

**Corporate Human Rights Benchmark
2023 Company Scorecard**

Company name Ralph Lauren Corporation
Sector Apparel (supply chain only)
Overall score 27.0 out of 100

Theme score	Out of	For theme
4.2	10	A. Governance and Policy Commitments
8.2	25	B. Embedding Respect and Human Rights Due Diligence
6.5	20	C. Remedies and Grievance Mechanisms
5.6	25	D. Performance: Company Human Rights Practices
2.5	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	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Universal Declaration of Human rights (UDHR): The Human Rights Policy indicates: 'We acknowledge our responsibility as a company to respect all internationally recognized human rights as articulated in the Universal Declaration of Human Rights [...]'. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com]

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 Human Rights Policy indicates: ‘We developed our human rights policy with reference to the UN Guiding Principles on Business and Human Rights (“UNGP”) and the OECD Guidelines for Multinational Enterprises’. However, ‘with reference’ is not considered a formal statement of commitment according to CHRB wording criteria. The 2023 Global Citizenship & Sustainability Report notes: ‘We implement this [Human Rights] policy in our supply chain through human rights due diligence (HRDD) efforts that seek to identify, prevent, mitigate and remediate any adverse impacts. We do so in alignment with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector and the United Nations Guiding Principles’. The document Respecting Human Rights states: ‘Our commitment to respect human rights is formally outlined in our Human Rights Policy, which recognizes our participation in the United Nations Global Compact, our alignment with the UN Guiding Principles on Business and Human Rights (“UNGP”) and the OECD Guidelines for Multinational Enterprises’. However, no commitment to respect the UN Guiding Principles on Business and Human Rights (UNGPs) or the OECD Guidelines for Multinational Enterprises found in a formal policy. Commitments are expected to be placed in Company policy documents. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] • Not Met: Commitment to OECD MNE Guidelines: See above. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.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"> • Met: Commitment to ILO core principles: The Human Rights Policy indicates: ‘We acknowledge our responsibility as a company to respect all internationally recognized human rights as articulated in the [...] the International Labor Organization’s (“ILO”) Declaration on Fundamental Principles and Rights at Work’. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] • Not Met: Explicitly lists all four ILO core principles: No explicit commitments to respect freedom of association and the right to collective bargaining and the rights not to be subject to forced labour, child labour or discrimination in respect of employment and occupation found. Provisions found seem to refer exclusively to suppliers. [Operating Standards, 06/2023: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to ILO core principles: The Operating Standards has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Met: Explicitly lists all four ILO core principles for suppliers: The Operating Standards has explicit requirements regarding each ILO core area: discrimination, forced labour, child labour, freedom of association and collective bargaining. As for freedom of association and collective bargaining, it adds: ‘Suppliers should permit their employees the right to associate with others, form and join (or choose not to join) organizations of their choice, and bargain collectively in accordance with applicable law, without risk of discrimination, harassment, interference, or retaliation, subject to applicable domestic law and practice. Where the right to freedom of association and collective bargaining is restricted under law, the Supplier must engage in their best efforts to otherwise comply with these principles’. The Human Rights Policy adds: ‘All our business partners (e.g., suppliers, licensees, and agents) are expected to uphold this commitment to respect human rights, and follow all applicable policies, including our Operating Standards’. [Operating Standards, 06/2023: corporate.ralphlauren.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 Code of Business Conduct and Ethics indicates: ‘The Company is committed to conducting its business in compliance with all applicable environmental and workplace health and safety laws and regulations. The Company strives to provide a safe and healthy work environment for employees and to avoid adverse impact and injury to the environment and communities in which it conducts its business’. [Code of Business Conduct and Ethics, 11/08/2016: secure.ethicspoint.com] • Not Met: Commitment to ILO working hours standards or 48 hour regular work week: The document Operating Standards indicates: ‘All regular and overtime hours must be consensual and in accordance with national laws. Under ordinary

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>business circumstances, employees regular work week must not exceed 48 hours or 60 hours including overtime. All overtime work must be paid at a premium rate. Employees must have at least one day off in seven. However, it is not clear these standards apply to its own operations, as it seems to be a supplier document. Working hours in the supply chain is assessed below. [Operating Standards, 06/2023: corporate.ralphlauren.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expects suppliers to commit to H&S of workers: The Operating Standards indicates: 'Suppliers will ensure that their employees are provided a safe and healthy work environment and are not subject to unsanitary or hazardous living or working conditions. Supplier-provided housing facilities shall be in a separate building. Every Supplier must obtain, maintain, and comply with all safety and health permits, including but not limited to, an obligation to ensure building integrity and fire safety with regularly scheduled emergency practice evacuations and frequent inspection of exit doors for proper emergency use'. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Met: Expects suppliers to commit to ILO working hours standards or 48 hour regular work week: The document Operating Standards indicates: 'All regular and overtime hours must be consensual and in accordance with national laws. Under ordinary business circumstances, employees regular work week must not exceed 48 hours or 60 hours including overtime. All overtime work must be paid at a premium rate. Employees must have at least one day off in seven'. [Operating Standards, 06/2023: corporate.ralphlauren.com]
