encouraging employee volunteerism, Foundation-supported grants and projects aim to help communities-in-need build resiliency and thrive. More information about community resilience can be found in the [Social Partnerships and Philanthropy](#) section of the report.

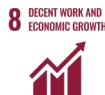


Rights & Empowerment in the Supply Chain

2030 GOALS

—
Make empowerment and life skills programs available to 250,000 workers across our supply chain by 2030

Ensure all strategic and key suppliers will have the capabilities and systems in place to deliver fair and timely compensation by 2030



Our Approach

We are committed to conducting our global operations ethically and with respect for the dignity of all people who make our products. To support this, we work with suppliers to build capabilities, empower workers and collaborate with industry partners for positive impact. Our comprehensive approach integrates risk assessments, monitoring, remediation, capability-building, stakeholder engagement, life skills programs and empowerment opportunities for factory workers.

Our Commitment to Respect Human Rights

Our Purpose — to inspire the dream of a better life through authenticity and timeless style — is grounded in a commitment to respect the human rights of all those connected to our global operations. This commitment is outlined in our [Human Rights Policy](#), which we updated in FY24 to strengthen our commitment, adding an explicit provision recognizing the important role of human rights defenders and the expectation that they are free from any threats, intimidation or similar adverse conduct. We implement this policy in our supply chain through human rights due diligence (HRDD) efforts that seek to identify, prevent, mitigate and remediate adverse impacts. We do so in alignment with the [Organization for Economic Co-operation and Development \(OECD\) Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#) and the [United Nations Guiding Principles](#). We continuously assess and evolve our approach to HRDD to align with best practices and regulatory and legislative developments.

In FY24, we worked with [Due Diligence Design](#), a responsible business conduct consultancy, on an alignment assessment against OECD due diligence guidance. We will use these findings to guide improvements to our policies and processes for respecting human rights across our value chain. For additional details, view our [Human Rights Disclosure](#).

Championing Factory Workers

Our approach to championing factory workers has three key focus areas: women's empowerment, life skills and wage management. Although these focus areas are each individually significant, they work together to represent a holistic approach to supporting and advancing factory workers, a majority of whom are women.



Our Actions

Women's Empowerment

In line with our broader Company efforts to support gender equality, we are committed to empowering women across our supply chain to have agency over their own lives and access to opportunities. To further this effort, we focus on three workstreams. First, we foster inclusive workplaces through training and education. Second, we amplify women's voices through gender-based surveys and effective grievance mechanisms. These two workstreams aim to help address some challenges that exist for women to advance and support our third workstream: creating leadership opportunities for women through career development and management support.

Reimagining Industry to Support Equality (RISE)

Since 2019, Ralph Lauren has partnered with [Business for Social Responsibility](#) (BSR) to sponsor [HERproject™](#), a collaborative initiative to empower women working in global supply chains through workplace-based interventions. In FY24, we completed several outstanding HERprojects, including HERfinance in Cambodia, HERhealth in Vietnam and HERessentials in India.

HERPROJECT™ HIGHLIGHTS

HERfinance in Cambodia	Following the interventions, on average, across two factories, the percentage of female workers who have a bank account registered under their name increased by six percentage points
HERhealth in Vietnam	Following the interventions, on average, across six factories, the percentage of female workers who know how to self-conduct a breast exam increased by almost 28 percentage points
HERessentials in India	Following the interventions, on average, across five factories, the percentage of female workers that know what a digital tablet is increased by almost 63 percentage points

RISE HIGHLIGHTS

In FY24, our partnership with RISE included three focus areas:

Working Groups: Participated in three working groups, Financial Health, Respect (tackling gender-based violence and harassment) and Women's Advancement.

Programming: Launched two RISE programs to build capability and train workers, including:

- RISE Digital in Cambodia: an app-based program that helps improve digital literacy and provides tools to improve health, financial, relationship and stress management
- RISE Respect in India: a comprehensive approach for preventing and remediating gender-based violence and harassment (GBVH) in the garment industry

Peer Learning: Nominated two suppliers (one in Indonesia and one in Vietnam) to join the Gender Equity Network, a social and peer group to explore gender equity issues in factories and the community.

“

It's critical for apparel companies like Ralph Lauren to understand and support the unique needs of the garment workers in their supply chains, which vary globally. In 2023 alone, Ralph Lauren helped RISE support almost 2,500 workers and make the case for further investments to support women workers in Guatemala. We look forward to continuing to scale our impact together in the years ahead.

—CHRISTINE SVARER

Executive Director, RISE



”

In 2023, HERproject™ became part of a new initiative called [Reimagining Industry to Support Equality \(RISE\)](#). RISE brought together the four largest women's empowerment programs in the apparel industry — HERproject™, P.A.C.E, Cooperative for American Remittances to Everywhere (CARE) and Better Work — to scale impact and accelerate equality for female workers in the global garment, footwear and home furnishings supply chains.

Better Work Indonesia Respectful Workplace Program

We recognize that discrimination, harassment and gender-based violence are salient human rights risks in the garment sector. To mitigate these risks, enable safe workplaces and support workers, in FY24, we participated in Better Work Indonesia's Respectful Workplace Program (RWP). The RWP is an initiative dedicated to creating safe, harassment-free workplaces by enhancing self-awareness of inappropriate behaviors, developing the capacity of factories to prevent and resolve such issues, and adopting a comprehensive approach that involves everyone from top management to line workers and trade unions.

The RWP's multifaceted training and outreach efforts are aimed at ensuring all employees understand, can identify and address inappropriate conduct, to foster ethical workplaces. The RWP uses a train-the-trainer model to cascade learnings across factory workers. We invited four factories making Ralph Lauren products to join this program. Better Work Indonesia is expected to conduct an impact survey across these factories later this year. A prior impact survey across other factories in the RWP found that participants thought attending the training helped to promote a respectful workplace and prevent sexual harassment. We hope to achieve similar results.



RISE DIGITAL IN GUATEMALA

Ralph Lauren cosponsored the pilot of RISE Digital (formerly HERessentials) in Guatemala, which concluded in FY24. The pilot had three objectives:

1. Complete a needs assessment
2. Adapt the RISE module and educational programming
3. Implement the RISE Digital program to learn and assess opportunities for expansion

RISE Digital is a six-month app-based learning program engaging workers on digital literacy, health, financial resilience and tools for building harmonious relationships and managing stress. The program also includes modules for managers on problem solving and workplace relations.

This pilot was a collaboration across three brands and included three participating factories, including one nominated by Ralph Lauren. Using a peer education model, RISE and its local partner, CARE, directly supported 100 workers from our nominated factory to become peer educators. The nominated peer educators then helped train additional workers. Between direct and indirect reach, over 500 workers were impacted at the nominated factory, 56% of whom were women.

Apparel Training & Design Centre

Last year, 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 established a pilot program to equip female factory workers with the interpersonal and technical skills needed for career progression in their sector. Selected participants attended training, which included soft skills focused on the importance of women in leadership, communication, time management, stress management, gender equality and the significance of health. Technical skills were also included in the training. Training results were then evaluated and each participant was provided with career progression options and guidance on how to achieve these goals.

The pilot program rolled out in FY24 to six factories with approximately 800 participants, ultimately impacting over 6,800 workers. We are currently assessing the program and making any necessary adjustments, with a plan to scale it beyond Ralph Lauren factories to maximize impact for the wider apparel industry in India.



