

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Lululemon Athletica
Sector Apparel (supply chain only)
Overall score 31.1 out of 100

Theme score	Out of	For theme
1.6	10	A. Governance and Policy Commitments
10.7	25	B. Embedding Respect and Human Rights Due Diligence
10.0	20	C. Remedies and Grievance Mechanisms
8.8	25	D. Performance: Company Human Rights Practices
0.0	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policy Commitments (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	0	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: General HRs commitment: In its Modern Slavery Statement, the Company declares: 'lululemon athletica inc. is committed to respecting human rights, and we recognize our role in upholding these rights. We will continuously work to prevent modern slavery and human trafficking in our operations and to eradicate modern slavery and human trafficking in our supply chain'. However, modern slavery statements are not considered a suitable source for policy statements, which are expected to be placed in formal policy documents. The Vendor code states that 'This code: is based on international standards, [...], the Universal Declaration of Human Rights, [...] A commitment to these internationally recognized principles is the starting point for all our business partners.' However, evidence seems to cover requirements for suppliers rather than a Commitment from the Company itself. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] & [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Not Met: Universal Declaration of Human rights (UDHR): As above. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Not Met: International Bill of Human Rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to UNGPs: The vendors code states that 'This code is based on international standards, such as the [...] United Nations Guiding Principles, The OECD Due Diligence Guidance for Responsible Supply Chain in the Garment and Footwear Sectors [...] A commitment to these internationally recognized principles is the starting point for all our business partners.' However, evidence seems to cover requirements for suppliers rather than a Commitment from the Company itself. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Not Met: Commitment to OECD MNE Guidelines: The Company has provided comments to CHRB regarding this sub-indicator: 'This [vendors] code: is based on international standards, [...], the OECD Due Diligence Guidance for Responsible Supply Chain, [...] A commitment to these internationally recognized principles is the starting point for all our business partners'. However, evidence seems to cover requirements for suppliers rather than a Commitment from the Company itself. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com]
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to ILO core principles: The Company has provided the following evidence to CHRB regarding this sub-indicator: 'This [vendors] code: is based on international standards, International Labour Organization's Declaration on Fundamental Principles and Rights at Work, [...] A commitment to these internationally recognized principles is the starting point for all our business partners.' However, evidence seems to cover requirements for suppliers rather than a Commitment from the Company itself. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Not Met: Explicitly lists all four ILO core principles: Lululemon's Code of Business Conduct states: 'we will not use forced or involuntary labour, child labour, or engage in human trafficking - nor will we tolerate any other individual or organization who engages in such practices. We are committed to a responsible supply chain, and all vendors must agree to uphold our ethical standards of production and adhere to our Vendor Code of Ethics'. The Code also contains commitments to non-discrimination. However, no evidence regarding a commitment to respect the freedom of association of the Company's employees was found. The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was related to the Company's requirements to its suppliers to respect freedom of association. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] & [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: In its KnowTheChain Disclosure, Lululemon discloses that '100 percent of [it's] supplier contracts include requirements to uphold ILO core labor standards'. Although this source is not considered a suitable source for policy statements under CHRB revised approach, see below specific requirements on each ILO core area. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Met: Explicitly lists all four ILO core principles for suppliers: Lululemon's Vendor Code of Ethics declares: 'The Vendor shall not discriminate in recruitment and employment practices. [...] The Vendor shall recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively without any interference from Vendors. Where the right to freedom of association and collective bargaining is restricted under law, the Vendors shall facilitate, and must not hinder, the development of parallel means for independent and free association and collective bargaining [...] Vendors shall not employ anyone under the age of 15 or under the age for completion of compulsory education, whichever is higher [...] The Vendor shall not use forced labour in recruitment, hiring, or employment, including but not limited to involuntary overtime, human trafficking, prison labour, indentured servitude, or bonded labour'. [Vendor Code of Ethics, 2021: pnimages.lululemon.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Commitment to respect H&S of workers: The Company's Code of Business Conduct states that 'lululemon promotes and maintains a safe and healthy work environment that complies with all relevant laws, rules, regulations, and policies, as well as our own standards and guidelines'. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The Company has provided the following evidence to CHRB regarding this

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			<p>sub-indicator. However, evidence referred to requirements for suppliers. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: Vendor Code of Ethics declares: 'the Vendor shall provide safe and healthy workplace and residential settings to prevent accidents and injury to health arising out of, linked with, or occurring in, the course of work or as a result of the operation of Vendors' facilities. Workers must have sufficient health and safety training, access to clean washroom facilities and potable water, and clean and safe residential facilities that meet their basic needs'. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] • Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The Vendor Code also states: 'The Vendor shall not require workers to work over 48 hours in a regular workweek. All overtime work must be voluntary, compensated at a premium rate and must not be requested on a regular basis. Vendors must provide at least a consecutive 24-hour rest day in every seven-day period, as well as statutory leave and holidays. Vendors must ensure that workers' working hours, including overtime, do not exceed 60 hours per week or the local legal limit, whichever is less, except under extraordinary circumstances'. [Vendor Code of Ethics, 2021: pnimages.lululemon.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to women's rights • Not Met: Commitment to children's rights • Not Met: Commitment to migrant worker's rights: The Company has provided the following evidence to CHRB regarding this sub-indicator: 'Lululemon is committed to eradicating all forms of human trafficking and forced labour in our company's supply chain. Recognizing that some of the most vulnerable groups are migrant workers who have travelled from overseas to obtain employment, we have established a FMW Standard that we require all vendor partners to adhere to in order to offer the greatest protection for this class of workers.' However, this sub-indicator seeks evidence that the Company, in a public policy document, makes an explicit commitment to respect the rights of migrants, while the evidence provided by the Company only relates to its commitment to combat forced labour and the development of guidelines for its suppliers to address forced labour among migrant workers. [Foreign Migrant Worker Standard, 10/04/2023: corporate.lululemon.com] • Met: Expects suppliers to respect these rights: The Company in its Modern Slavery Statement declares: 'Our FMW Standard sets the minimum requirements for the appropriate and ethical recruitment and management of foreign migrant workers, a group vulnerable to forced labour practices. It provides suppliers and their third-party labour brokers with clarity on these requirements. The FMW Standard applies to all suppliers with foreign migrant workers'. The Company in its Foreign Migrant Worker (FMW) Standard states: 'lululemon is committed to eradicating all forms of Human Trafficking and Forced Labour in our company's supply chain. Recognizing that some of the most vulnerable groups are migrant workers who have travelled from overseas to obtain employment, we have established a Foreign Migrant Worker (FMW) Standard that we require all of our vendor partners to adhere to in order to offer the greatest protection for this class of workers'. [Modern Slavery Statement, 06/2018: pnimages.lululemon.com] & [Foreign Migrant Worker Standard, 10/04/2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment refers to CEDAW/Women's Empowerment Principles • Not Met: Commitment refers to Child Rights Convention/Business Principles • Not Met: Commitment refers to Convention on migrant workers • Not Met: Expects suppliers to respect these rights
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Commitment to remedy adverse HRs impacts: The Company states KnowTheChain Disclosure reveals: 'we are committed to operating our business in a manner that respects human rights, fair, healthy and safe working conditions across our supply chain. Individuals and organizations can bring to our attention any non-compliances with our Vendor Code of Ethics in our supply chain. If an allegation is made through lululemon's corporate grievance mechanism (or via indirect sources), the following process is applied. It aims to remediate any adverse impact on individuals, workers and communities. The process however is not intended to replace or undermine existing grievance channels in our vendors' factories, or legal remedies available at a country level. Rather, the process is intended as a tool of last resort when other channels have failed to protect

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			workers' rights'. However, no evidence found of a formal policy statement where the Company commits to remedy any adverse impact caused or contributed to. Policy statements are expected to be placed in formal policy documents. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <ul style="list-style-type: none"> • Not Met: Expects suppliers to make this commitment Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Not Met: Commitment to work with suppliers on remedy
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance of threats/attacks on HRDs • Not Met: Expects suppliers to make this commitment: The Vendor Code of Ethic and Benchmark declares: 'vendors shall not use any form of physical or psychological violence, threats, intimidation, retaliation, harassment or abuse against union representatives and workers seeking to form or join an organization of their own choosing. Such practices shall not be used against workers' organizations or workers participating or intending to participate in formal or informal organizing activities, including strikes [...] Vendors shall comply with all relevant provisions where national laws provide special protection to workers or worker representatives engaged in a particular union activity (such as union formation) or to worker representatives with a particular status (such as founding union members or current union office holders)'. However, no explicit requirement was found in relation to human rights defenders (people who oppose Company's operations or have raised questions about a company's activities) Score 2 <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Board level responsibility for HRs: The Company's KnowTheChain Disclosure declares that 'the Corporate Responsibility, Sustainability and Governance Board Committee is responsible for oversight of [The Company's] overarching impact strategy, metrics, performance and ESG reporting, and meets at least quarterly'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Describes HRs expertise of Board member Score 2 <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications: The Responsible Supply Chain Disclosure contains a letter from the CEO in which he commits the Company to uphold human rights. However, this subindicator looks for evidence of the CEO or a Board member doing a communication where human rights is at the centre, explaining the importance of respecting human rights to the business or discussing any challenges to respecting human rights encountered by the business. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
A.2.2	Board responsibility	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Process to review HRs strategy at board level: The Company through its KnowTheChain Disclosure affirms that 'lululemon's Board Audit Committee is accountable for the Global Code of Conduct and Business Ethics, Vendor Code of Ethics and our other responsible supply chain standards. The committee meets at least quarterly and conducts a strategic review of risk areas, including focused review of responsible supply chain, once a year. The committee meets as needed to consider specific topics brought forth by the CEO and Chief Compliance Officer [...] The Audit Committee annually reviews and signs off on lululemon's UK Modern Slavery and California Transparency in Supply Chain Act disclosure. This includes a discussion of lululemon's approach and management systems around forced labour'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Met: Example of HRs issues/trends discussed in last reporting period: In the same document the Company provides the following example: 'For example, the Audit Committee has provided oversight and advice on a supplier engagement in