A.1.3.AP	Commitment to respect human rights particularly relevant to the sector – vulnerable groups (AP)	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: Commitment to migrant worker's rights: The Company has a document called Foreign Migrant Worker Standard where it indicates that 'all foreign migrant workers in Ralph Lauren Corporation's supply chain are entitled to the rights and protections [...]. This reflects Ralph Lauren's commitment to internationally recognized migrant workers' rights as described by the International Labor Organization, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and in the United Nations Dhaka Principles on Migration with Dignity'. [Foreign Migrant Worker Standards, 06/2023: corporate.ralphlauren.com] • Met: Expects suppliers to respect these rights: The Company has a document called Foreign Migrant Worker Standard where it indicates that 'all foreign migrant workers in Ralph Lauren Corporation's supply chain are entitled to the rights and protections [...]. In recognition that the ethical recruitment and onsite management of foreign migrant workers requires effective management systems and oversight, the factory [supplier] must develop and implement policies and procedures that set out protections for foreign workers to meet applicable requirements of national legal frameworks and the Ralph Lauren Foreign Migrant Worker Standards. The factory must ensure that all legal requirements of the sending and receiving country governments will be met during the recruitment process before the actual process is initiated. Due diligence must confirm that labor agents are legally registered and permitted to recruit workers. The factory must determine that all legal requirements will be met for foreign workers; these requirements include, but are not limited to, a medical examination, passport, visa, medical clearance, and a government-required pre-departure orientation. The process for recruiting and hiring foreign migrant workers shall fully cover any items that the workers may need to migrate and work legally'. The Standard has provisions that cover ethical recruitment and ethical employment exclusively for migrant workers. [Foreign Migrant Worker Standards, 06/2023: corporate.ralphlauren.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 • Met: Commitment refers to Convention on migrant workers: See above [Foreign Migrant Worker Standards, 06/2023: corporate.ralphlauren.com] • Met: Expects suppliers to respect these rights: The document Operating Standards indicates: 'Suppliers must respect the rights of migrant workers and adhere to the Company's Foreign Migrant Worker Standards. Suppliers will ensure no fee recruitment, no withholding of work/travel documents, and no restrictions on freedom of movement'. As indicated above, the Foreign Migrant Worker Standard indicates that 'all foreign migrant workers in Ralph Lauren Corporation's supply chain are entitled to the rights and protections [...]. This reflects Ralph Lauren's commitment to internationally recognized migrant workers' rights as described by the International Labor Organization, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

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			and in the United Nations Dhaka Principles on Migration with Dignity'. [Foreign Migrant Worker Standards, 06/2023: corporate.ralphlauren.com]
A.1.4	Commitment to remedy	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 remedy adverse HRs impacts: The Human Rights Policy indicates: 'When breaches to our policies are identified, we are committed to addressing them within our own internal procedures'. However, no publicly available statement found of a commitment to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] • Not Met: Expects suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to collaborate with judicial or non-judicial mechanisms • Met: Commitment to work with suppliers on remedy: The Human Rights Policy indicates: 'When breaches to our policies are identified, we are committed [...] to working with our business partners to support their efforts to provide a remedy and improve working conditions at their own facilities'. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com]
A.1.5	Commitment to respect the rights of human rights defenders	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: Zero tolerance of threats/attacks on HRDs: The Respecting Human Rights Disclosure indicates: 'We would be remiss not to recognize the crucial role of human rights defenders ("HRDs") in providing information that helps bring these salient risks to the forefront. We also recognize the threats that HRDs face around the world in their efforts to protect workers and strongly condemn any attacks, threats, intimidation, retaliation or harassment of HRDs'. However, commitments are expected to be placed in Company policy documents. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Not Met: Expects suppliers to make this commitment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Commitment to working with HRDs to create safe and enabling environment

A.2 Board Level Accountability (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	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: Board level responsibility for HRs: The Company states that 'Our CEO and Board of Directors endorse this human rights policy. While respect for human rights is the responsibility of all of us at RLC, executive oversight and accountability for the implementation of this policy rests with our Chief People Officer and Chief Global Impact and Communications Officer. They are supported in the implementation of our human rights' due diligence by our internal teams including the Global People Practices, Global Health and Safety, Diversity and Inclusion, and Global Citizenship teams. The Nominating, Governance, Citizenship and Sustainability Committee of the Company's Board of Directors oversees implementation of this policy at the board level.' [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [Nominating, Governance, Citizenship & Sustainability Committee Of the Board of Directors, 04/11/2021: investor.ralphlauren.com] • Not Met: Describes HRs expertise of Board member