Life Skills and Worker Engagement

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 organizations and specialists to implement programs that support workers.

Support for Digital Wages and Financial Literacy in Cambodia

Digital wage payments can increase transparency and reduce the potential for labor violations, among other risks and inefficiencies. To expand these benefits, in FY24 we continued our support for the transition to digital wages in Cambodia and the corresponding need for financial literacy. We nominated another two factories to participate in a joint project through the Textile, Apparel, Footwear & Travel Goods Association in Cambodia, Better Factories Cambodia (BFC) and the ILO Global Centre on Digital Wages for Decent Work (ILO Global Centre) on transitioning to digital wages. Factories in the program received training on responsible wage digitization, access to advisory support, tools for promoting financial literacy and assistance negotiating with financial service providers.

At the end of FY23, we had two factories participate in a financial education training-of-trainers program sponsored by BFC and the ILO Global Centre. The program intends to build local ILO-certified trainers to support financial education opportunities for workers. Certified trainers can then replicate learnings to their respective factories and others. The BFC and the ILO Global Centre also offered a program on financial literacy for garment workers and their communities in which we had one factory participate in FY24. This six-month program is intended to increase workers' knowledge of local digital financial products and offerings and support financial education.

South India Textile and Garment Supply Chain Project

By participating in the South India Textile and Garment Supply Chain Project initiative implemented by the local NGO [Social Awareness and Voluntary Education \(SAVE\)](#), we continued our efforts to educate and empower workers and their communities in the spinning and textile mills in Tamil Nadu. The SAVE program has a three-pronged approach to addressing the root causes and key actors in mitigating forced labor risks by focusing on the labor agents who recruit workers, the communities where workers originate and the spinning mills who employ them. For example, this past fiscal year, SAVE hosted a workshop on fair recruitment processes for human resource managers for factories in Tamil Nadu.

Through the SAVE program, nine resource centers were established in the community, providing education on financial and digital literacy, labor rights, reproductive health and nutrition and pre-departure training. As of FY24, over 1,500 workers directly benefited from the trainings offered by SAVE. To date, more broadly, over 24,000 current and prospective workers and their families have benefited from this project, with 70% being female.



136,000+

workers reached through our life skills and empowerment programs

Additionally, the program provides training and access to the This is My Backyard app, a platform for workers to raise grievances about any aspect of the employment process. All grievances are addressed in a multi-stakeholder approach through the suppliers with support of industry associations, SAVE and brand partners.

Worker Voice Surveys

Worker voice tools, such as surveys, allow factory 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.

In FY24, working with third-party providers Ulula and Labor Solutions, we launched a worker survey at seven factories across India, China and the Philippines to gather baseline data that will help identify opportunities for improving worker engagement and life skills training. In response to survey results, action plans were then created and are being implemented at each factory to address underperforming areas, such as worker stress, factory communication and financial needs. We are currently monitoring the implementation of action plans, including e-learnings focused on life skills training in some of the factories. Follow-up surveys are conducted about one year after the original survey to assess progress.

PROJECT SALAHE – IMPROVING ACCESS TO GRIEVANCE MECHANISMS

In a multi-stakeholder partnership led by InHub, Ralph Lauren participated in Project Salahe, which focuses on improving awareness and accessibility to grievance mechanisms.

In FY24, Ralph Lauren supported a technology-based intervention to enhance the grievance mechanism of a factory in India. Kiosks and display screens were set up and training was offered to workers to raise awareness about existing grievance channels with the collateral impact of improving digital literacy. This technology helps improve reporting and tracking of factory-level grievances and helps develop a better workplace culture through increasing management's visibility into existing issues. We look forward to following the results of this program and examining its potential to scale.



Wage Management

Ralph Lauren is committed to supporting workers in receiving fair compensation throughout our supply chain. With this, our Wage Management Strategy consists of five key modules of work to achieve a positive impact.

WAGE MANAGEMENT STRATEGY

Human Rights Due Diligence

Supplier Capability

Worker Engagement

Industry Collaboration

Ralph Lauren Internal Alignment

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.

We use our baseline wage level and wage management system data collection to inform areas of opportunity. Through that process, we identified opportunities to improve human resource and wage management systems, so in FY24, we focused on the following activities: strengthening wage management systems at the supplier and factory level and wage data collection and analysis.

Strengthening Wage Management Systems

To support suppliers in strengthening their wage management systems, we have further developed our Wage Management Assessment tool and incorporated it into a Human Resource Management (HRM) Playbook.

A reference guide and toolkit, the HRM Playbook provides suppliers with materials to help them understand HRM best practices and to assess, analyze and act to improve their own practices. We have developed a draft of the HRM Playbook and will pilot in FY25. We plan to roll these practical management tools out to strategic and key suppliers.



Wage Data Collection and Analysis

We utilize the [Fair Labor Association's \(FLA\)](#) Fair Compensation toolkit, which 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 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 factories. In FY24, we received over 130 Wage Data tools during our biennial wage data collection across 15 countries. We look forward to analyzing the data in FY25 and using it to inform our wage management programming.

LIVING WAGE PILOT¹

In FY24, the Fair Labor Association (FLA) conducted a living wage pilot with a supplier we work with in Vietnam. The pilot assessed purchasing practices, factory compensation systems and worker engagement opportunities to improve wages and workers' understanding of wage structure. The pilot resulted in analysis of the living wage gap, identification of best practices for factory compensation systems and training for managers and top management on living wages. Buyers were provided recommendations related to purchasing practices, sourcing strategies and impact analysis on wage improvements. We are incorporating the learnings from this pilot into our wage management strategy.

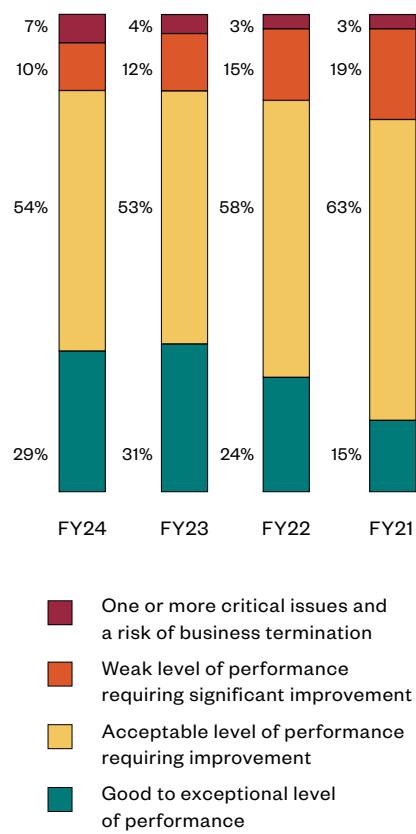
Assessments, Monitoring and Remediation

Our Global Citizenship team conducts human rights due diligence by scoping potential risks, preventing and mitigating those identified and remediating issues when found. Part of these efforts includes monitoring supplier compliance. This starts with our [Operating Standards \(OS\)](#), which communicate our expectations of suppliers. All new suppliers are assessed against these before we place an order with them.

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 strategy for managing, preventing and mitigating risks in our supply chain.

¹ The pilot was funded by the Initiative for Global Solidarity (IGS) implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and supported by the German Federal Ministry for Economic Cooperation and Development (BMZ). The Research Center for Employment Relationship in Vietnam was the local implementation partner with FLA.

FACTORY RATINGS

Our active factories receive 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. 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 FY24, we continued our adoption of SLCP to complement our social compliance assessment tools.