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			Bangladesh'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] Score 2 <ul style="list-style-type: none"> • Met: Meets both requirements under score 1 • Not Met: Describes how affected stakeholders / HRs experts inform board discussions
A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: At least one board member incentive linked to HRs commitments • Not Met: Incentive scheme linked to key HRs risks beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria linked to HRs made public • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review business model and strategy for HRs risks: The Company indicates that 'BoD Audit Committee [is] accountable for Global Code of Conduct and Business Ethics, and the Vendor Code of Ethics. Provides oversight on supply chain risk. Meets quarterly.' However, this sub-indicator looks for evidence that describes the process the Company has in place to discuss and review- at the Board of Directors level- its business model and strategy for inherent risk to human rights. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes frequency and triggers for reviewing business model • Not Met: Meets both requirements under score 1 • Not Met: Example of actions resulting from reviews

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Score of 1 on A.1.2.a • Met: Senior responsibility for HRs implementation and decision making: Esther Peck is Lululemon's Senior Vice President of Global Sustainable Business and Impact, her function covers: '[leading] the Sustainable Business and Social Impact functions, including the Responsible Supply Chain Program [and overseeing] VCoE and Foreign Migrant Worker (FMW) Standard, strategy, management approach, implementation and performance'; according to the Company's KnowTheChain Disclosure. The impact report also adds that 'The VP also annually review and approve the Vendor Code of Ethics (VCoE) and the VCoE and Benchmark; and participates 'in the ERM process and ensure human and labour rights risks are considered'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Lululemon 2021 Impact Report, 2022: 2021-lululemon-impact-report-final-13-09-22.pdf] Score 2 <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: Additionally, in its 2021 Impact Report the Company sets the Sustainable Business and Impact (SBI) Function duties as: '[to drive] social, environmental, and governance strategy across the organization, [to set] Impact Agenda strategy, goals and commitments, enterprise integration, and stakeholder management, [and to work] cross-functionally to advance a culture of impact and delivers progress in key areas'. [Lululemon 2021 Impact Report, 2022: 2021-lululemon-impact-report-final-13-09-22.pdf] • Not Met: Day-to-day resources and expertise allocation in own operations

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> Met: Resources and expertise allocation in supply chain: Lululemon's KnowTheChain Disclosure shares the Company's 'core functions responsible for supply chain 'Chief Supply Chain Officer: leads Global Supply Chain function and strategy (Sourcing, Production, Quality, Raw Materials and Logistics), which includes sustainability commitments; collaborates with VP Sustainable Business and Impact to identify and manage supply chain sustainability issues; [3.-]VP Sustainable Business and Social Impact; [4.-] Director, Partner Sustainability: leads the in-country Responsible Supply Chain team; responsible for implementation of VCoE and FMW standard, supplier assessments, managing performance improvement, and building capacity within the supply chain; [and 5.-]Manager, Social Responsibility in Supply Chain: leads corporate program development and stakeholder engagement'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Senior manager incentives linked to HRs commitments Not Met: Incentive scheme linked to key HRs risks beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Performance criteria linked to HRs made public Not Met: Review of other senior management incentives for coherence with HRs policies
B.1.3	Integration with enterprise risk management	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: HRs risks integrated as part of enterprise risk system: In its KnowTheChain Disclosure, the Company states that 'lululemon's enterprise risk management (ERM) process prioritizes top risks across the business and is informed by functional risk management. Sustainable Business and Supply Chain functions participate in the ERM process and ensure human and labour rights risks are considered. Risks and mitigation approaches are presented to the Executive and Board'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] Met: Provides an example: In the mentioned document the Company shares 'For example, in 2019, we initiated a multi-year investment in a Sustainable and Quality Management System project to facilitate supply chain performance management and internal cross-functional visibility'. It also states in corporate risk management processes section: 'Due to the seasonal business of garment production, tier 1 suppliers may experience uneven demand for production capacity, which has the potential to result in involuntary worker overtime to meet production demands. As per our Vendor Code of Ethics, we have zero tolerance for involuntary overtime, and we check for such practices through our VCoE assessments. We also work with Sourcing to understand our own purchasing practices and avoid contributing adversely. In certain countries, inner-state migration of skilled workers to garment production hubs occurs. This can present risk of forced or bonded labour. We are starting to explore this and have initiated this work with China suppliers to better understand patterns of inner-state migration'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Risk assesment by Audit Committee or independent third party
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Score of 1 on A.1.2.a Not Met: Communicates HRs policies to all workers in own operations: The Company KnowTheChain Disclosure shares the following: 'we require our employees to acknowledge and agree to comply with our Code of Conduct on an annual basis. We also provide online and in-person training'. However, no reference to all necessary language availability of this Code was found. No further details found on training, including whether it applies to all workers (training is assumed to take place in local languages) [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Communicates HRs policies to stakeholders: The Company indicates that 'Vendors shall inform workers about workplace rules, environmental protection systems, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, the lululemon VCoE'. However, no further details found, including how it actively communicates policy commitments and expectations to local communities. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Example of how HRs policies are accessible for intended audience: The Company indicates that 'Vendors shall inform workers about workplace rules, environmental protection systems, health and safety information, and laws regarding workers' rights with respect to freedom of association, compensation, working hours, and any other legally required information, the lululemon VCoE, through appropriate means, including posted in local language(s) throughout the workplace's common areas'. However, no further evidence was found on how the company ensures that the form and frequency of its communication is accessible to the intended audience [Vendor Code of Ethics and Benchmarks, 01/2021: pimages.lululemon.com]
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Meets ILO requirement for suppliers on A.1.2.a • Met: Describes steps to communicate HRs policies to supply chain: Lululemon's KnowtheChain shares the following: 'we train 100% of tier 1 and tier 2 suppliers through our New Vendor Approval Process, when we update our programs, and on areas of specific risk [...] Tier 1 and tier 2 suppliers receive training on select Code of Conduct topics [...] Formal VCoE training is conducted for all new tier 1 and tier 2 suppliers prior to onboarding, as part of the New Vendor Assessment Process. Additional training is provided upon request, as part of other initiatives, and when substantial updates are made to the VCoE [...] We communicate the VCoE Benchmarks to all Tier 1 and Tier 2 suppliers during the new vendor onboarding process. Vendors have access to the benchmarks through our vendor information portal. For the initial roll out of the VCoE 3.0 and the Benchmarks, specific vendor webinars will be provided to all Tier 1 and Tier 2 suppliers. Tier 1 and tier 2 suppliers receive a VCoE manual, which includes the FMW Standard, at supplier onboarding or when updates are made'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: In its KTC Disclosure, the Company describes its 'Supplier Agreement' as 'lululemon's legal contract between lululemon and suppliers, which includes acknowledgement of Vendor Code of Ethics requirements and an agreement to provide a Certificate of Compliance' and cites the following commitment embedded in this internal document: "Supplier understands the VCoE and VCoE Manual and will strictly comply with its terms and any amendments thereto provided by lululemon from time to time hereafter [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com] • Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: In addition, . Supplier will require and certify that all of its facilities, suppliers, contractors, subcontractors, employees and vendors that manufacture or assemble the Products or components of the Products comply with this VCoE and VCoE Manual. Additionally, it shares that all suppliers must sign it. [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com]
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of at least 1 on A.1.2.a • Met: Describes how workers are trained on HRs policy commitments • Met: Trains relevant managers including procurement on HRs: In its KTC Disclosure, the Company states that it 'conduct[s] formal trainings on responsible supply chain and [its] VCoE requirements for decision makers and employees working in areas of specific risk. Training includes understanding of the VCoE – why it matters, what expectations are, how [the Company] implement[s], [and] how address[es] specific risks, and procedures and actions for resolution. In the past two years, [the company] integrated a focus on forced labour and how [it is] identifying and addressing these issues. Training covers senior decision makers, employees with ongoing relationships with suppliers (in sourcing, quality, production, procurement, design and product development), and employees who respond to guest questions'. And adds; 'We conduct training specific to forced labour for senior supply chain decision-makers on an as-needed basis. Training covers forced labour and related supply chain risks, actions taken by the Partner Sustainability Team, as well as their responsibilities to prevent forced labour'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Met: Trains suppliers to meet HRs commitments: Lululemon's KTC Disclosure declares: 'New suppliers: Our New Vendor Approval Process includes training and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>education on forced labour and human trafficking: we educate potential tier 1 and tier 2 suppliers on our VCoE expectations and rationale, common issues that they might encounter, as well as best practice solutions. This education covers forced labour issues, particularly as they pertain to foreign migrant workers; potential suppliers must conduct a VCoE self-assessment and undergo a formal VCoE assessment. Both assessments help suppliers understand our expectations and the application of the VCoE; once accepted as a supplier by lululemon, the new supplier's key representatives participate in a 3-day onboarding process at our Vancouver head office to learn about our culture and standards of business, including ethical (e.g., anti-bribery and anti-corruption) and social compliance, and sustainability. Our Asian suppliers then undergo additional functional training in Asia [...] Existing suppliers: we train existing tier 1 and tier 2 suppliers when we update our program, practices, or policies and as needed on specific focus areas or areas of high risk. We also facilitate regionally relevant, issue-specific training with other brand partners and multi-stakeholder groups'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]</p> <ul style="list-style-type: none"> • Met: Discloses % suppliers trained: In its KCT, when the Company is asked if it discloses the percent of suppliers trained, it states: 'we train 100% of tier 1 and tier 2 suppliers through our New Vendor Approval Process, when we update our programs, and on areas of specific risk' and provides the following example: 'In 2019, we provided a range of general and specific Issue-based trainings for all of our tier 1 and tier 2 suppliers. Our Partner Sustainability Team conducted a total of 236 training hours for both managers and makers'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Score of at least 1 on A.1.2.a • Not Met: Monitors implementation of HRs policy commitments across global ops and supply chain: The Company in its website KTC Disclosure declares: 'Vendor Code of Ethics (VCoE) assessment and monitoring – We assess all new tier 1 and tier 2 suppliers prior to approval and conduct a reassessment at least every 18 months following (annually, for strategic suppliers and those that operate in a high-risk context). (As of 2020, reassessments will occur every 12 months.) In addition, we annually assess subcontractors who trigger any one of the three risk categories, [Country risk, Worker-type risk and process risk]'. However, no evidence of an existing monitoring process of Human Rights policy commitments across its own operations was found. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Met: Discloses % of supply chain monitored: Lululemon's 2021 Impact Report discloses that '100% of active finished goods (Tier 1) and mill (beyond Tier 1) facilities have been assessed to lululemon's Vendor Code of Ethics (VCoE). However, we know there are data gaps, and we are continuing to evolve our traceability program to capture data on all facilities that we work with, particularly beyond Tier 1. 21% of total assessments in 2021 were conducted by a third party'. [Lululemon 2021 Impact Report, 2022: 2021-lululemon-impact-report-final-13-09-22.pdf] • Met: Describes how workers are involved in monitoring: The Company indicates that 'Supplier assessments are carried out on-site and include visual inspections of the entire facility, including on-site dormitories where applicable, documentation reviews, and interviews with management and workers. This allows assessors to gain an in-depth understanding of the working conditions in the facility and any deviations from the VCoE Compliance Benchmarks'. The Company indicates that in 2022, 336 audits (74%) were conducted by the Company's internal RSC team. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Met: Describes corrective actions process: The Company's KTC Disclosure describes Lululemon's Corrective Action plans as follows: 'suppliers are required to develop Corrective and Preventative Action plans (CAPAs), which include root cause analysis, agreed-upon solutions, a timeframe for implementation, and key responsibilities. Suppliers are able to leverage our support, if needed, including training and coaching to develop and implement CAPAs. In the case that an identified non-compliance is of immediate risk to workers, it is escalated to executive attention within lululemon's Sustainability and Sourcing teams, who oversee CAPA development and implementation. In the case of non-compliance with one of our VCoE zero-tolerance policies, any identified non-compliance must be addressed within 30 days or less, depending on the issue. If a non compliance persists past the 30 days, an escalation process is triggered, the stages of which