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			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Board member/CEO signal importance of HRs in their communications: The Company’s CEO, Patrice Louvet, has various LinkedIn posts. The first post is on racial justice and inequality, it indicates: ‘Inside our Company, we are committing to taking the following actions: Educate. We will provide unconscious bias and microaggression training, building on the program we started in 2018. Training has begun to roll out and will be completed by all managers by the end of July and our entire employee population by October. Going forward, the training will be required for all new hires. [...] Support Talent. We will continue to disclose the racial and ethnic makeup of our employee base. We commit to elevating more Black and African American talent into our leadership ranks. For every open role at the Vice President level or above, we will interview at least one Black or African American candidate as well as at least one candidate from other underrepresented groups. We will also ensure that Black or African American colleagues as well as other people of color on our teams are part of our career development and mentorship programs. Our goal is to reflect the communities we serve – in our leadership and across the entire Company. Facilitate Dialogue. We will continue to create safe spaces for dialogue that can break down barriers and build community inside the Company by formalizing our Conversations of Understanding and roundtables’. The second post is on gender equality: ‘At Ralph Lauren, we’re committed to the advancement of women in support of a more equitable world. This starts at our own Company, where women represent 64% of our global team. We’ve proudly achieved pay parity for women in the U.S. and gender parity with equal representation in leadership. And, we aim to have a positive, enduring impact on the lives of the women in our supply chain, including through our participation in the RISE coalition. There is still work to be done, and we will continue to champion gender parity and equity inside our Company and beyond’. However, these communications refer to a personal profile on social networks. No communication found where Board members or the CEO clearly signal the Company’s commitment to human rights, discussing why human rights matter to the business or any challenges to respecting human rights encountered by the business in the context of Company event or document. [Patrice Louvet on gender equality(LinkedIn)_web, 03/2023: linkedin.com] & [Patrice Louvet on Pink Pony Walk(LinkedIn)_web, 2022: linkedin.com]
A.2.2	Board responsibility	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: Process to review HRs strategy at board level: The Company states that ‘The Nominating, Governance, Citizenship and Sustainability Committee of the Company’s Board of Directors oversees implementation of this policy at the board level. The committee meets at least four times a year to review aspects of the programs, policies and practices relating to corporate citizenship, sustainability, and social and environmental risks and impacts.’ [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] • Not Met: Example of HRs issues/trends discussed in last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not 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	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: At least one board member incentive linked to HRs commitments: Regarding NEO’s compensation, the 2023 Proxy Statement indicates: ‘We maintained environmental, social, and governance (“ESG”) metrics in the form of a scorecard as our strategic goal modifier to our Fiscal 2023 short-term incentive plan to support our commitment to create positive social and environmental impacts across our Company, our industry and society. [...] ESG metrics were set in the form of a scorecard as the Strategic Modifier Goal with five sustainability KPIs and five citizenship KPIs. Each of the NEOs, except for Mr. R. Lauren, may have their respective bonuses adjusted upwards 5% or 10% or downwards 5% or 10% based on the achievement of previously established strategic goals, up to a maximum bonus payout of 200% of target, including strategic goal adjustment. For Fiscal 2023, ESG metrics in the form of a scorecard were selected by the Talent Committee as our strategic goal to support the importance of our citizenship and sustainability strategy to create positive social and environmental impacts across our Company, our industry and society’. It discloses its five citizenship KPIs: People of Color: % of Global Leadership; Gender Parity: ensuring we continue to have gender parity at the VP level and above; Responsible Purchasing Practices: follow up workshops & implementation trainings finished for all teams, improvement

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			<p>areas & success metrics identified and established in partnership within all cross functional teams; Diverse Suppliers: spend globally; DE&I employee survey: total company favorability. As for its Sustainability KPI, it includes: 'Water: reduction over Fiscal 2020 baseline'. It also discloses the actual fiscal 2023 achievement for each KPI and the Fiscal 2023 Progress Against Commitment Goal. Finally, 'For Fiscal 2023, the Talent Committee determined there would be a plus 10% adjustment for the strategic modifier based on the performance results of the ESG scorecard'. Three Executive members also belong to the Board, including the CEO. [2023 Proxy Statement, 2023: investor.ralphlauren.com]</p> <ul style="list-style-type: none"> • Met: Incentive scheme linked to key HRs risks beyond employee H&S: See above. There are specific targets, which include favorable results in employee survey, workshops & implementation training finished for all teams on responsible purchasing practices, which includes human rights, gender parity at VP level and above. <p>Score 2</p> <ul style="list-style-type: none"> • Met: Performance criteria linked to HRs made public: See above. The five citizenship KPIs seem to be related to human rights aspects and the Company discloses percentage of salary linked to performance incentives. • Not Met: Review of other board incentives for coherence with HRs policies
A.2.4	Business model strategy and risks	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: Board process to review business model and strategy for HRs risks: The Human Rights Policy states: 'The Nominating, Governance, Citizenship and Sustainability Committee [Nominating Committee] of the Company's Board of Directors oversees implementation of this policy at the board level. The committee meets at least four times a year to review aspects of the programs, policies and practices relating to corporate citizenship, sustainability, and social and environmental risks and impacts'. The 2023 Global Citizenship & Sustainability Report contains further information on its Global Citizenship & Sustainability Governance, explaining the responsibilities of: each Board Committee; the Global Citizenship & Sustainability Steering Committee; Global Citizenship & Sustainability Operating Team. Regarding the duties of the Nomination Committee, it indicates: 'Oversees ESG risks and opportunities, including quarterly updates from our Chief Global Impact and Communications Officer, Chief Product Officer, Chief People Officer and their teams; Reviews initiatives, goals and policies and makes recommendations to the full Board'. As for the Finance Committee and Nominating Committee, it notes: 'Advises on incorporation of goals into our corporate strategy and engagement of business initiatives that influence corporate citizenship and sustainability'. However, no description found of the process it has in place to discuss and review its business model and strategy for inherent risks to human rights at Board level or a Board committee. This indicator focuses on the Company business model rather than focusing on the risk. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] • Not Met: Describes frequency and triggers for reviewing business model: See above. Although it indicates the frequency that Nominating, Governance, Citizenship and Sustainability Committee of the Company's Board of Directors meets, it is not clear the triggers for reviewing its business model or strategy and potential impacts on human rights. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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	<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 • Met: Senior responsibility for HRs implementation and decision making: The Company states that executive oversight and accountability for the implementation of its human rights policy rests with Chief People Officer and Chief Global Impact and Communications Officer. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes day-to-day responsibility for implementing HRs commitments: The Company indicates: ‘Our Global People Practices team upholds the Company’s Fair Treatment Policy, managing: Workplace Compliance, ensuring compliance with laws and regulations, people-related policy and training, Progressive Work Practices [...] and Safe and Impartial Review [...]’. [Global Citizenship & Sustainability Report 2020, 04/20: corporate.ralphlauren.com] • Not Met: Day-to-day resources and expertise allocation in own operations • Met: Resources and expertise allocation in supply chain: The 2022 Australia Modern Slavery Statement indicates: ‘The RLC Global Citizenship team is responsible for administering the social compliance program for all RL-divisions [...]’. The social compliance program includes supply chain due diligence, risk assessments, monitoring activities, including auditing and supplier engagement, training, and capability building’. Regarding the Global Citizenship & Sustainability Operating Team, the 2023 Global Citizenship & Sustainability Report notes: ‘Led by our Chief Global Impact and Communications Officer — a role expanded in 2022 — the team leads strategy and coordinates programs and initiatives across the Company’. [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] & [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.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	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: HRs risks integrated as part of enterprise risk system: The 2023 Global Citizenship & Sustainability Report notes that the Audit Committee ‘Assesses ESG risks as part of its overall Enterprise Risk Management (ERM) review’. The 2023 Proxy Statement further explains its ESG risk oversight, it includes: ‘the Finance Committee directly engages on strategy initiatives, including those impacting sustainability and corporate citizenship’; and ‘the Talent Committee regularly reviews the Company’s people and development strategy, including with regard to our employee DE&I initiatives’. However, no evidence found that enterprise risk management also applies to human rights issues or ESG risks include human rights issues. No further evidence found. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] & [2023 Proxy Statement, 2023: investor.ralphlauren.com] • Not Met: Provides an example <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	0.5	<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 1 on A.1.2.a • Met: Communicates HRs policies to all workers in own operations: The Human Rights Policy states: ‘This policy is publicly available on our corporate website. It is electronically disseminated to our employees and direct supply chain partners, as are any updates’. It adds: ‘We conduct mandatory training for employees on this policy’. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Communicates HRs policies to stakeholders: The Company provided feedback to CHRB regarding this indicator noting that its policies are publicly available on its corporate website. However, it is not clear how it actively communicates its policy commitments to affected stakeholders, including local communities and other groups in general. Publishing policies on the website is not considered a direct communication with affected stakeholders. [Reports & Policies_web, N/A: corporate.ralphlauren.com] • Not Met: Example of how HRs policies are accessible for intended audience
B.1.4.b	Communication /dissemination of policy commitment(s)	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: Meets ILO requirement for suppliers on A.1.2.a • Not Met: Describes steps to communicate HRs policies to supply chain • Met: Requires suppliers to communicate HRs policies: Regarding Policy Dissemination, the document Operating Standards indicates: ‘Suppliers are

Indicator Code	Indicator name	Score (out of 2)	Explanation
	to business relationships		<p>expected to communicate and disseminate the Company’s Operating Standards, Human Rights Policy, Foreign Migrant Worker Standards, and other relevant policies throughout its supply chain’. The document Operating Standards indicates: ‘These Standards are set forth in the Vendor Compliance Packet (“VCP”), an agreement which Suppliers must sign to conduct business with RLC’. [Operating Standards, 06/2023: corporate.ralphlauren.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes how HRs policies are contractual/binding for suppliers: The document Operating Standards indicates: ‘These Standards are set forth in the Vendor Compliance Packet (“VCP”), an agreement which Suppliers must sign to conduct business with RLC’. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Not Met: Requires suppliers to cascade contractual/binding HRs policies to its suppliers: Regarding Policy Dissemination, the document Operating Standards indicates: ‘Suppliers are expected to communicate and disseminate the Company’s Operating Standards, Human Rights Policy, Foreign Migrant Worker Standards, and other relevant policies throughout its supply chain’. However, this subindicator looks for evidence that the Company requires suppliers to cascade the contractual or other binding requirements down their supply chain [beyond communicate and disseminate them]. [Operating Standards, 06/2023: corporate.ralphlauren.com]