SOCIAL & LABOR CONVERGENCE PROGRAM (SLCP) PILOT

We believe that industry collaboration can help scale impact and increase progress, so we have been working with the SLCP and other brands to find a solution to support scaling their tool to small and upstream suppliers.

In FY24, we participated in a working group that conducted 37 joint assessments, including nine at factories in Italy and one at a factory in China from which Ralph Lauren sources. These assessments included educating subject matter experts on the process and benefits of SLCP, then getting factory buy-in to complete SLCP independently moving forward. Overall, responses from participating factories were positive, and SLCP will collect additional feedback through surveys and focus groups.

In FY24, we increased adoption of industry common assessment tools (both SLCP and Better Work) by factories representing 63% of our business volume in Tier 1. In general, we take a risk-based approach to our assessments to ensure we are prioritizing areas for action. We assessed 79% of factories supplying Ralph Lauren in FY24, representing 88% of our business volume. We also partnered with SLCP to further promote the tool to upstream suppliers through various education sessions and we increased the adoption of both SLCP and Better Work to fabric and yarn mill suppliers that made up about 61% of our core fabric business. These tools help us better identify the human rights risks in our supply chain. We were able to conduct 13% more assessments in FY24 than FY23. In addition, over the last two fiscal years, we have audited around 73% of active subcontractors.

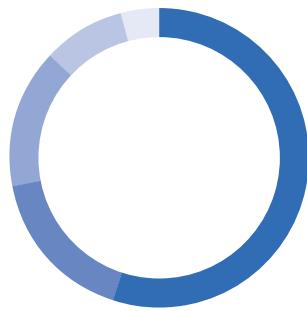
The most common category of nonconformance was health and safety (41%).¹ After reviewing nonconformance issues with suppliers, we agreed on corrective action plans and followed up to ensure issues were addressed in a timely manner. Approximately 1% of assessment findings revealed zero-tolerance issues.¹

¹ This data represents violations recorded between April 1, 2023 - February 29, 2024. This accounts for over 90% of violations data for FY24.

79%

of our factories were assessed in FY24, representing 88% of our business volume

TOP SUPPLIER NONCONFORMANCE BY CATEGORY¹



- **56%** Health & Safety
- **17%** Wages & Benefits
- **15%** Working Hours
- **8%** Other
- **4%** Legal & Ethical Standards

In addition to routinely conducted assessments, we initiate specialized assessments and deploy remediation tools or investigations based on actual or suspected risk. For example, in FY24 we received a grievance from a worker at a factory in Guatemala describing an ongoing issue with a supervisor's communication style, specifically yelling on the production floor. Upon receiving this grievance, we investigated and resolved the issue in collaboration with factory management. However, given the escalation to the [RL Hotline](#), we had concerns about how grievances were being managed by the factory, so it was important to assess the effectiveness of the operational-level grievance process. As such, we commissioned a third-party audit to focus specifically on the factory grievance mechanism and worker awareness via a grievance tracking exercise. Our follow-up actions are addressing workers' concerns and closing the gaps found in the grievance audit.

SUPPLIER ASSESSMENTS²

	FY24	FY23	FY22	FY21
Initial social assessments	81	132	124	56
Percentage of factories assessed	79%	81%	84%	63%
Number of assessments at Tier 1 factories	478	420	359	307
Number of subcontractors assessed	91	162	110	57
Assessments conducted by third party	217	369	392	312
Assessments conducted by Ralph Lauren	1	12	71	8
Assessments conducted by Better Work	68	84	83	67
Assessments adopted from SLCP³	192	124	—	—

CORRECTIVE ACTION STATUS¹



¹ This data represents violations recorded between April 1, 2023 - February 29, 2024. This accounts for over 90% of violations data for FY24.

² Assessments include both on-site and remote.

³ FY23 was the first year that we started adopting SLCP as part of our program.



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, 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

- 80** GLOBAL CITIZENSHIP & SUSTAINABILITY GOVERNANCE
- 83** ETHICS & COMPLIANCE
- 85** DATA PRIVACY & SECURITY

Global Citizenship & Sustainability Governance



Our Approach

Global Citizenship & Sustainability (GC&S) is integrated throughout all levels of our organization and is governed by our Board of Directors (the Board). Our Nominating, Governance, Citizenship and 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 before publication. We are committed to evolving our governance approach and procedures to ensure that our sustainability reporting adheres to current regulations and aligns with our financial reporting.

For more information on our corporate governance, please see our most recent [Proxy Statement](#).

Global Citizenship & Sustainability Collaboration

Global Citizenship & Sustainability Steering Committee

Senior leaders from functions and geographies across the Company meet regularly to prioritize our approach and strategically 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, the team leads sustainability strategy and coordinates programs and initiatives across the Company.

Partnerships

To fulfill our role as a responsible corporate citizen addressing 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 in the [Collaborating for Impact](#) section and by visiting our [website](#).



Board of Directors GC&S Responsibility

GC&S is an important element of our business strategy and the Board's strategic oversight. Board committees have responsibilities in the following areas related to GC&S:

Nominating Committee

- Oversees GC&S risks and opportunities via 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 GC&S risks as part of its overall Enterprise Risk Management review

Talent, Culture and Total Rewards Committee

- Considers key performance indicators in executive compensation decisions, including those related to GC&S