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>include executive engagement, a warning to the supplier, and a reassessment of business volume. For persistent non-compliance with zero-tolerance policies, we maintain the right to terminate a supplier relationship'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]</p> <ul style="list-style-type: none"> • Not Met: Discloses findings and number of correction action processes: The Company indicates that 'Findings typically relate to health and safety, labour, environmental management systems, policies, and transparency. In the health and safety category, we assess a wide variety of aspects including fire preparedness, and health and safety management systems. Issues assessed under labour include wages and working hours, social benefits, contractual issues, forced labour and grievance mechanisms. [...] Other issues include policy non-compliance or lack of transparency, such as the use of unapproved subcontractors'. The Company indicates percentage of total findings relating to health and safety (54%), labour (31%), management systems, policies, transparency, and other (12%), and environment (3)%. It also indicates that 'These assessments are conducted by either our internal RSC team or nominated third-party assessors. Selected facilities are also assessed through our membership with the FLA. Assessments and Corrective Action Reports for these facilities, as well as investigation reports for special cases, can be found on the FLA's website'. The Company provides a link. However, no evidence found on the total number of findings and corrective action processes initiated following non-compliances. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: HRs performance affects selection suppliers: Regarding supplier selection, the Company's Modern Slavery Statement declares: 'core to our approach is establishing long-term relationships with suppliers, which facilitates opportunities to identify, evaluate and address risk. We intentionally maintain a consolidated and curated supply chain and assess all new suppliers on financial and reputational risk as well as human and labour rights practices. We will approve a new supplier only if the required level of performance is achieved'. Additionally, the Company's website discloses the following: 'Before we engage in a new partnership, our suppliers sign our Vendor Code of Ethics (VCoE) Certificate of Compliance and we conduct a full facility assessment. If all zero-tolerance criteria and minimum requirements are met, we begin a business relationship together. If any violations are found during the assessment, a corrective and preventive action (CAPA) plan is put in place. This includes agreed-upon solutions, a timeframe for implementation, and key responsibilities'. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] & [Website: Assessment Process, N/A: info.lululemon.com] • Met: HRs performance affects continuation supplier relationships: Lululemon's Modern Slavery Statement affirms: 'We require our suppliers to address identified non-compliance with our VCoE through the development of corrective and preventative action plans. Our approach to corrective action is one of continuous improvement intended to create positive and lasting change. Suppliers are able to leverage our support, including training and coaching, to develop and implement these plans. Although our interest is always to work in partnership with suppliers to resolve issues, for severe or persistent non-compliance issues, we maintain the right to terminate a supplier relationship'. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Works with suppliers to meet HRs requirements: On its website, the Company declares: 'Our zero-tolerance policies need to be followed at all times, without exception. We know that most suppliers will not achieve 100% rating across all other assessment criteria and in the spirit of continuous improvement, our partners develop Corrective and Preventative Action plans (CAPAs) with our support that blend training, consulting, and coaching to help them meet our standards. The CAPAs include root cause analysis, agreed-upon solutions, a timeframe for implementation and key responsibilities. This helps create change and rewards suppliers who improve conditions at their facilities'. Moreover, Lululemon's KTC Disclosure shares: 'our Partner Sustainability Team supports our suppliers in a consulting capacity, helping suppliers address issues and implement good practices, including those related to worker rights. Support ranges from coaching to providing best practices and active capacity building'. [Website: Assessment Process, N/A: info.lululemon.com] & [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes how workers and communities identified and engaged in the last two years: The Company has provided evidence to CHRB regarding this sub-indicator: 'In 2022, we identified violations of our Foreign Migrant Worker Standard at a potential Taiwanese Tier 2 subcontractor [...] We worked closely with the subcontractor facility and our supplier to remediate these issues [...] In 2022, an Indonesian maker raised a complaint [...] about mandatory overtime to finish an urgent order on time. Our RSC team worked with the Tier 1 supplier to investigate the case with both the facility and our internal production teams, and to determine the root cause of the situation. [...] To remediate the situation, the facility updated their overtime policy and procedures and provided training to all staff to ensure the voluntary nature of overtime is understood and upheld. Our RSC team ensured all overtime was correctly remunerated'. However, this sub-indicator requires a description of a process by which the Company is able to identify which are the affected stakeholders with whom engagement is needed and proof that they engaged in the last two years. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Discloses stakeholders whose HRs may be affected: The Company's Responsible Supply Chain (RSC) Disclosure discloses that the Company identifies 'areas of high risk for forced labour' along its supply chain, and states: 'There are a high number of lower-skilled workers in the agriculture sector, and informal work arrangements often exist. Depending on regional infrastructure and other factors, the potential for limited oversight and protection can lead to an increased risk of forced labour. Our policy is to source agricultural commodities from regions where there is lower risk, as determined through our risk assessments, and to certify them through the adoption of appropriate industry traceability standards [...] Makers who leave their homes to work in another country or region can be vulnerable to forced labour through unethical recruitment, hiring, and employment practices [...] We have identified foreign migrant workers as an at-risk group in specific sourcing locations, including Japan, Korea, Taiwan, and Thailand. In these locations, we're working with suppliers and their subcontractors to adhere to our Foreign Migrant Worker Standard. We are also providing guidance in ethical recruitment and ongoing employment of foreign migrant workers, including the eradication of recruitment fees'. It is not clear, however, whether these are all the stakeholders' rights that can be affected. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Provides two examples of engagement with stakeholders: The KTC disclosure states that 'lululemon primarily engages directly with workers through on-site conversations during assessments, indirectly through third-parties, or through our suppliers. Worker interviews are an important part of our facility assessments, and we use worker feedback in the development of Corrective Action Plans, which drive necessary improvements'. However, no further example of dialogue found. The Company has provided several comments to CHRB regarding this subindicator, however, evidence referred to human rights violations/grievances. This subindicator looks for evidence of how the Company proactively engages in dialogue with affected stakeholders in relation to their interests and rights. Current evidence focuses in addressing human rights concerns/violations. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues • Not Met: Describes how stakeholders views influenced company's HRs approach