B.1.5	Training on Human Rights	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 at least 1 on A.1.2.a • Not Met: Describes how workers are trained on HRs policy commitments: The Company states that ‘Risk analysis, training and awareness raising are implemented across our internal teams and our wider supply chain.’ However, no further details are available. The Human Rights Policy states: ‘This policy is publicly available on our corporate website. It is electronically disseminated to our employees and direct supply chain partners, as are any updates’. It adds: ‘We conduct mandatory training for employees on this policy’. The Company provided feedback to CHRB regarding this indicator making reference to it Ethicsline webpage, which contains a link to its Human Rights Policy. However, although the Company indicates workers receive training on its Human Rights Policy, no further details of it found on how it does so. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] & [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] • Not Met: Trains relevant managers including procurement on HRs: The 2023 Global Citizenship & Sustainability Report notes: ‘We are addressing the role we play in supporting more responsible manufacturing by continuing our commitment to responsible purchasing practices. In particular, we leverage the Better Buying Institute Survey, which helps us further understand the impact of our business on factories and on workers. This feedback helps to uphold accountability in our supplier partnerships and creates a productive forum for developing solutions together. We have created cross-functional working groups to address our key areas of opportunity. Through the working groups, we have progressively built a transformation plan, integrating feedback from the survey and creating tangible goals for progress. We also continue to conduct mandatory training programs on these practices for our buying and sourcing teams’. However, no details found in relation to the actual training on human rights conducted with procurement teams. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.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: The Company states that ‘We have also designed and delivered targeted trainings on identifying and preventing forced labor to key cross-functional partners and suppliers.’ ‘In addition, we provide training to factory managers and workers on effective grievance mechanisms.’ However, the Company has not provided details about training suppliers on overall human rights commitments. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] • Not Met: Trains suppliers to meet HRs commitments • Not Met: Discloses % suppliers trained
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 states that ‘Our Global Citizenship, Worker Well-being team monitors social compliance at factories, works collaboratively to remediate non-compliances and aims to build supplier capabilities to sustain their performance. The team monitors social compliance through a range of tools,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>including site-level assessments. These assessments are conducted by third-party monitoring firms, including the ILO-Better Work and the approved verification bodies of Social Labour Convergence Programs (SLCP) where available. We schedule social compliance assessments through a risk-based approach and conduct these assessments (on both announced and unannounced basis) to evaluate the working conditions of supplier locations. Additionally, our risk assessment (referenced above) informs targeted monitoring activities to respond to new and emerging issues.’ However, no evidence found the Company also monitors implementation in its own global operations. [Human Rights Disclosure, 2022: corporate.ralphlauren.com]</p> <ul style="list-style-type: none"> • Met: Discloses % of supply chain monitored: The Company reports that ‘We monitor labour compliance against local law, national law and our Operating Standards through independent third party audits, together with audits conducted by our in-house team and assessments from Better Work the Social & Labour Convergence Program (“SLCP”). In FY22, 82% of our Tier 1 direct supplier factories were audited, and 80% of these were conducted by an independent third party. In FY22, we also prioritized auditing our raw material suppliers, completing audits for approximately 43% of our top 85% knit and woven fabric supplier spend. One hundred percent of these were conducted by an independent third party.’ [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com] • Not Met: Describes how workers are involved in monitoring: The Company states that ‘The assessment process generally includes a facility tour to observe the worksite, document review and worker interviews. On average we interview around 10% of workers at the factory. Suppliers are expected to provide a comfortable and private environment for the interviews, where workers can speak without the presence of factory management.’ However, no evidence found that workers are actively involved in the monitoring rather than being just interviewed. [Human Rights Disclosure, 2022: corporate.ralphlauren.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 states that ‘post-assessment, we engage with our suppliers to ensure the implementation of corrective actions and appropriate remediation, where applicable. We work with suppliers to identify the root cause of issues and agree on corrective action plans (“CAPs”) that prioritize workers’ welfare and livelihoods. Our approach to monitoring and remediation encourages transparency and continuous improvement.’ [Human Rights Disclosure, 2022: corporate.ralphlauren.com] • Met: Discloses findings and number of correction action processes: The Company reports that ‘In FY22, the most common categories of nonconformance were health and safety (57.78%), wages and benefits (12.33%), working hours (10.86%) and legal and ethical standards (8.19%). We review all nonconformance issues with the supplier and require that they be addressed in a timely manner. Every audit has a corrective plan that is later verified. In FY22, 55.71% of non-conformances were remediated, 43.75% are remediated pending verification and .54% are in remediation.’ [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.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: The 2023 Human Rights Disclosure indicates that ‘In addition to ongoing monitoring of existing suppliers, any new suppliers will undergo an onboarding assessment prior to production. The assessment covers all aspects of our OS. If any severe violations in one or more critical issues are found during the assessment, the supplier will not be approved for production. All new suppliers must meet our standards before we will place an order with them.’ OS refers to Operating Standards, which include requirements for its suppliers. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Met: HRs performance affects continuation supplier relationships: The Company states that its program ‘reflects the OECD’s strategic approach to risk management by 1) continuing supplier relationships throughout the course of measurable risk mitigation efforts; 2) temporarily pausing business with suppliers while pursuing ongoing measurable risk mitigation; and 3) in the extreme, where suppliers are unwilling or unable to properly remediate issues, or if risk mitigation is not feasible, we may terminate the business relationship. We only ever terminate a relationship when all recourse has been exhausted.’ [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes positive HRs incentives for business relationships: The 2023 Global Citizenship & Sustainability Report notes: ‘Our Supplier Engagement Strategy (SES) continues to focus on strengthening performance in three key areas: business execution and partnership, citizenship and sustainability, and quality. [...] Our Vendor Scorecard has social and environmental performance indicators that enable us to communicate our sustainability expectations, evaluate and monitor the progress of our suppliers and strengthen collaboration on continuous improvement’. The document Supplier Engagement Strategy (SES) – Fundamentals further explains the Strategy. It discloses its approach to key suppliers: ‘Deeper engagement with sourcing leaders to co-plan business. Partner on current or new initiatives to elevate suppliers to maintain positions as industry leaders. Provide long range plan to support necessary investment and developments in the value chain’. As for Strategic suppliers, it notes: ‘Regular dialogue with Executive Leadership and sourcing leaders about RL’s strategy. Partner on new initiatives to elevate suppliers to maintain their positions as industry leaders. Provide long range plan to support necessary investment and developments in the value chain’. As for its Responsible Exit Process, it adds: ‘The Ralph Lauren Sourcing Team develops a clear timeline and phase-out plan for the exit in consultation with the supplier and stakeholders, as appropriate. The timeline will generally span from 6 to 18 months and will be determined in line with the percentage of capacity allocated to Ralph Lauren at the factory’. However, no description of the specific positive incentives to respect human rights found. [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com] & [Supplier Engagement Strategy (SES) - Fundamentals, N/A: corporate.ralphlauren.com] • Met: Works with suppliers to meet HRs requirements: The Company reports that ‘we believe in the importance of building supplier capabilities in a broad variety of areas to help understand and address risks and compliance trends, including grievance mechanisms, preventing forced labour and raising awareness on DEI issues to mitigate the risks to vulnerable groups. we hold capability building training events which bring together suppliers in the same region to address shared compliance problems. During these sessions, we discuss strategies for improving and maintaining compliance at factories addressing these trends.’ DEI issues refer to the Diversity, Equity, and Inclusion issues. [Human Rights Disclosure, 2022: corporate.ralphlauren.com]
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 • Not Met: Discloses stakeholders whose HRs may be affected • Not Met: Provides two examples of engagement with stakeholders: The 2023 Global Citizenship & Sustainability Report describes the South India Mills Program: ‘As a member of a multistakeholder initiative implemented by the local NGO Social Awareness and Voluntary Education (SAVE), along with three other brands, we work to mitigate these risks and create a textile industry that respects human rights, empowers workers in the community and mills and promotes fair recruitment practices across Tamil Nadu. [...] At the mill level, workers and middle management receive training on life skills and a decent working environment. As of FY23, over 1,600 workers benefited from the trainings. In addition, the program introduced the This Is My Backyard (TIMBY) app to community and resource centers covering over 900 workers. TIMBY is a platform for workers to raise grievances about any aspect of the employment process. [...] Within the community, the program established six resource centers, which provide learnings on financial and digital literacy, legal rights, reproductive health and nutrition, as well as pre-departure training’. However, it is not clear there was engagement beyond training and grievance channels. The subindicator looks for evidence of an ongoing process of interaction and dialogue between the Company and its affected stakeholders that enables it to hear, understand and respond to their interests and concerns, including through collaborative approaches. It also provides information on its Gender Equity Worker Voice Tool: ‘We are committed to engaging with the rights holders that move our supply chain forward. Worker voice tools, such as surveys, allow workers to share their needs and experiences at work. [...] In FY23, we participated in the Gender Equity Worker Engagement Group (GEWEG), a partnership between global brands and the International Center for Research on Women (ICRW). [...] ICRW created the Gender Equity Worker Voice Tool, a survey with gender responsive questions across 10 themes, including gender-based violence and sexual harassment, professional development and skills building, and employee evaluation and promotion. [...] The Gender Equity Worker Voice Tool was

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>piloted in six factories across Vietnam, Indonesia and China with a total of 1,813 respondents. This was followed up by a series of focus group discussions to further refine the survey questions’. However, the subindicator looks for two examples of engagement with affected stakeholders. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HRs issues: See above. The 2023 Global Citizenship & Sustainability Report notes: ‘The pilot survey results found that workers generally felt positive about their safety, health and wellbeing, and confident in their workplace reporting systems for gender-based violence and harassment. Some areas for improvement included elimination of gender-based discrimination and support for working parents’. However, the Company is expected to provide either a summary of stakeholders views on Company's human rights or at least two case studies. The Report also discloses the results of its materiality assessment. However, the Company is expected to provide inputs from affected stakeholders, and the materiality assessment gathers the views of the Company's stakeholders in general. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] • 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 • Met: Describes process for identifying risks in business relationships: The Company states that 'We regularly conduct risk assessments to identify where and how risk is evolving in our own operations and supply chain.' <p>It further notes that 'Our global risk assessment tool helps us identify and evaluate our impacts on people and the environment, including those associated with our supply chain. We worked with a group of external stakeholders to further inform our understanding and prioritization of risk. As a result, we extended the internal and public information sources feeding into our analysis, with attention to: Risks associated with production processes with certain raw materials or chemical inputs—read more about our approach to supplier engagement. ; Risks to particularly vulnerable groups of workers, in addition to country, regional and other sector risks... Our Global Citizenship team monitors the compliance of our business partners as part of our due diligence processes. Our risk assessment processes help us to identify salient risks and prioritize areas for action. Our social compliance program works to help identify site level risks, mitigate risks and remediate violations.' [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [Global Citizenship & Sustainability Report 2021, 2021: corporate.ralphlauren.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes global risk identification system incl. stakeholder consultation • Not Met: Describes how risk identification system is triggered by new circumstances • Not Met: Describes risks identified in relation to new circumstances
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"> • Met: Describes assessment process and discloses salient HRs risks: The Company states that 'To assess our actual and potential impacts on people as part of HRDD, we implement our Global Risk Assessment Tool across our operations, including the supply chain. This process is informed by internal and external stakeholders, public information, including indicators on country-risk levels and salient risks in the industry, as well as private global risk assessment tools. Our risk assessment process is combined with a proactive approach to prevent, mitigate and address any potential or actual adverse human rights impacts.' It goes on to describe its double materiality assessment conducted in 2022. It discloses that the assessment is conducted by a third party and includes engagement with internal and external stakeholders. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] • Met: Describes how process applies to supply chain: The Company states that 'Alongside industry-wide assessment tools, like Better Work and the Social & Labor Convergence Program ("SLCP"), we use independent third-party assessments to complement our continuous due diligence and site-based risk monitoring processes. Assessment results segment factories into different groups, increasing or decreasing their overall risk profile. These risk profiles feed into our overall supplier scoring in our Supplier Engagement Strategy ("SES") which directly influences our sourcing decisions, and our strategy for managing, mitigating and

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>eliminating risks in our supply chain.’ [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com]</p> <ul style="list-style-type: none"> • Met: Public disclosure of results of HRs risk assessment: The Company states that ‘Through our risk assessment process [...] we have identified salient human rights issues in our supply chain.’ It goes on to list child labour and young workers, discrimination, harassment, and gender-based violence, forced labour, FoA/CB, occupational health & safety, wages and benefits, and working hours as salient risks. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Meets all requirements under score 1 • Not Met: Describes how assessment involved affected stakeholders: The Company indicates that internal and external stakeholders are engaged in the assessment process. However, no details were found on how affected stakeholders are involved. [Human Rights Disclosure, 2022: corporate.ralphlauren.com]
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 2022 Australian Modern Slavery Statement indicates: ‘During audits, our auditors are compelled to be vigilant and pay specific attention to red flags alerting us to potential modern slavery findings as we consider a modern slavery finding as a zero-tolerance violation. Audit results are reviewed by the RLC Global Citizenship team and, where applicable, a Corrective Action Plan (“CAP”) is developed with the factory. The team monitors, confirms, and records the completion of CAPs’. Also: ‘When we enter new or renew existing contractual arrangements, suppliers are assessed for their business, quality, cargo security and social standards and capabilities. During the on-boarding process, all suppliers enter into written contractual agreements which include obligations to adhere to the RLC Operating Standards, pre-production and in-line production audits and approvals, and ongoing monitoring and remediation. [...] As part of this process, our RLC Global Citizenship team conducts individualized supplier engagements, allowing for more touch points with suppliers and an iterative process to better assess human rights risks, understand supplier and worker needs, and tailor capacity building. The RLC Global Citizenship team continually works with our internal cross-functional teams and suppliers, to educate and train them about the definition of forced labor and modern slavery, areas of risk, red flags, and escalation processes. [...] Additionally, the RL Grievance Mechanism is accessible to factory workers. [...] RLC conducts risk assessments to assess its operations and the likelihood and extent of human rights impacts of our business. [...] RLC is engaged with the industry to advocate for and develop successful, sustainable solutions to eradicate forced labor and other human rights violations from global supply chains’. However, this subindicator looks for a description of its global system to prevent, mitigate and remediate its human rights issues identified and deemed salient at its own operations. [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] • Met: Describes how global system applies to supply chain: As indicated above, the 2022 Australian Modern Slavery Statement notes: ‘When we enter new or renew existing contractual arrangements, suppliers are assessed for their business, quality, cargo security and social standards and capabilities. During the on-boarding process, all suppliers enter into written contractual