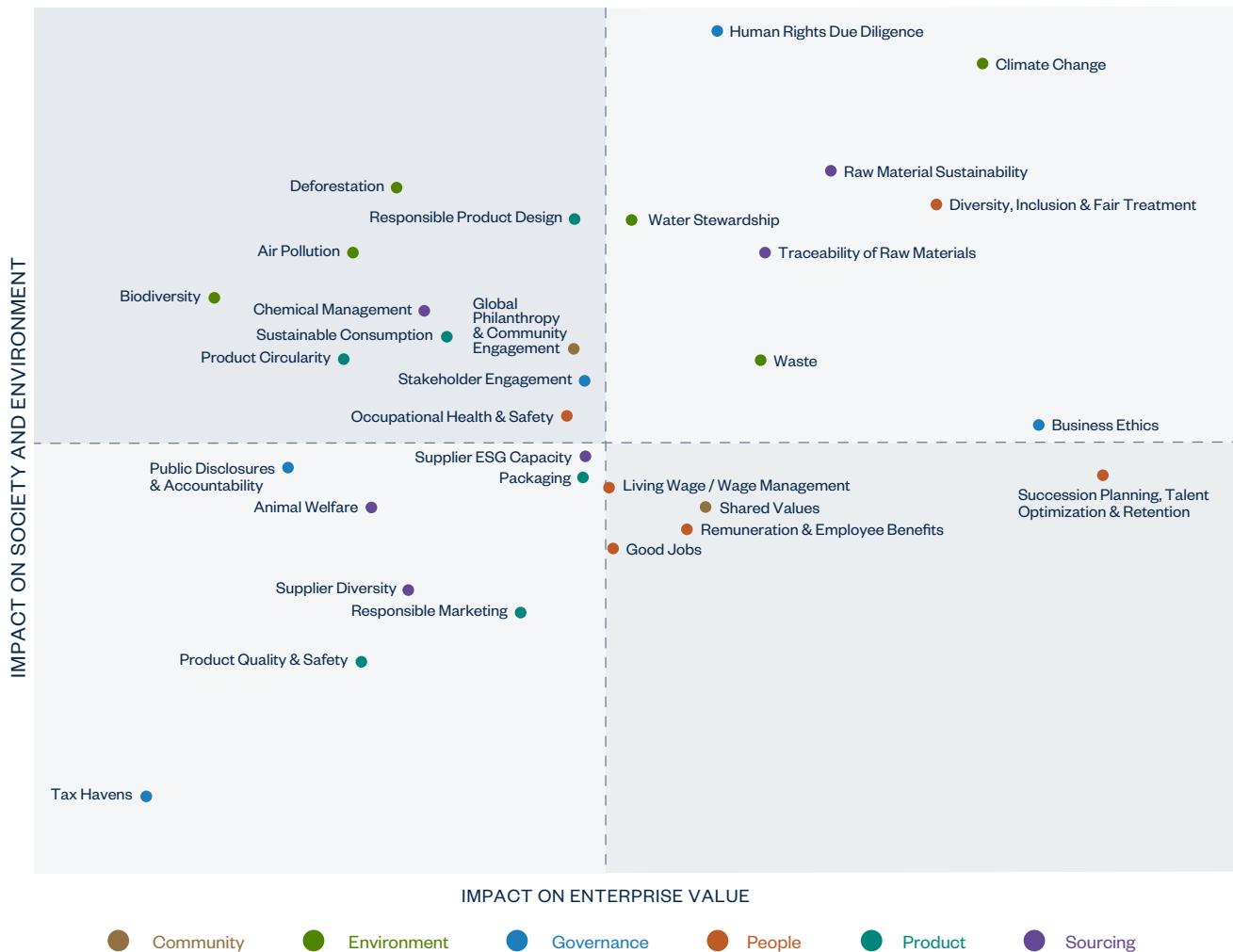


We conducted an updated double materiality assessment after this report was developed. Our FY25 report will share those results and our disclosures will be aligned with our new materiality assessment.

Materiality

Our GC&S approach is based on an 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.

The materiality assessment represented here was conducted in 2022 in partnership with the 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, geographies and levels of the organization.



Ethics & Compliance



POLICIES

Ralph Lauren's policies include, but are not limited to:

Code of Business Conduct & Ethics, which includes:

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

Human Rights Policy

Anti-Bribery and Corruption

Trading in Company Securities, including Insider Trading

For more information about these policies, visit our [website](#).

Our Approach

We are committed to uncompromising ethics and integrity and expect our employees, suppliers and partners to conduct business in compliance with applicable laws and regulations. To reinforce our expectations, we recently rolled out new compliance training and programming to all employees, which included annual training on our code of business conduct and ethics, workplace harassment, anti-bribery and corruption and data protection and privacy.

Governance

The Global Corporate Compliance Program is led by our Global Corporate Compliance Team. This team manages policy development and implementation as well as our efforts to monitor and enforce adherence to our policies, including through our Global Corporate Compliance Training Program. Our Chief Legal Officer and Secretary reports to the Audit Committee on an annual basis on our performance in this area.

Code of Business Conduct & Ethics

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. Training on the Code is provided to all employees during onboarding. Employees also receive annual training on our Anti-Bribery and Corruption Policy, Data Security and Privacy and our Workplace Harassment Prevention Program. For certain roles in the Company, additional training and compliance certification is required.





Global Anti-Bribery and 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 (“ABC Policy”), we perform due diligence on new suppliers, maintain controls and routinely monitor and audit suppliers for compliance with applicable standards. In 2023, we reviewed best practices related to ABC policies and updated ours to reflect this.

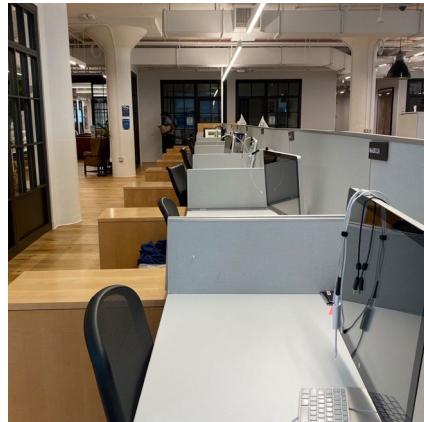
RL Hotline

We are committed to promoting an environment of open, honest communication in our workplace, with our customers and 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, online or via phone.

Each allegation and inquiry received through the RL Hotline is assessed to determine its impact and whether further investigation or other appropriate action is needed. RL Hotline metrics, including reports, are communicated routinely to the Board of Directors’ Audit Committee. We are committed to providing a safe reporting environment and do not tolerate retaliation against anyone who reports a concern in good faith.

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. Information is made available on posters throughout factories (in local languages) and workers can escalate their concerns using the RL Hotline, accessible through a QR code.

Data Privacy & Security



Our Approach

We have a longstanding information security risk program aligned with the National Institute of Standards and Technology Cybersecurity Framework (NIST-CSF), industry-leading practices, privacy laws and global standards. Our program includes a defense-in-depth approach with multiple layers of security controls, including network segmentation, security monitoring, endpoint protection, identity and access management and data loss prevention controls.

To help ensure the effectiveness and resilience of our cybersecurity measures, we actively engage with cybersecurity specialists for 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 such as ransomware and third-party supply chain risk, while increasing our ability to detect and respond to cyber incidents and maximize our resilience to recover from potential cyber-attacks.

Central to our preparedness, we have a robust incident response plan in place that provides a documented playbook for handling high-severity cybersecurity incidents and facilitates coordination across multiple parts of our Company. We perform simulations at both a technical and leadership level at least annually. Our commitment to security extends to our employees through a comprehensive security awareness program, which includes regular phishing simulations and annual cybersecurity awareness and data protection training, as well as more personalized sessions for targeted users and roles. We complete annual internal security audits and vulnerability assessments of the Company's information systems and related controls, including systems affecting personal data. Additionally, we leverage external cybersecurity specialists to complete annual independent audits against industry standards, such as the PCI Data Security Standard (PCI-DSS), SOX IT General Controls and the Multi-Level Protection Scheme (MLPS) Standard. In addition, we undergo comprehensive assessments of our cybersecurity program's maturity against NIST CSF.



Compliance and Regulations

Our Global Privacy Program, defined and led by the Chief Privacy Officer (CPO), focuses on the responsible and ethical handling of personal data in compliance with legal and regulatory requirements, to maintain trust and confidence in our brand and reputation. Governed by a cross-functional Privacy Office which encompasses a Data Protection Officer and Regional Privacy Legal Counsels, this program prioritizes the privacy of the data of our customers, employees and partners, fostering a culture of privacy compliance.

We have a data governance structure in place to monitor for new and/or updated global directives and regulations related to data privacy, data protection, cyber security and data breaches. We make adjustments to both internal and external policies and programs to align with these requirements. In 2023, to strengthen our practices and governance around data, we established a new Data Ethics Committee and introduced a Data Governance Policy. We also require service providers who need to have access to personal information we maintain to comply with our Company's policy. Our data privacy commitments are outlined in our [Privacy Notices](#).

For business purposes, we collect, use and process personal data of individuals in North America, Europe and Asia. We consider leading data protection standards and best practices to help protect data, including that pertaining to our customers, employees and suppliers. Compliance with data protection and privacy laws across multiple jurisdictions is core to our values and strategy. Our Data Privacy Program is designed to be flexible and adaptable to comply with new laws and regulations that take effect in the jurisdictions where we conduct business. Examples include the General Data Protection Regulation (GDPR) in Europe, the California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA) in the U.S., the ePrivacy Directive, Brazil's General Data Protection Law (LGPD) and China's Personal Information Protection Law (PIPL).