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes process of identifying risks in own operations

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describes process for identifying risks in business relationships: In its Modern Slavery Statement, the Company discloses how identifies Human Rights risks in its Supply Chain: 'On an ongoing basis, we track human rights issues and emerging risks by monitoring industry, thought leaders, and civil society reports and trends (e.g., Fair Labor Association (FLA), American Apparel and Footwear Association (AAFA), Sustainable Apparel Coalition (SAC), Better Work, International Labour Organization, Organisation for Economic Co-operation and Development) and utilize tools such as BSI's SCREEN. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes global risk identification system incl. stakeholder consultation: Lululemon's KTC Disclosure declares: 'On an ongoing basis, we track human rights issues, practices and legislation – this includes monitoring through leader and NGO dialogue (e.g., ILO, Global Compact, Verité, OECD, FLA), existing and emerging legislation, and through industry and multi-stakeholder collaborations and trends. Annually, we review three risk categories, refine category criteria and evaluate thresholds. We use this information to update our processes and due diligence approach accordingly. On-the-ground findings from our teams trigger updates to our risk assessments. [...] And adds: 'we are members of industry and multi-stakeholder initiatives, including the FLA, AAFA, SAC, and the Responsible Business Alliance's Responsible Labor Initiative. Through these initiatives, we participate in working groups and collaborate with industry partners, civil society, stakeholder groups, and other brands to identify, evaluate and address human rights risks, including modern slavery, human trafficking and forced labour in the garment supply chain'. The Company also describes interviews with factory workers through 'on-site conversations during assessments'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Met: Describes how risk identification system is triggered by new circumstances: Lululemon's 2021 Impact Report states: 'our supply chain continues to grow to support our business, with new countries and facilities added to our portfolio to allow for production risk diversification and added capacity. We use industry tools to assess human rights, and environmental and business continuity risks before entering new countries'. And as cited before Lululemon KTC Disclosure affirms: 'on-the-ground findings from our teams also trigger updates to our risk assessments'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon 2021 Impact Report, 2022: 2021-lululemon-impact-report-final-13-09-22.pdf] • Not Met: Describes risks identified in relation to new circumstances: The Company indicates that 'We monitor general and specific sector risks across sourcing regions and countries. We use screening tools, publicly available credible reports, and industry expertise and consultants to identify a range of industry-relevant social, labour, and environmental risks. We assign ratings to help us make decisions on engagement and develop management strategies for certain regions and issues. When our monitoring identifies potential severe risks, we conduct heightened due diligence. Prior to entering a new sourcing region or country, we conduct an in-depth risk assessment. If certain risk factors are present, we may choose not to source from that country or region and/or develop targeted strategies to manage the risks identified. For example, we are not pursuing sourcing opportunities in Myanmar'. However, this subindicator looks for evidence of the risks it has identified when it has triggered the due diligence following a new circumstance, as per previous subindicator. Evidence provided only indicates that didn't pursue sourcing opportunities in Myanmar. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
B.2.2	Assessing human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes assessment process and discloses salient HRs risks: The Company indicates that 'We conduct regular human rights and social risk mapping across our supply chain. We assess known sector risks and other risks that may be prevalent in a particular geography or production process, such as occupational health and safety, wages and working hours, forced labour, and freedom of association. We also look at the economic, social, and political contexts across countries, as well as other indicators that could signal increasing severity of risks and impacts. This enables us to identify and prioritize actual and potential impacts and informs the way we assess our suppliers and provide support through global impact programs and education.' However, this sub-indicator looks for evidence that describes the Company's risk assessment processes, not only in its supply

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>chain but also in its own operations. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]</p> <ul style="list-style-type: none"> • Met: Describes how process applies to supply chain: Lululemon's KTC Disclosure regarding The Company's Risk Assessment states: 'we assess human rights risks within our supply chain by identifying and monitoring risk factors by region and country, worker type, and key processes. It also indicates that 'Annually, we refine our risk criteria and evaluate thresholds across three key risk categories: (1) country-level risk; (2) worker-type risk and (3) process risk. We use the results to update our processes and due diligence approach. On-the-ground findings from our teams also trigger updates to our risk assessments'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] • Met: Public disclosure of results of HRs risk assessment: Lululemon's Modern Slavery Statement declares: 'we consider the greatest risk of modern slavery and human trafficking to exist in our supply chain, as we do not manufacture our own products. A responsible supply chain starts with us and the decisions we make in selecting suppliers, as well as our ongoing procurement practices'. Moreover, the Company discloses what it calls three key risk factors in its supply chain: 'Risk factors include suppliers that: are located in a high-risk country; use high-risk process that could create worker or environmental risks; [and] employ foreign migrant workers'. It also states that 'our risk assessment processes helped us identify foreign migrant workers as a group particularly vulnerable to forced labour practices'. The Responsible supply chain disclosure also lists and devote space to how it is addressing what it considers to be its focus issues, including occupational health and safety, working hours and fair compensation, forced labour and freedom of association. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] & [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders
B.2.3	Integrating and acting on human rights risks and impact assessments	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes system to prevent, mitigate and remediate HRs issues: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence only discussed the remediation of human rights risks identified along the Company's supply chain while this sub-indicator looks for evidence that the Company has in place a comprehensive global system to prevent, mitigate and remediate its salient human rights issues throughout its own operations. The evidence provided does not align with the broader scope required by this sub-indicator. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Met: Describes how global system applies to supply chain: Lululemon's KTC Disclosure states: 'we assess human rights risks within our supply chain by identifying and monitoring risk factors by region and country, worker type, and key processes. We mitigate risk through careful screening and selection of values-aligned suppliers, targeted strategies, strict policies and procedures, oversight built into our business operations, and the knowledge and skills of our employees'. 'we use a country risk assessment process to evaluate the overall and specific types of environmental, social, political risk in different countries [...] Country risk assessments help inform strategies'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Met: Example of actions decided on at least 1 salient HRs issue: Lululemon's KTC Disclosure communicates: Further, we identified countries with high likelihood of foreign migrant workers and invest in country-specific strategies, such as our Foreign Migrant Worker Standard Program, which was implemented in Taiwan [...] In January 2018, we launched a FMW Standard Program, providing tools and guidance to Taiwanese suppliers for managing potential human rights issues and achieving ethical recruiting. Suppliers are required to sign a commitment to no-fee, sufficiently resource the program, and participate in quarterly working group sessions with lululemon and other suppliers to share learnings and monitor on progress'. As an example: 'Through our supplier assessment and risk processes, lululemon became aware that many of our tier 2 suppliers employed foreign migrant workers (only one tier 1 factory audited employs foreign migrant workers). Taiwan was prioritized as a country-of-focus due to high likelihood of foreign migrant workers and the fact a high proportion of our fabrics are sourced from here. Our response was to develop a Foreign Migrant Worker Standard, initially

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>focused on Taiwan, and being rolled out in other countries, starting in 2020. We also developed our FMW Standard and program, which is designed to support our suppliers in understanding and upholding foreign migrant worker rights and achieving responsible practices, such as ethical recruitment and the elimination of worker-paid fees'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Describes how stakeholders involved in decisions about actions taken
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes system for evaluation effectiveness of actions: Lululemon's Modern Slavery Statement states: 'we evaluate the effectiveness of our work through: [1.-] monitoring: we maintain VCoE assessment facility ratings for our core product lines, tracking all related assessment findings and resolutions; [2.-] target setting: we set goals for specific performance areas under our VCoE and our FMW Standard, such as providing document access or eliminating recruitment fees; [3.-] assessing feedback: we listen to feedback from our stakeholders and supply chain partners and continually evaluate and improve our approach to addressing supply chain issues'. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] • Not Met: Example of lessons learned from evaluation effectiveness of actions: In its 2021 Annual Report, the Company discloses: 'we have developed and implemented our Foreign Migrant Worker Standard, which outlines our expectations with respect to foreign migrant workers. This program was successfully executed in Taiwan in 2020 and based on lessons learned from this program, we are now expanding beyond Taiwan so that we can further support foreign migrant workers globally'. However, it is not clear what are the lessons learned from the evaluation of effectiveness. The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence was not material since it referred to examples of complaints raised by suppliers' workers and addressed by the Company. [2021 Annual Report, 2022: corporate.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involves stakeholders in evaluation effectiveness of actions
B.2.5	Communicating on human rights impacts	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Provides two examples of comms with stakeholders: The Company provides examples of communication in the context of grievance mechanisms, which inform/are part of the due diligence process, as the Company clarifies that 'we assess risk through sector and country assessments, stakeholder engagement, and our maker grievance reporting mechanism, as well as internal data and expertise'. The 1st example: 'In 2022, an Indonesian maker raised a complaint via our maker grievance reporting mechanism (email format) about mandatory overtime to finish an urgent order on time. Our RSC team worked with the Tier 1 supplier to investigate the case with both the facility and our internal production teams, and and to determine the root cause of the situation. The claim was substantiated. The situation was due to miscommunication between the facility's HR department and production department. To remediate the situation, the facility updated their overtime policy and procedures, and provided training to all staff to ensure the voluntary nature of overtime is understood and upheld. Our RSC team ensured all overtime was correctly remunerated and has followed up with the maker to determine satisfaction with the resolution. The 2nd example: 'In 2022, a maker in Bangladesh raised a complaint via our Maker Grievance Reporting Mechanism around access to sick leave and medical facilities. In collaboration with the supplier, we commissioned Impactt, an independent grievance intermediary, to thoroughly investigate the issues Impactt did an on-site review of documents, and conducted 90 interviews with current line workers, supervisors, and former employees of the facility. They found the claim to be substantiated. To remediate the situation, the factory management adjusted their overtime and sick leave/medical assistance policies. We followed up with onsite visits and worker engagement. In partnership with the facility's management, we will also conduct a satisfaction survey'. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> Not Met: Describes challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance mechanism(s) for workers	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Grievance mechanism accessible to all workers: Lululemon's Code of Business states: 'If you suspect that there has been a violation of the Code, you should report it through the following channels: your manager; another manager; your People and Culture partner; any member of the legal department; anyone on our Senior Leadership team; the integrity line; or our Audit Committee Chair'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] <p>Score 2</p> <ul style="list-style-type: none"> Met: Grievance mechanism available in appropriate languages and workers made aware: Lululemon's Modern Slavery Act states: 'We can be contacted directly through our Partner Sustainability Team, via email at sustainablepartner@lululemon.com, or via the Fair Labor Association's Complaint Channel'. Additionally, in its Code of Business Conduct, the Company states: 'you can contact our Integrity Line to report your concern in a confidential manner. Reporting procedures in each country are consistent with local laws and policies. Where applicable, all Integrity Line reports are provided to the legal department and the chair of the Audit Committee. Our Integrity Line is operated by a third party with trained staff who gather information related to your concern. If you wish to remain anonymous, you are able to do so. You can contact our Integrity Line by phone (available 24 hours, 7 days a week)...' Moreover, the Integrity Line website is available in many languages, including those of relevant countries in the Company's supply chain. In the KTC disclosure indicates that 'we require our employees to acknowledge and agree to comply with our Code of Conduct on an annual basis'. The Code contains the mechanisms for reporting violations. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] & [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] Met: Describes how workers in supply chain access grievance mechanism: Lululemon in its VCoE requires its suppliers to 'implement procedures that allow employees to raise and address workplace grievances confidentially, anonymously, and/or directly, without fear of reprisal or retaliation. The procedure shall be clearly communicated to all employees. Vendors must promptly respond to employees' concerns'. Additionally in its KTC Disclosure the Company shares that 'suppliers' workers can report a grievance to lululemon via email or SMS; our contact email (sustainablepartner@lululemon.com) is visible on the VCoE, which is displayed in local languages in all supplier and subcontractor factories. Emails are tracked on an ongoing basis by Director of Partner Sustainability and reported within 48 hours of occurrence to the Complaints Officer; workers can also contact their regional Partner Sustainability Managers to report issues and lodge complaints. Partner Sustainability Managers leave their contact details and SMS coordinates with workers they have interviewed in the facilities [...] Vendors shall have effective, confidential grievance mechanisms, available in the foreign migrant worker's native language, and shall ensure that workers can raise grievances without intimidation or fear of retaliation. Such mechanisms should also include the ability to report grievances anonymously if desired, unless restricted by law [...] Through our VCoE Assessment process, assessors check that grievance mechanisms are available to workers in both tier 1 and tier 2 facilities'. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] & [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] Met: Expects suppliers to convey expectation to their suppliers: See above. Grievance mechanisms applies to tier1 and tier 2 facilities. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] & [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]
C.2	Grievance mechanism(s) for external individuals and communities	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Grievance mechanism accessible to all external individuals and communities: We provide an Integrity Line for anonymous reporting. We encourage employees, factory workers, and third parties, and others to contact us in case of any non-compliance with our VCoE, or to raise concerns related to

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>human rights in our business activities or in our suppliers' factories. We can be contacted directly through our Partner Sustainability Team, via email at sustainablepartner@lululemon.com, or via the Fair Labor Association's Complaint Channel'. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: As mentioned before the Company has in place a publicly available grievance channel conducted by a third-party organization. This grievance channel allows submitting concerns in plenty of languages, including those that are speaking in the Company supply chain countries. However, no evidence regarding efforts made to make awareness of this channel among external stakeholders. The Company has provided the following evidence to CHRB regarding this sub-indicator: 'On an annual basis, you [the Company's workers] will be asked to acknowledge your commitment to the Code. In addition, you will be asked to confirm that you are not aware of any unreported violations of the Code. This acknowledgement must be completed.' However, the focus of this sub-indicator is on the affected external stakeholders as users of the grievance mechanisms, and not on the Company's workers. No evidence was found regarding how the Company ensures awareness among its affected external stakeholders about the existence and accessibility of such mechanisms. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] • Met: Describes how external individuals/communities access grievance mechanism: Lululemon's VCoE and Benchmarks document discloses the following requirement: 'the Vendor should ensure feedback mechanisms are open to members of communities where they operate allowing for communication of any concerns or suggestions'. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Met: Expects supplier to convey expectation to their suppliers: The code of vendor conduct also applies down the supply chain.
C.3	Users are involved in the design and performance of the mechanism(s)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes how users engaged on design and performance: In its KTC Disclosure when asked for the steps it takes to ensure that its suppliers' workers or their legitimate representatives are involved in the design and/or performance of the grievance mechanisms, the Company shares: 'several key suppliers who have or are implementing worker engagement mechanisms have engaged with workers and independent third parties in the design or performance of their mechanisms (e.g., suppliers using Labor voices, Impact, and Navex), to improve the approach, and build trust and understanding of confidentiality. In select worker interviews, Partner Sustainability Managers inquire about the effectiveness of mechanisms'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism: See above. However, it is not clear how they are actually involved on improvement of the mechanism [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Not Met: Provides user engagement examples (at least two) on improvement
C.4	Procedures related to the mechanism(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Describes procedure and timescales for managing complaints or concerns: The Company indicates that 'We address supplier human rights complaints that are material, substantiated, and raised through legitimate processes. We require all our suppliers to have site-level grievance mechanisms available to their workers. We also encourage trusted, effective management of grievances through robust processes. Beyond supplier grievance systems, our maker grievance reporting mechanism enables individuals and organizations in our supply chain to raise non-compliance issues. These issues may be related to our VCoE, or potential/actual breach of international human rights directly linked to lululemon's operations, products, or services. Our contact (sustainablepartner@lululemon.com) is visible on the VCoE, which is displayed in local languages in all supplier and subcontractor factories. It can also be accessed through our website. Submitted grievances are recorded and acknowledged to the complainant within two days of receipt by the Director, Global Responsible Supply Chain or appropriate Regional Managers. Makers can raise grievances directly with the regional RSC team members. Through our membership in the FLA, we also offer the opportunity for makers and their advocates to raise complaints directly with