2024 GC&S Supplement

Our 2024 GC&S Supplement is informed by the Sustainability Accounting Standards Board (SASB) Index for the Apparel, Accessories and Footwear industry and is written in accordance with the Global Reporting Initiative (GRI). It also features our Task Force on Climate-Related Financial Disclosures (TCFD) index.

EXPLORE THIS SECTION

- 88** COLLABORATING FOR IMPACT
- 90** GLOBAL REPORTING INITIATIVE INDEX
- 106** SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX
- 109** TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX
- 110** ABOUT THIS REPORT

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. This 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 accordance with 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 564 retail stores and 699 concession-based shop within-shops in North America, EMEA and APAC. In addition to our directly operated stores and shops, our international licensing partners operate 195 stores and shops.; Ralph Lauren Corporation 2024 10-K .
2-2	Entities included in the organization's sustainability reporting	Ralph Lauren Corporation 2024 10-K ; All entities included in our consolidated financial statements are covered by this report. See the About this Report section on page 110 of our 2024 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 110 of our 2024 Global Citizenship & Sustainability Report. Contact: GlobalCorporateCommunications@RalphLauren.com.
2-4	Restatements of information	Disclosure is not applicable to our 2024 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 FY24 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 2024 10-K .
2-7	Employees	<p>As of March 30, 2024, we had approximately 23,400 employees</p> <ul style="list-style-type: none"> • Permanent <ul style="list-style-type: none"> • Female: 13,300, Male: 7,700 • North America: 10,600, APAC: 6,100, EMEA: 4,300 • Temporary <ul style="list-style-type: none"> • Female: 1,700, Male: 700 • North America: 0, APAC: 1,700, EMEA: 700

INDICATOR	DISCLOSURES	RESPONSE
2-8	Workers who are not employees	See the Value Chain for Impact section on page 26 and the Rights & Empowerment in the Supply Chain section on page 69 of our 2024 Global Citizenship & Sustainability Report.
2-9	Governance structure and composition	Global Citizenship & Sustainability (GO&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 the Global Citizenship & Sustainability section on page 80 of our 2024 Global Citizenship & Sustainability Report, as well as our 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 83 of our 2024 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 2024 Global Citizenship & Sustainability Report.
2-23	Policy commitments	See the Ethics & Compliance section on page 83 and the Rights & Empowerment in the Supply Chain on page 69 of our 2024 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
2-24	Embedding policy commitments	See the Global Citizenship & Sustainability Governance section on page 80 of our 2024 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 83 and the Rights & Empowerment in the Supply Chain on page 69 of our 2024 Global Citizenship & Sustainability Report.
2-27	Compliance with laws and regulations	See the Ethics & Compliance section on page 83 of our 2024 Global Citizenship & Sustainability Report. For additional information, please see our Investor Relations Webpages; Corporate Governance .
2-28	Membership associations	American Apparel Footwear Association, Apparel Impact Institute, Better Cotton, Better Work, Business for Social Responsibility (BSR), Cascale (formerly known as Sustainable Apparel Coalition), ChemSec, Clean Energy Buyers Association (CEBA), Council of Fashion Designers (CFDA), Ellen MacArthur Foundation, European Branded Clothing Alliance (EBCA), Global Fashion Agenda, Leather Working Group, National Retail Federation, National Safety Council (NSC), Policy Hub, RE100 Climate Group, Reimagining Industry to Support Equality (RISE), Social & Labor Convergence Program (SLCP), Sustainable Fibre Alliance, Textile Exchange, The Fashion Pact, U.N. Fashion Industry Charter for Climate Action, U.S. Cotton Trust Protocol, U.S. Fashion Industry Association, World Economic Forum, World Wildlife Fund (WWF) and ZDHC (Roadmap to Zero). More details on external initiatives can be found throughout our 2024 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 82 of our 2024 Global Citizenship & Sustainability Report.
2-30	Collective bargaining agreements	There are no Ralph Lauren employees covered under collective bargaining agreements and the Company does not determine working conditions or terms of employment for any employees based on other collective bargaining agreements.

INDICATOR	DISCLOSURES	RESPONSE
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GRI 3: MATERIAL TOPICS

3-1	Process to determine material topics	See the Global Citizenship & Sustainability Governance section on page 80 of our 2024 Global Citizenship & Sustainability Report.
3-2	List of material topics	See the Global Citizenship & Sustainability Governance section on page 80 of our 2024 Global Citizenship & Sustainability Report.

GRI 201: ECONOMIC PERFORMANCE

3-3	Management of material topics	Ralph Lauren Corporation 2024 10-K
201-1	Direct economic value generated and distributed	Ralph Lauren Corporation 2024 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

3-3	Management approach to anti-corruption	<p>We are committed to upholding ethical business conduct, and complying with applicable laws and regulations. We understand that this is vital for our business operations and meeting stakeholder expectations.</p> <p>Our Anti-Bribery and Corruption Policy supplements our Code of Business Conduct and Ethics and helps ensure that we uphold moral, ethical and responsible business conduct. We take a zero-tolerance approach to acts of bribery and corruption, from the highest levels of the C-suite to every link in our supply chain.</p> <p>To ensure the effectiveness of the policy, the General Counsel and Anti-Corruption Compliance Coordinator is authorized to manage the administration of the policy. The Internal Audit Department assists with enforcement of the policy by testing and verifying compliance.</p>
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	Ralph Lauren's Tax Policy .
207-1	Approach to tax	Ralph Lauren's Tax Policy .

INDICATOR	DISCLOSURES	RESPONSE
GRI 301: MATERIALS		
3-3	Management of material topics	See the Sustainable Materials section on page 15 of our 2024 Global Citizenship & Sustainability Report.
301-1	Materials used by weight or volume	<p>Percentage (%) of total material use*:</p> <ul style="list-style-type: none"> • Cotton: 79.5% • Polyester: 6.5% • Nylon: 1.6% • Viscose: 0.4% • Other: 3.9% • Animal derived total: 8.1% • Wool: 2.5% • Leather/Skins: 5.3% • Cashmere: 0.2% • Silk: 0.1% <p>*Percentage of units produced, classified by material is primary content for manufacturing</p>
301-2	Recycled input material used	<p>92% of our units produced met at least one of our sustainable material criteria in FY24; for some of our key materials, including cotton, wool, cashmere, down and polyester, those criteria include recycled content.</p> <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: organic, transitional/in-conversion, Better Cotton, recycled, regenerative, U.S. Cotton Trust Protocol or Fair Trade-certified by the end of 2025 • 100% recycled polyester by the end of 2025 • 100% Responsible Wool Standard-certified or recycled wool by the end of 2025 • 100% of viscose will be sourced and verified through CanopyStyle audits by the end of 2025 • 100% of our tanned leather will be Leather Working Group-certified by the end of 2025 • 100% Responsible Down Standard-certified or recycled down and feathers by 2023 • 100% Sustainable Fibre Alliance-certified (or equivalent) or recycled cashmere by the end of 2025 • 100% of our key wood suppliers for new Ralph Lauren store interiors will use sustainably sourced wood substrates (certified repurposed or recycled by a forest management system) by the end of 2025