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>the FLA, which works with us to investigate, remediate, and resolve these complaints. Every complaint is documented, internally tracked, and reported. Where possible, every complaint is investigated, and a response or resolution is provided to the complainant'. However, no details found in relation to estimated timescales for addressing complaints beyond acknowledging receipt, nor how complainants are informed of the process'. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]</p> <ul style="list-style-type: none"> • Not Met: Describes technical, financial, advisory support to enable equal access Score 2 • Not Met: Describe types of outcome to complainant through use of mechanism: The Company has provided evidence to CHRB regarding this sub-indicator. The evidence mentioned two specific cases of complaints raised by suppliers' workers and how those were addressed. However, this sub-indicator seeks evidence that the company explaining the type of outcomes and communicating them to the complainant through the grievance mechanism. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Describes escalation to senior levels / independent adjudicators: The Company indicates that 'Through our membership in the FLA, we also offer the opportunity for makers and their advocates to raise complaints directly with the FLA, which works with us to investigate, remediate, and resolve these complaints.' However, this sub-indicator seeks evidence of how workers and external stakeholders may escalate their concerns and complaints to the senior level within the Company or to independent third parties to challenge the outcome of the grievance process, at their discretion. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
C.5	Prohibition of retaliation for raising complaints or concerns	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation against workers/stakeholders: In its Code of Business Conduct, the Company states: 'we will not tolerate retaliation against, or unfair treatment of, any employee who makes a report in good faith about a violation or possible violation of applicable law or the Code, or who participates in any investigation conducted internally or by a government enforcement agency. Any employee who believes he or she has been retaliated against should promptly report it to one of the resources listed in the Code'. The Vendor code states that 'the vendor shall implement procedures that allow employees to raise and address workplace grievances confidentially, anonymously, and/or directly, without fear of reprisal or retaliation'. Also, 'all workers, shall be protected from retaliation for complaining about harassment and abuse (whistleblowing)'. Finally 'Worker representatives and workers shall be able to raise issues regarding compliance with a collective bargaining agreement by Vendors without retaliation or any negative effect on their employment status'. However, this subindicator looks for a commitment to not-retaliate against any external stakeholder representing workers. It's not clear, for instance, if external stakeholders filling complaints on behalf of Company workers are protected by this statement. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] & [Vendor Code of Ethics, 02/2018: info.lululemon.com] • Met: Describes practical measures to prevent retaliation: The Company provides anonymous grievance channels to prevent retaliation and also prohibits it in its Code of Business Conduct as well as in its VCoE. [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] & [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: Lululemon's VCoE declares: 'the Vendor must implement a mechanism that allows workers to report harassment and grievances confidentially, anonymously, and/or directly, without fear of reprisal or retaliation'. Nevertheless, no evidence that the Company expects its suppliers to prohibit retaliation against other stakeholders beside its employees was found. The Company has provided evidence to CHRB regarding this sub-indicator, providing evidence that matches the explanation provided in the first subindicator. However, this subindicator looks for a commitment to not-retaliate against any external stakeholder representing workers. It's not clear, for instance, if external stakeholders filling complaints on behalf of suppliers workers (i.e NGOs or other intermediaries) are protected by this statement. [Vendor Code of Ethics, 2021: pnimages.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Complainants not asked to waive legal rights: In its KTC Disclosure, the Company declares: 'we are committed to operating our business in a manner that respects human rights, fair, healthy and safe working conditions across our supply chain. Individuals and organizations can bring to our attention any non-compliances with our Vendor Code of Ethics in our supply chain. If an allegation is made through lululemon's corporate grievance mechanism (or via indirect sources), the following process is applied. It aims to remediate any adverse impact on individuals, workers and communities. The process however is not intended to replace or undermine existing grievance channels in our vendors' factories, or legal remedies available at a country level. Rather, the process is intended as a tool of last resort when other channels have failed to protect workers' rights'. Additionally, Lululemon's Code of Business Conduct, states: 'nothing in the Code precludes an employee from reporting a violation of law to a government agency or cooperating in a government investigation'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Global Code of Business Conduct and Ethics, 2022: code-of-conduct-november-2021-english.pdf (lululemon.com)] • Not Met: Does not require confidentiality provisions <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable): The Company has provided evidence to CHRB regarding this sub-indicator. However, the provided evidence referred to example of grievances addressed by the Company, FLA and the supplier, and not through state-based judicial and non-judicial grievance mechanisms. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
C.7	Remedying adverse impacts	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Describes approach taken to remedy adverse HRs impacts: When violations of this expectation are found at a facility, corrective action plans are developed to remedy the issue. For example, in 2019 we found that two Taiwanese suppliers had instances of non-reimbursement of airfare costs, contrary to labour contracts. Partnering with another brand, we developed a Corrective Action Plan for the supplier, and regularly assessed progress against the CAPA until the issue was remedied and the foreign migrant workers were reimbursed. This was confirmed by a verification at the end of the process. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Met: Describes approach to monitoring/implementing agreed remedy: The Company indicates that 'Where the issue is a violation of our Vendor Code of Ethics (VCoE) or a breach of an international human rights norm, the parties are informed of the results of any investigation and Corrective and Preventative Action (CAPA) plans are developed, with immediate and consistent follow up on any necessary remedial action until the issue has been resolved and appropriate remedy has been provided. The grievance or complaint is deemed resolved when the complainant is satisfied with the resolution (and it is deemed to be rights-compatible) or lululemon has determined through its monitoring framework that the issue has been resolved and appropriate remedy has been provided in accordance with VCoE expectations or international norms of human rights'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Not Met: Describes approach to learning from incidents if no adverse impacts identified
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved: The Company indicates that 'We address supplier human rights complaints that are material, substantiated, and raised through legitimate processes [...] In 2022, we received eight grievances: three were related to wages and benefits, one was related to worker-management relations, two were related to harassment, and two were related to forced labour [...] Of these grievances, six have been resolved and closed; two are open under investigation.' The evidence provided also discloses examples of grievances raised by the suppliers' workers and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>how those were addressed. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]</p> <ul style="list-style-type: none"> • Not Met: Example of how lessons from mechanism improved HRs management system <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result: Lululemon's KTC Disclosure shares that 'in 2018, [the Company] engaged a third-party organization, Interpraxis, to conduct a Worker Voice and Grievance Mechanism Assessment, to assess [its] practices and prioritize opportunities for improvement. This assessment included stakeholder engagement and worker education'. Nevertheless, no further information regarding the results of this assessment and/or changes motivated by this one was found. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders: In its KTC Disclosure, the Company states: 'if CAPA implementation timelines are missed or non-improvement persists, consequences may include the facility being put on probation, the parent supplier being informed of the noncompliance, and/ or a reduction in or cancelation of existing order volumes. In a worst-case scenario, lululemon has the right to terminate the supplier contract'. However, it is not clear how it addresses unresolved matters against the outcomes agreed with the affected stakeholder. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com]