INDICATOR	DISCLOSURES	RESPONSE
GRI 302: ENERGY		
3-3	Management of material topics	See the Climate section on page 31 of our 2024 Global Citizenship & Sustainability Report.
302-1	Energy consumption within the organization	<p>Total fuel consumption within the organization from nonrenewable sources: 480,962 GJ of natural gas, propane, fuel oil, electricity, steam and cooling.</p> <p>Total fuel consumption within the organization from renewable sources: 367,160 GJ of electricity.</p> <ul style="list-style-type: none"> Electricity consumption: 571,731 GJ Heating consumption: 274,926 GJ Cooling consumption: 1,289 GJ Steam consumption: 176 GJ Total energy consumption within the organization: 848,122 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 2024 Global Citizenship & Sustainability Report.</p>
302-3	Energy Intensity	<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: 25.8 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: 36,562 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: 3,264 MWh Types of energy included: Electricity used in North Carolina distribution centers Base year: Fiscal year 2023 (April 3, 2022-April 1, 2023) <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 2024 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 2024 Global Citizenship & Sustainability Report.
303-1	Interactions with Water as a Shared Resource	See the Water Stewardship section on page 36 of our 2024 Global Citizenship & Sustainability Report. Also, see our CDP 2023 Climate Change Disclosure and CDP 2023 Water Security questionnaire on our Reports & Policies website.
303-3	Water withdrawal	Total supply chain water use by source: <ul style="list-style-type: none"> Municipal: 5,848,266 m³ Groundwater: 3,057,874 m³ Produced/processed water: 958,551 m³ Surface water: 638,833 m³ Wastewater from other organizations: 79,844 m³ General or unknown origin: 68,194 m³ Rainwater: 11,958 m³
303-4	Water Discharge	In FY24, 516 facilities in our Tier 1, subcontracted finished goods facilities and Tier 2 supply chain reported wastewater quantity through the third party-verified Higg Facility Environment Module (FEM), totaling at 199,770,199 m ³ . Out of the reporting facilities, 278 have industrial wastewater, among which: <ul style="list-style-type: none"> 103 facilities (37%) have a combined on-site and off-site treatment method 109 facilities (39%) have on-site wastewater treatment 53 facilities (19%) utilize off-site treatment 13 facilities (5%) have a Zero Liquid Discharge system

GRI 304: BIODIVERSITY

3-3	Management of the material topic	See the Biodiversity section on page 43 of our 2024 Global Citizenship & Sustainability Report.
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INDICATOR	DISCLOSURES	RESPONSE
GRI 304: BIODIVERSITY		
304-2	Significant impacts of activities, products, and services on biodiversity	<p>Biodiversity impacts all aspects of our value chain. In FY24, we began leveraging the Science Based Targets (SBTs) for Nature methodology to shape our biodiversity goals and strategy. Specifically, we completed Steps 1 and 2, which included conducting a fashion and retail sector materiality assessment, determining where we have the greatest impact within our value chain given our material use, and prioritizing the areas of highest nature impact. Following the SBTs for Nature methodology, our assessment took a location-specific and commodity specific approach, examining the most pressing nature issues for Ralph Lauren — which include water quantity, water quality, soil pollution, land use change, land use and biodiversity — as well as identifying key raw materials to prioritize, in particular cotton and cashmere. As we continue on our nature strategy development journey, we will seek to engage our supply chain partners in our goals and initiatives. Our approach will be integrated and built upon our existing initiatives in areas such as climate change and water stewardship.</p> <p>See the Biodiversity section on page 43 of our 2024 Global Citizenship & Sustainability Report.</p>
GRI 305: EMISSIONS		
3-3	Management of material topics	<p>See the Climate section on page 31 of our 2024 Global Citizenship & Sustainability Report.</p>
305-1	Scope 1 Emissions	<ul style="list-style-type: none"> • Scope 1 GHG emissions: 14,679 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 2024 Global Citizenship & Sustainability Report.</p>

INDICATOR	DISCLOSURES	RESPONSE
305-2	Scope 2 Emissions	<ul style="list-style-type: none"> Gross location-based, Scope 2 GHG emissions: 58,601 MtCO₂e Gross market-based Scope 2 GHG emissions: 22,362 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 2024 Global Citizenship & Sustainability Report.</p>
305-3	Scope 3 Emissions	<ul style="list-style-type: none"> Gross Scope 3 GHG emissions: 1,205,632 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: 846,477 MtCO₂e Fuel- and energy-related activities: 9,759 MtCO₂e Upstream transportation and distribution: 74,996 MtCO₂e Waste generated in operations: 1,390 MtCO₂e Business travel: 3,962 MtCO₂e Employee commuting: 29,470 MtCO₂e Downstream transportation and distribution: 4,220 MtCO₂e Use of sold products: 204,523 MtCO₂e End-of-life treatment of sold products: 23,880 MtCO₂e Franchises: 6,955 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 2024 Global Citizenship & Sustainability Report</p>

INDICATOR	DISCLOSURES	RESPONSE
305-4	GHG Emissions Intensity	<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: 187 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 <p>For our owned and operated global retail stores, offices and distribution centers:</p> <ul style="list-style-type: none"> • GHG emissions intensity ratio: 0.0034 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 2024 Global Citizenship & Sustainability Report.</p>
305-5	Reduction of GHG emissions	<p>GHG emissions reduced as a direct result of reduction initiatives: 41,671 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.
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	<p>Nitrogen Oxides, Sulfur Oxides and other significant air pollutants may be generated from the use of fossil fuels, such as coal, in our supply chain. As part of our Climate strategy, since FY22, we have been expanding and accelerating decarbonization initiatives with our product manufacturing suppliers, including the supplier GHG reduction roadmap development, renewable energy program and coal phase out. In particular, we prioritize coal phase out from our Tier 1 and Tier 2 manufacturing facilities by the end of 2025. In November 2022, we ceased onboarding any new facilities with on-site coal. For the existing facilities with on-site coal usage that are onboarded prior to November 2022, we require written coal phase out commitments and action plans from facilities and track their progress quarterly. Globally, we have identified 74 active on-site coal-using facilities (Tier 1 and Tier 2), 35 of which have successfully phased out coal to date, with the rest on track to meet the 2025 goal.</p> <p>For more information, see the Climate section on page 31 of our 2024 Global Citizenship & Sustainability Report.</p>

GRI 306: WASTE

3-3	Management of material topics	See the Waste Management section on page 39 of our 2024 Global Citizenship & Sustainability Report.
306-1	Waste generation	See the Waste Management section on page 39 of our 2024 Global Citizenship & Sustainability Report.
306-2	Management of significant waste-related impacts	See the Waste Management section on page 39 of our 2024 Global Citizenship & Sustainability Report.