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: In its VCoE, the Company declares: 'the Vendor shall acknowledge that every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Workers shall be paid at least the minimum wage or the appropriate prevailing wage, whichever is higher, and compensated at a premium rate for overtime'. However, in addition to basic needs and discretionary income, the requirement for living wage is expected to cover also family/dependents. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] • Not Met: Describes work with suppliers on living wage: The Company indicate that 'In 2022, we collected wage data from key supplier facilities in Cambodia and Vietnam to better understand wage management systems, gaps in fair compensation levels, and the effects of our purchasing practices on wages. We also analyzed external factors, such as inflation and COVID related factory closures, and how they affect real wage levels of makers. When some suppliers had to reduce the size of their workforce, we supported them by assessing responsible retrenchment as per FLA guidelines and providing overall guidance. We will continue our journey towards fair compensation and will publish a summary of our fair compensation roadmap in 2023.' However, this evidence refers to planned actions with suppliers, not clear that it has already conducted specific actions with suppliers to improve their performance on this matter. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of payment below living wage in supply chain • Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.2	Aligning purchasing decisions with human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: Describes practices to avoid price or short notice requirements that undermine HRs: Lululemon in its KTC Disclosure states: 'we recognize that practices such as short-term contracts, excessive price pressure, and order volatility increase the risk of human rights and labour violations, including forced labour practices. We take steps to mitigate risks caused by certain purchasing practices by: [1.-] Sharing plans and projections with a long-term view - Our supplier partnerships are based on long-term relationships, not short-term contracts. We engage in multi-year planning discussions (in-season, 1, 2 and 3 year, as well as 5 year for core programs) and provide suppliers with long-term planning horizons. We review supply capacity on an ongoing basis and discuss performance and allocations with suppliers in quarterly supplier reviews; [2.-] Conducting semi-annual self-assessments of purchasing practices; [3.-] Avoiding excessive price pressures - We work with suppliers to understand their costs and reflect these in our pricing, using transparent cost sheets that are reviewed together to identify solutions for mutually elevated performance, an approach intended to achieve shared profitability, quality and ethical sourcing; [4.-] Tracking and addressing root causes of overtime - Overtime is often a symptom of sudden changes in workload due to order volatility, which may increase risk of forced labour practices. The most common rationales for overtime are production planning in peak season, and unforeseen circumstances (e.g., natural disaster, raw material issues). To better understand reasons for overtime (or other undesirable practices), we require suppliers to request approval and provide a rationale for overtime. We track rationales, identify systemic issues and work internally and with our suppliers to address these and allocate capacity in ways that minimizes volatility'. The Company has provided comments to CHRB regarding this subindicator. However, it was already awarded. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] Met: Describes practices to pay suppliers in line with agreed timeframes: The Company's 'COVID-19 and our Supply Chain' document states: 'The success of lululemon is built on strong partnerships within our supply chain. We uphold our commitments to responsible purchasing through this crisis and beyond by: Paying in full for orders that are completed or in production (defined as post-cutting stage) to agreed upon terms; Not changing terms of agreements (for example, we continue to pay vendors on 30 days terms, we will not charge penalties for COVID-19 related delays); Working in partnership with our suppliers to minimize impact and responsibly manage orders not yet in production; Where we have to cancel future orders, we take responsibility for the materials purchased by the vendor; and for suppliers that are experiencing cashflow challenges during this time, we support through flexibility in our purchasing agreements on a case by case basis'. [Lululemon: COVID-19 and our Supply Chain, N/A: corporate.lululemon.com] Met: Reviews own operations to mitigate negative impact of purchasing practices: Lululemon's KTC Disclosure states: 'conducting semi-annual self-assessments of purchasing practices - As part of our supplier reviews, we also discuss and assess lululemon's practices, and implement actions for continual improvement. We are focussing on cross-functional buy process improvements, which include improved forecast projections, eliminating unnecessary supplier reconciliations, and adopting industry standard purchasing practices, to improve supplier workflows and reduce order volatility. For example, we implemented a monthly order program (MOP) for some of business, providing an updated rolling forecast and order submissions rather than single seasonal buys'. The 2022 suppliers disclosure adds that 'We recognize that our purchasing practices can impact our suppliers and in turn, the people who make our products. For example, order fluctuations and supply chain bottlenecks can affect overtime needs in factories. [...] We review our purchasing practices alongside our suppliers' RSC performance. This helps us identify areas where we can strengthen our practices to mitigate risks of adverse impacts. We jointly discuss opportunities and potential solutions with our suppliers. In 2022, we conducted an internal gap analysis of our purchasing practices against industry frameworks and participated in the Better Buying Purchasing Practices Index. Forty-one Tier 1 suppliers participated in the Index. We then held an in-person strategic supplier workshop with our suppliers' top decision-makers. Together, with suppliers and internal product and supply chain leaders, we reviewed the results of the Index and identified areas of opportunity within design and development, planning and forecasting, order placement and costing, and sustainable partnerships'. [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] & [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices
D.2.3	Mapping and disclosing the supply chain	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Identifies direct and indirect suppliers including manufacturing sites: Lululemon's KTC Disclosure shares: 'we work with a select supplier base and trace all tier 1 (finished goods) suppliers and their subcontractor suppliers and facilities. We publicly disclose the names and locations of Finished Goods (tier 1) facilities and the subcontractors of our top 10 suppliers. This list is posted on our website and updated every 6 months [...] We work with a select supplier base and trace tier 2 suppliers (fabric mills) and their subcontractor suppliers and facilities. The highest proportion of our tier 2 facilities are located in Taiwan. Other tier 2 facilities are located in Asia Pacific (Australia, China, Indonesia, Japan, Malaysia, South Korea, Sri Lanka, Thailand, Vietnam), Europe (Austria, France, Germany, Italy, Portugal, Switzerland, Turkey), and Central/South America (El Salvador, Peru). We publish the facility names and locations of our Top 10 tier 2 suppliers on our website. This data is updated every 6 months. (Note that tier 2 suppliers are listed on our website as "raw material suppliers")'. This list contains the following information for each supplier listed: name, address, location, number of workers, percentage of female workers, tier category, type of product and parent vendor name. [Lululemon KnowTheChain Disclosure, 03/02/2021: pimages.lululemon.com] & [Lululemon Supplier List May'22, 05/2022: lululemonSupplierListFinal060822.pdf] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Discloses names and locations of significant parts of supply chain and how significance was defined: The Company's Supplier list (April 2023) explains: 'Our disclosure accounts for 100% of Tier 1 ['Final product manufacturing'] active facilities used by lululemon and approximately 75% of Tier 2 ['Facilities that supply our Tier 1 factories with'] facilities measured by volume for the 2023 seasons. Updated biannually, the list fluctuates over time to reflect the seasonality of lululemon's business and corresponding production.' [Lululemon Supplier List April 2023, 04/2023: corporate.lululemon.com] • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to the percentage of its Tier 1 and Tier 2 suppliers included in the Company's supplier list. This sub-indicator looks for evidence that shows which direct or indirect suppliers the Company considers to be involved in higher-risk activities, geographies and products. [Lululemon Supplier List April 2023, 04/2023: corporate.lululemon.com]
D.2.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on child labour in supplier codes and contracts: The Company on its website, declares: 'we have a zero-tolerance policy towards child labour at any of our manufacturing facilities. Suppliers must ensure that all employees in their facilities have completed compulsory education and are at least 15 years of age or meet the local legal working age, whichever is highest. We require our suppliers to maintain a labour force register that verifies the age of all employees and establishes a child remediation program if an underage employee is discovered. Our remediation program requires suppliers to take full responsibility for the education of the child until they finish completing compulsory education. After that, we offer them employment when they reach age 15, unless local law states a higher age'. [Website: Vendor Code of Ethics: Focus Areas, N/A: info.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes work with suppliers on eliminating child labour: In its Modern Slavery Statement, the Company states: 'we build the requisite competencies within our organization through human rights related training and work experience. We protect the integrity of our supply chain by regularly engaging and educating our suppliers, assessors, internal teams, and decision makers on supply chain issues, including those related to modern slavery, human trafficking and forced labour. We do this by: conducting formal training on our responsible supply chain program and VCoE requirements for key employees, senior leaders, and decision makers with on-going supplier relationships; providing new suppliers with training and education on lululemon athletica inc.'s business standards and VCoE and holding VCoE training and engagement sessions for all suppliers; engaging suppliers and select stakeholders on region-specific risks or key issues, such as providing capacity building and training for Taiwanese suppliers on implementing our FMW Standard program requirements; and ensuring our internal assessors maintain requisite qualifications and undergo additional human rights-related training'. However, no evidence found of specific proactive work conducted with suppliers to improve their systems to tackle child labour. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of child labour in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on debt/fees in supplier codes and contracts: The VCoE and Benchmarks document states: 'Vendors shall ensure that migrant/contract/contingent/temporary workers are compensated directly and in full, without deduction for recruitment fees or any other agency charge for services, such as obtaining residency permits or work visas on behalf of workers'. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] • Met: Describes work with suppliers on debt/fees for job seekers/workers: The Company on its website describes its No Fee Program: 'Initially rolled out in Taiwan, we engaged with our suppliers to understand and raise awareness of ethical recruitment and the unique challenges faced by foreign migrant workers. Together, we created a two-year program that included collective dialogue, problem solving, and tools to effectively implement “no fees” road maps. All our Taiwanese vendors completed the program and eliminated worker-paid fees, benefiting approximately 2,700 foreign migrant workers. We are now scaling the program beyond Taiwan'. [Website: Programs to Build Better, N/A: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of payment of recruitment fees in supply chain: The Company indicates that 'In 2022, a total of almost 5,000 foreign migrant workers were employed by lululemon's Tier 1 and Tier 2 suppliers.'. However, this sub-indicator seeks evidence that the Company provides its assessment of the number of its suppliers' workers affected by the payment of recruitment fees or related costs rather than of the number of FMW employed in its supply chain. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Analysis of trends demonstrating progress: The Company indicates that 'Since 2017, we have been supporting Tier 1 and Tier 2 suppliers in Taiwan through a Foreign Migrant Worker “No Fee” program, with the aim of eradicating recruitment fees for foreign migrant workers. As of 2022, all 33 of our Taiwanese supplier facilities complied with the program's no-fee requirements [...]After experiencing COVID-19 related delays, we are now expanding the “No Fee” program to Japan, Korea, and Thailand'. However, this sub-indicator seeks evidence of overall year-on-year data showing the progress over time in its supply chain. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
D.2.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on paying in full and on time in supplier codes and contracts: The VCoE and Benchmarks document declares: 'vendors shall comply with all national laws, regulations and procedures concerning the payment of compensation to workers. In any case where differences or conflicts in national law, lululemon VCoE, and the FLA Workplace Code arise, Vendors are expected to apply the highest standard [...] All wages, including payment for overtime, shall be paid within legally defined time limits. When no time limits are defined by law, compensation shall be paid at least once a month'. Vendors shall ensure that migrant/contract/contingent/temporary workers are compensated directly and in full. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes work with suppliers on paying workers regularly, in full and on time: The Company has provided comments to CHRB showing how it assesses facilities for compliance with its VCoE while this sub-indicator looks for evidence of how the Company proactively collaborates/works with its suppliers to improve their practices on the matter. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] Score 2 • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence referred to the percentage of the Company's assessment findings while this sub-indicator looks for evidence that the Company provides its assessment of the number of its suppliers' workers affected by failure to pay wages in full and on time. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence referred to violations of the Company's Foreign Migrant Worker Standard, while this sub-indicator looks for evidence that the Company provides year-on-year figures showing compliance trends in relation to the matters covered by this subindicator. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
D.2.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on free movement in supplier codes and contracts: In its VCoE and Benchmarks, the Company states: 'The freedom of movement of workers who live in vendor-owned or -controlled residences shall not be unreasonably restricted [...] Vendors shall not require or influence workers to live in Vendor-owned or -controlled residences as a condition of recruitment, continued employment or to receive the same terms of employment and working conditions as other workers in the same position [...] No terms imposed by the employer or any employment agencies or intermediaries shall confine or restrict employees' freedom of movement or free transit'. Moreover, the Company's FMW Standard 'requires that the rights of foreign migrant workers be equal with that of local workers, except where specified by law. [Lululemon's] FMW Standard contains other provisions to support workers' free movement, including: neither vendors, recruitment agents, nor any other third parties shall hold original foreign migrant worker identification documents, passports, travel papers, or other personal documents, unless required by law. Where vendors are legally required to hold documents, they shall securely store and protect the documents and must implement alternative means to enable foreign migrant workers to access their personal documents at all times to ensure the principle of freedom of movement for foreign migrant workers; [3.-] suppliers must provide foreign migrant workers with individual, safe, secure, lockable storage for documents and other valuables; [4.-] foreign migrant workers shall not be required to lodge deposits or post bonds. They shall not be required to participate in savings programs, unless legally required. Neither the vendor nor any recruitment agents are allowed access to foreign migrant worker bank accounts at any time'. [Vendor Code of Ethics and Benchmarks, 01/2021: pnimages.lululemon.com] & [Lululemon KnowTheChain Disclosure, 03/02/2021: pnimages.lululemon.com] • Met: Describes working with suppliers on free movement of workers: Lululemon's Modern Slavery Statement discloses: 'we protect the integrity of our supply chain by regularly engaging and educating our suppliers, assessors, internal teams, and decision-makers on supply chain issues, including those related to modern slavery, human trafficking and forced labour. We do this by: [1.-] conducting formal training on our responsible supply chain program and VCoE requirements for key employees, senior leaders, and decision-makers with on-going supplier relationships; [2.-] providing new suppliers with training and education on lululemon athletica inc.'s business standards and VCoE and holding VCoE training and engagement sessions for all suppliers; [3.-] engaging suppliers and select stakeholders on region-specific risks or key issues, such as providing capacity building and training for Taiwanese suppliers on implementing our FMW Standard program requirements; and [4.-] ensuring our internal assessors maintain requisite qualifications and undergo additional human rights-related training'. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] Score 2 • Not Met: Assessment of scope of restriction of movement in supply chain • Not Met: Analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on FoA/CB in suppliers codes and contracts: Lululemon's VCoE declares: 'the Vendor shall recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively without any interference from Vendors. Where the right to freedom of association and collective bargaining is restricted under law, the Vendors shall facilitate, and must not hinder, the development of parallel means for independent and free association and collective bargaining'. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] • Met: Describes work with suppliers on FoA/CB: See indicator D.2.5.f. [Website: Modern Slavery Statement, 06/2021: info.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain: The Company discloses percentages of tier 1 and tier 2 facilities with collective bargaining agreements. However, this subindicator looks for evidence of amount of people affected by restriction of Freedom of association and collective bargaining in the supply chain. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided evidence to CHRB regarding this sub-indicator. The evidence referred to the Company's commitment to freedom of association and collective bargaining as essential labour rights in its supply chain, and also the percentage of Tier 1 and 2 facilities covered by collective bargaining agreements. However, this sub-indicator looks for evidence that the Company provides year-on-year figures showing compliance trends in relation to the matters covered by this indicator. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]
D.2.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on H&S in supplier codes and contracts: The Company's VCoE states: 'the Vendor shall provide safe and healthy workplace and residential settings to prevent accidents and injury to health arising out of, linked with, or occurring in, the course of work or as a result of the operation of Vendors' facilities. Workers must have sufficient health and safety training, access to clean washroom facilities and potable water, and clean and safe residential facilities that meet their basic needs'. The code contains different standards on these topics. [Vendor Code of Ethics, 2021: pnimages.lululemon.com] • Not Met: Discloses injury rate or lost days in supply chain in last reporting period • Not Met: Discloses fatalities for workers in supply chain in last reporting period • Not Met: Discloses occupational disease rate in supply chain in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes work with suppliers of H&S: The Company's Modern Slavery Statement declares: 'following FLA guidance and industry best practice for responsible purchasing and safeguarding worker well-being: we support our supplier partners with guidance and resources, and our Responsible Supply Chain team monitors the health, safety and wellbeing needs of supply chain workers'. Additionally, the Company's website shares: 'in 2021, we invested in leading global organizations and our annual Vendor Grant program, supporting projects that offer health, yoga, meditation, and education initiatives to factory workers and their local communities'. • Not Met: Assessment of scope of H&S issues in supply chain: The Company has provided comments to CHRB regarding this sub-indicator. However, the evidence referred to the percentage of suppliers' assessment findings related to health and safety issues, but this sub-indicator looks for evidence that the Company provides its assessment of the number of affected by health and safety issues in its supply chain. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to how the Company has collaborated with Bangladesh and Cambodia facilities to reduce injury and accident rates. However, this sub-indicator looks for evidence that the Company provides year-on-year figures showing compliance trends in relation to the matters covered by this subindicator. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not Met: Requirements on women's rights in contracts/codes with suppliers: The Company's VCoE discloses the following requirements: 'vendors shall abide by all protective provisions in national laws and regulations benefitting pregnant workers and new mothers, including provisions concerning maternity leave and other benefits; prohibitions regarding night work, temporary reassignments away from workstations and work environments that may pose a risk to the health of pregnant women and their unborn children or new mothers and their newborn children, temporary adjustment of working hours during and after pregnancy, and the provision of breast-feeding breaks and facilities. Where such legal protective provisions are lacking, Vendors shall take necessary measures to ensure the safety and health of pregnant women and their unborn children. Such measures shall be taken in a manner that shall not unreasonably affect the employment status, including compensation of pregnant women [...] To prevent unsafe exposure to hazardous chemicals and hazardous substances, appropriate accommodations shall be made for pregnant women and workers under the age of 18, as required by applicable laws or the provisions of the lululemon VCoE or the FLA Workplace Code, in a manner that does not unreasonably disadvantage workers [...] Vendors shall ensure that women are not engaged in work that constitutes a substantial risk to their reproductive health [...]'. However, no specific requirements of equal pay for equal work for women and men and requirements of measures to ensure equal opportunities for women throughout all levels of employment. • Not Met: Describes work with suppliers on women's rights <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of unsafe working conditions/discrimination against women in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.9.b	Working hours (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Requirements on working hours in codes/contracts with suppliers: Lululemon's Vendor Code of Ethics states to its suppliers: 'the Vendor shall not require workers to work over 48 hours in a regular workweek. All overtime work must be voluntary, compensated at a premium rate and must not be requested on a regular basis. Vendors must provide at least a consecutive 24-hour rest day in every seven-day period, as well as statutory leave and holidays. Vendors must ensure that workers' working hours, including overtime, do not exceed 60 hours per week or the local legal limit, whichever is less, except under extraordinary circumstances. Break time must be respected as per the national laws and regulations'. [Vendor Code of Ethics, 2021: pimages.lululemon.com] • Not Met: Describes work with suppliers on working hours: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to how the Company addressed a grievance raised by a supplier's employee regarding mandatory overtime, while this sub-indicator looks for evidence of how the Company proactively collaborates with suppliers to improve practices in relation to working hours. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of excessive working hours in supply chain: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to the percentage of suppliers' assessment findings related to labour issues, while this sub-indicator looks for evidence that the Company provides its assessment of the number of affected by excessive working hours in its supply chain. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com] • Not Met: Analysis of trends demonstrating progress: The Company has provided evidence to CHRB regarding this sub-indicator. However, the evidence referred to how the Company addressed a grievance raised by a supplier's employee regarding mandatory overtime, while this sub-indicator looks for evidence that the Company provides year-on-year figures showing compliance trends in relation to the matters covered by this indicator. [Responsible Supply Chain Disclosure 2022, 2023: corporate.lululemon.com]

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> Area: Forced Labour; Discrimination Headline: Canadian human-rights groups filed a complaint against Lululemon over alleged Chinese forced labour Story: On April 11, 2022, press sources reported that a Canadian coalition of human-rights groups filed a complaint with the Canadian Ombudsperson for Responsible Enterprise (CORE), over allegations that some products sold by 14 companies are made in whole or in part with forced labour in China. <p>According to the Globe and Mail, the companies named in the complaint are Costco, Gap, Hugo Boss, Nike, Ralph Lauren, Zara, Diesel, Guess? Corporation, Levi Strauss & Co., Walmart, Lululemon, Amazon, Dynasty Gold and GobiMin.</p> <p>The coalition's complaint, that included 28 advocacy groups such as the Uyghur Rights Advocacy Project, the Canadian Council of Imams and the Toronto Association for Democracy in China, relied on evidence from a 2020 study by the Australian Strategic Policy Institute (ASPI), which identified 27 factories in nine Chinese provinces that use Uyghur forced labour.</p> <p>In addition to the ASPI report, the coalition conducted its own research by reviewing shipments bills into Canada, and raised concerns in its complaint about companies' reliance on Chinese cotton, which allegedly meant that "forced labour is present in companies' supply chains even if they monitor their own factories for human rights standards", added press sources.</p> <p>[The Globe and Mail, 11/04/2022, "Canadian watchdog asked to probe allegations that imports made with forced labour in China": theglobeandmail.com]</p>
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Public response: In September 2022, Lululemon responded to the engagement of the Business and Human Rights Resource Center (BHRRC) regarding "commitments to apply a single global standard aligned with Uyghur Forced Labor Prevention Act (UFLPA)" In its responses, the company stated that it "is deeply committed to building a responsible supply chain globally that respects human rights and elevates the working conditions of all individuals who manufacture our products. We have zero-tolerance for forced labour of any kind in our supply chain, which is made clear in our Vendor Code of Ethics (VCoE), applicable to both direct and indirect suppliers." However, the Company did not address the allegation of its involvement in Uyghur forced labour schemes. [Business and Human Rights Resource Center, 14/09/2022, "Response to the Business and Human Rights Resource Center": business-humanrights.org] <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Detailed response: Although the company issued a response in September 2022 to the engagement of the BHRRC regarding the UFLPA, Lululemon did not directly respond to the allegations of its supply chain being linked to forced labour in Xinjiang. The company only commented on its commitment to build a responsible supply chain and shared publicly available resources which reinforce its "zero-tolerance for forced labor". [Business and Human Rights Resource Center, 14/09/2022: business-humanrights.org]
E(1).2	The company has investigated and taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Engaged with stakeholders: Although Lululemon engages with several stakeholders within its value chain, including employees of its suppliers in various locations, there is no evidence which suggests that the company has directly corresponded with workers in Xinjiang. [Lululemon 2021 Impact Report, 2022: 2021-lululemon-impact-report-final-13-09-22.pdf] Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Identified and implemented improvements Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Not Met: Provided remedy Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Remedy satisfactory to stakeholders

Indicator Code	Indicator name	Score (out of 2)	Explanation
	cooperate in remedy(ies)		<ul style="list-style-type: none">• Not Met: Remedy delivered• Not Met: Independent remedy process used

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