INDICATOR	DISCLOSURES	RESPONSE
306-3	Waste Generated	<ul style="list-style-type: none"> Total weight of non-hazardous waste: 10,048 Mt Non-hazardous waste from distribution centers: 6,945 Mt Non-hazardous waste from retail stores: 2,484 Mt Non-hazardous waste from offices: 619 Mt
306-4	Waste Diverted for Disposal	<ul style="list-style-type: none"> Total weight of non-hazardous waste diverted from disposal: 8,985 Mt Non-hazardous waste from distribution centers diverted from disposal: 6,511 Mt Non-hazardous waste from retail stores diverted from disposal: 2,083 Mt Non-hazardous waste from offices diverted from disposal: 391 Mt Total weight of non-hazardous waste diverted from disposal through preparation for reuse (off-site): 538 Mt Total weight of non-hazardous waste diverted from disposal through recycling (off-site): 8,429 Mt Total weight of non-hazardous waste diverted from disposal through composting (off-site): 19 Mt
306-5	Waste Directed to Disposal	<ul style="list-style-type: none"> Total weight of non-hazardous waste directed to disposal: 1,063 Mt Non-hazardous waste from distribution centers directed to disposal: 435 Mt Non-hazardous waste from retail stores directed to disposal: 401 Mt Non-hazardous waste from offices directed to disposal: 227 Mt Total weight of non-hazardous waste directed to disposal through incineration with energy recovery (off-site): 203 Mt Total weight of non-hazardous waste directed to disposal through incineration without energy recovery (off-site): 2 Mt Total weight of non-hazardous waste directed to disposal through landfilling (off-site): 858 Mt

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

3-3	Management of material topics	See the Value Chain for Impact section on page 26 of the 2024 Global Citizenship & Sustainability Report.
308-1	Suppliers screened using environmental criteria	<p>In FY24, 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 FY24, 56% of our business was with suppliers that met the key and strategic supplier criteria.</p> <p>Through the Higg FEM, 156 of our Tier 1, subcontracted processing and mills have received external certification such as ISO 14001, ISO 50001, or Business Environmental Performance Initiative (BEPI).</p> <p>Further details can be found in the Value Chain for Impact section on page 26 of the 2024 Global Citizenship & Sustainability Report.</p>

INDICATOR	DISCLOSURES	RESPONSE
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 expected to adhere to all applicable local and national laws as well as international regulations and standards in the operation of their business, and must conduct their operations consistent with applicable environmental laws and best practices. 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 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 FY24, we screened all our Tier 1, subcontracted processing and mills through these platforms. We identified eight facilities with potential significant environmental impacts related to permits, air emissions and wastewater standards. 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>FY24 Total Hire Rate</th></tr> </thead> <tbody> <tr> <td>Female</td><td>3,840</td><td>15,027</td><td>26%</td></tr> <tr> <td>Male</td><td>2,706</td><td>8,418</td><td>32%</td></tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region</th><th>Total Hires (Regular)</th><th>Avg HC (Regular)</th><th>FY24 Total Hire Rate</th></tr> </thead> <tbody> <tr> <td>AMERICAS</td><td>3,352</td><td>10,550</td><td>32%</td></tr> <tr> <td>EMEA</td><td>1,427</td><td>5,053</td><td>28%</td></tr> <tr> <td>APAC</td><td>1,800</td><td>7,883</td><td>23%</td></tr> </tbody> </table>	Gender	Total Hires (Regular)	Avg HC (Regular)	FY24 Total Hire Rate	Female	3,840	15,027	26%	Male	2,706	8,418	32%	Region	Total Hires (Regular)	Avg HC (Regular)	FY24 Total Hire Rate	AMERICAS	3,352	10,550	32%	EMEA	1,427	5,053	28%	APAC	1,800	7,883	23%
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INDICATOR	DISCLOSURES	RESPONSE
GRI 403: OCCUPATIONAL HEALTH & SAFETY		
3-3	Management of material topics	<p>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 & Operations, Corporate, Logistics and Hospitality. Our goal is to minimize workplace hazards across our operating environment and reduce the likelihood of accidents.</p> <p>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 employees across the globe and continually evolving our programs.</p>
403-1	Occupational health and safety management system	Ralph Lauren does not have an Occupational Health and Safety Management System.
403-2	Hazard identification, risk assessment, and incident investigation	<p>Ralph Lauren Health & Safety conducts Job Hazard Analyses (JHAs) to identify work-related hazards (or potential for harm) through observation and safety assessments of specific tasks within a job or job function. A member of the Health & Safety team will work with the employee performing the task to assess the steps taken, tools used and environmental factors to determine an overall risk level and work to ensure that risk level is acceptable. Any uncontrolled hazards should be eliminated, as these could result in injury or illness.</p> <p>Employees are encouraged to notify their leadership of any work-related hazards, contact the Health & Safety team or use our anonymous internal Hotlines for immediate response.</p> <p>The Health & Safety team is represented in each of our North Carolina warehouse facilities where we have the largest workforce. Each member of the Health & Safety team is qualified to conduct JHAs, and has experience in hazard identification and communication.</p>
403-3	Occupational health services	Ralph Lauren ensures all employees who become ill or injured as a result of a workplace incident have access to medical providers closest to their facilities.
403-4	Worker participation, consultation, and communication on occupational health and safety	On the North Carolina Campus, each facility has their own dedicated Health & Safety Committee that is comprised of all levels of staff from entry-level to management. These committee members meet monthly to review KPIs, discuss upcoming training opportunities, conduct inspections and share learnings related to the work environment and any relevant changes. All departments are represented, and overall decision-making authority sits with the Health & Safety leadership team in terms of priority assignment, change management and upcoming initiatives.

INDICATOR	DISCLOSURES	RESPONSE
403-5	Worker training on occupational health and safety	<p>The Ralph Lauren Health & Safety team provides a wide range of trainings to employees in all areas of the business. In addition, trainings are made available via our Learning Management System (LMS) Platforms, and via 3rd-party providers for all of our employees. These trainings include:</p> <p>North Carolina Campus Trainings:</p> <ul style="list-style-type: none"> • New Hire Safety Orientation • Department-Specific Safety Orientation (in partnership with Safety Committee members) • Annual Safety Refresher Training (includes contingent workforce) • Powered Equipment Trainings • Safe Cutting Training • Safe Lifting Training • Post-Accident Protocol Training • Accident Investigation Training • First Aid/CPR/AED Training • Emergency Responder Training • Hazardous Communication Training <p>Trainings are delivered by a member of the Health & Safety team who is proficient and/or certified in the topic being delivered. For certain trainings such as OSHA 10-Hour, an outside vendor may be utilized.</p> <p>Trainings are provided during working hours and at no cost to employees. And we have multiple language options available.</p> <p>Trainings such as Powered Industrial Lift Truck Training include testing and employees are required to achieve a minimum score to qualify for operation. If an employee does not pass, they are allowed to retake the test up to two additional times before they are disqualified from operation.</p> <p>Trainings such as Safe Cutting and Safe Lifting are conducted on the floor in the working environment and are not graded, but rather led by a member of the Health & Safety Team or Safety Committee member who is able to demonstrate and coach employees on safe work practices.</p> <p>Retail Safety Training:</p> <ul style="list-style-type: none"> • New Hire Safety Orientation • Monthly safety topics and themes
403-6	Promotion of worker health	See the Employee Well-Being section on page 53 of our 2024 Global Citizenship & Sustainability Report.
403-8	Workers covered by an occupational health and safety management system	All Ralph Lauren employees and vendors are required to follow our Safety practices and policies.

GRI 404: TRAINING & EDUCATION

3-3	Management of material topics	See the Employee Learning and Development section on page 54 of our 2024 Global Citizenship & Sustainability Report.
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INDICATOR	DISCLOSURES	RESPONSE
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 Rights and Empowerment in the Supply Chain section and in the Employee Learning and Development section on page 69 and page 54 , respectively, of our 2024 Global Citizenship & Sustainability Report.
404-3	Percentage of employees receiving regular performance and career development reviews	This data is currently confidential.

GRI 405: DIVERSITY & EQUAL OPPORTUNITY

3-3	Management of material topics	See the Diversity, Equity & Inclusion section on page 46 of the 2024 Global Citizenship & Sustainability Report.
405-1	Diversity of governance bodies and employees	Detailed data can be found in the Diversity, Equity & Inclusion section on page 46 of our 2024 Global Citizenship & Sustainability Report.
405-2	Ratio of basic salary and remuneration of women to men	<p>We conduct pay equity analysis of employees performing work with similar skills, effort and responsibility to identify and correct, if identified, any statistically significant relationships between gender and pay and/or between race & ethnicity and pay. Our review of our employees' compensation includes 100% of our global population.</p> <p>We also conduct analysis of representation and promotions to identify patterns with more precision and determine if any necessary corrective actions are needed to ensure fairness of movement within the Company.</p> <p>Opportunities for advancement are posted both internally and externally. In addition to the steps we take to analyze pay equity and employee opportunity, and to continue to deliver on our commitment of achieving 100% pay equity, we will ensure we use data-informed insights and actions to:</p> <ul style="list-style-type: none"> • Ensure all hires and pay changes (merit, market adjustments, promotions, transfers) are equitable year-round • Increase transparency around pay and opportunities <p>See the Diversity, Equity & Inclusion section on page 46 of our 2024 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 .
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INDICATOR	DISCLOSURES	RESPONSE
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 69 of the 2024 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 416: PRODUCT QUALITY & SAFETY

3-3	Management of material topics	Our management approach to assessing the health and safety impacts of our product includes following our Environmental Policy, Supply Chain and Product Sustainability Policy and Sustainable Chemical Management Policy .
416-1	Assessment of the health and safety impacts of product or service categories	In FY24, no Ralph Lauren products were recalled.

GRI 417: RESPONSIBLE MARKETING

3-3	Management of material topics	We label our products with legally required information about material composition.
417-1	Requirements for product and service information and labeling	Ralph Lauren has implemented guidelines to comply with applicable laws and regulations relating to product labeling. We also follow the development of new product labeling regulations and coordinate with relevant stakeholders on these issues.

GRI 418: CUSTOMER PRIVACY

3-3	Management of material topics	See the Data Privacy & Security section on page 85 of the Global Citizenship & Sustainability Report.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In FY24, there were no losses of customer data. One customer complaint concerning breach of privacy is under investigation. We acknowledge the significance of complaints and respond promptly when one is reported.

Sustainability Accounting Standards Board (SASB) Index

SASB TOPIC	RESPONSE
MANAGEMENT OF CHEMICALS IN PRODUCTS	
Discussion of processes to maintain compliance with restricted substances regulations CG-AA-250a.1	<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.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products CG-AA-250a.2	<p>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. As mentioned above, we complete extensive risk assessments each year by raw material. We explicitly state in our Vendor Compliance and Operating Standards that all suppliers are expected to adhere to all applicable local and national laws as well as international regulations and standards in the operation of their business, and must conduct their operations consistent with applicable environmental laws and best practices.</p> <p>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 the end of 2025. We fully adopt the ZDHC Manufacturing Restricted Substances List (MRSList) and have communicated expectations to our supply chain through our Sustainable Chemicals Management Policy, as well as our VCP. More details on our management of chemicals in products can be found in the Chemical Management section on page 41 of our 2024 Global Citizenship & Sustainability Report.</p>

SASB TOPIC	RESPONSE
ENVIRONMENTAL IMPACTS 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	<p>In FY24, all of Tier 1 direct supplier, subcontracted processing and Tier 2 facilities that reported on Higg Index FEM have valid wastewater discharge permits and/or contractual agreements for wastewater treatment. 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.</p> <p>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 MRS 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 into 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 MRS. 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 phase out at the facility level. Among our facilities, wastewater was tested in accordance with guidelines at 86% of Tier 1 facilities and 59% of our Tier 2 core fabric facilities (by business volume). Of those facilities, 72% tested wastewater for compliance with the ZDHC requirement and out of the substances screened, 99.7% comply with ZDHC standard.</p>
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) 92% (2) 63%

SASB TOPIC	RESPONSE
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	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 FY24, 79% of our Tier 1 direct supplier factories were audited, and 99.8% 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.
CG-AA-430b.1	In FY24, we also prioritized auditing our raw material suppliers, completing 58 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 69 of our 2024 Global Citizenship & Sustainability Report.
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	The most common category of nonconformance was health and safety (41%). ¹ After reviewing nonconformance issues with the supplier, we agreed on a corrective action plan and followed up to ensure issues were addressed in a timely manner. Approximately 1% of assessment findings revealed zero-tolerance issues (42 of 3,875 total findings). A description of our audit process can be found in the Rights & Empowerment in the Supply Chain section on page 69 of our 2024 Global Citizenship & Sustainability Report.
CG-AA-430b.2	
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	(1) Greatest labor risks: <ul style="list-style-type: none">• Forced labor• Minimum wage• Harassment and Discrimination (2) Greatest environmental, health and safety risks: <ul style="list-style-type: none">• Fire safety• Wastewater• Chemical safety• Indoor air emissions
CG-AA-430b.3	
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	Our raw materials strategy, assessment and goals are disclosed in the Sustainable Materials section on page 15 of our 2024 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 69 of our Global Citizenship & Sustainability Report. For additional information, please see our Human Rights Disclosure .
CG-AA-440a.3	
ACTIVITY METRIC	
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	In FY24, we worked with 378 active Tier 1 factories across 31 countries. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had 190 active processing units for Finished Goods factories. Overall, FY24 disclosures included 94% of business coverage.
CG-AA-000.A	

¹ This data represents violations recorded between April 1, 2023 - February 29, 2024. This accounts for over 90% of violations data for FY24.

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

TCFD RECOMMENDATION	DISCLOSURES	RESPONSE
Governance: Disclose the organization's governance around climate-related risks and opportunities.	Describe the Board's oversight of climate-related risks and opportunities.	CDP Corporate Questionnaire 2024: Module 04 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.	
Strategy: 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.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP Corporate Questionnaire 2024: Module 03 Global Citizenship & Sustainability Report: Climate
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP Corporate Questionnaire 2024: Module 03, 05
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP Corporate Questionnaire 2024: Module 05
	Describe the organization's processes for identifying and assessing climate-related risks.	CDP Corporate Questionnaire 2024: Module 02 Global Citizenship & Sustainability Report: Climate
	Describe the organization's processes for managing climate-related risks.	CDP Corporate Questionnaire 2024: Module 02, 03, 05 Global Citizenship & Sustainability Report: Climate
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	CDP Corporate Questionnaire 2024: Module 02
Metrics and targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP Corporate Questionnaire 2024: Module 02, 03, 05
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	CDP Corporate Questionnaire 2024: Module 07 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 Corporate Questionnaire 2024: Module 07 Global Citizenship & Sustainability Report: Climate

About this Report

Our report covers fiscal year 2024 (FY24), from April 2, 2023, to March 30, 2024¹. The report is supported by our GC&S 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 [2024 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. The information included in this report, and any matters identified as material for purposes of this report, may not be considered material for SEC reporting purposes. In the context of this report, the term "material" is separate from, and not necessarily identical to, the term as defined for SEC reporting purposes. 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 2024 or FY24. References to calendar year will be represented by the year alone; for example, 2023. 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 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 ended April 1, 2023; references to Fiscal 2024 (FY24) represent the fiscal year ended March 30, 2024; references to Fiscal 2025 (FY25) represent the fiscal year ending March 29, 2025.

RALPH LAUREN