agreements which include obligations to adhere to the RLC Operating Standards, pre-production and in-line production audits and approvals, and ongoing monitoring and remediation. [...] As part of this process, our RLC Global Citizenship team conducts individualized supplier engagements, allowing for more touch points with suppliers and an iterative process to better assess human rights risks, understand supplier and worker needs, and tailor capacity building. The RLC Global Citizenship team continually works with our internal cross-functional teams and suppliers, to educate and train them about the definition of forced labor and modern slavery, areas of risk, red flags, and escalation processes. [...] Additionally, the RL Grievance Mechanism is accessible to factory workers. [...] RLC conducts risk assessments to assess its operations and the likelihood and extent of human rights impacts of our business. [...] RLC is engaged with the industry to advocate for and develop successful, sustainable solutions to eradicate forced labor and other human rights violations from global supply chains’. [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] • Met: Example of actions decided on at least 1 salient HRs issue: Regarding its South India Mills Program, the 2023 Global Citizenship & Sustainability Report notes: ‘As a member of a multistakeholder initiative implemented by the local NGO Social Awareness and Voluntary Education (SAVE), along with three other brands, we work to mitigate these risks and create a textile industry that respects

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>human rights, empowers workers in the community and mills and promotes fair recruitment practices across Tamil Nadu. The program maintains a three-prong approach to addressing the root causes and key actors by focusing on the labor agents who recruit workers, the communities where workers originate and the spinning mills who employ them. As many mills rely on labor agents to recruit workers, the program trains them on legal requirements and ethical practices that are key to preventing forced and child labor. To date, almost 80 agents, managing over 2,500 workers, have been trained. At the mill level, workers and middle management receive training on life skills and a decent working environment. As of FY23, over 1,600 workers benefited from the trainings. In addition, the program introduced the This Is My Backyard (TIMBY) app to community and resource centers covering over 900 workers. TIMBY is a platform for workers to raise grievances about any aspect of the employment process. These grievances are addressed in a multistakeholder approach through the suppliers with support of industry associations, SAVE and brands. TIMBY will be rolled out to mills in the next phase of the program development. Within the community, the program established six resource centers, which provide learnings on financial and digital literacy, legal rights, reproductive health and nutrition, as well as pre-departure training. Teaching these life skills is critical to developing the awareness and confidence to handle difficult situations in workers' personal and professional lives. To-date, 11,400 current and prospective workers and their families have benefited from the resource centers with 91% being female. As of FY23, SAVE implemented the program in six mills, impacting over 14,600 beneficiaries. Moving forward, the program aims to expand TIMBY to Tier 1 factories, onboard additional mills and explore opportunities for more brand partners'. [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.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	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 system for evaluation effectiveness of actions • Not Met: Example of lessons learned from evaluation effectiveness of actions <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	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: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Met: Describes challenges to effective comms and how it is working to address them: The Human Rights Disclosure indicates: 'we provide training to factory managers and workers on effective grievance mechanisms. As previously noted, we are committed to continuous improvement and regularly evaluate the effectiveness of our program. For instance, when we did not see high usage from workers on our grievance mechanisms, to address this potential gap, we specifically held sessions with workers to test their ability to scan the QR code and send us messages. We learned that while workers had the ability to access the QR code successfully, they needed more instruction on exactly how to use it. Following these sessions, we received direct messages from workers to which we promptly replied. Most of the messages were requests for additional support on COVID-19 prevention measures, such as more regular cleaning and better communication. We worked with the respective suppliers on each of these cases'. Grievance mechanism seem to be embedded as part of the Company's due diligence efforts: 'Risk analysis, training and awareness raising are implemented across our internal teams and our wider supply chain. Additionally, engagement with stakeholders, delivery of grievance and remediation processes, and reporting are part of our regular operations to uphold human rights'. The 2023 Global Citizenship Sustainability Report Standard Supplement adds: 'We undertake due diligence with existing suppliers by scoping potential risks, preventing and mitigating those identified and remediating issues when found. We work with suppliers to identify the root cause of issues and agree on corrective action plans that prioritize workers' welfare and livelihoods. We remain committed to ensuring that workers have access to effective grievance mechanisms and that they can voice their concerns without fear of retaliation'. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] & [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com]

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: The Company states that 'We are committed to hearing and addressing all complaints related to our global operations. We developed the RL Hotline, a confidential reporting system that is available to anyone inside or outside our company, to facilitate the receipt and handling of complaints regarding suspected violations of company policy or applicable laws and regulations. Complaints can be filed anonymously, and we have a strict non-retaliation policy in place.' [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Grievance mechanism available in appropriate languages and workers made aware: See above, the Human Rights Policy adds: 'We conduct mandatory training for employees on this policy'. The webpage section Ethics Point is available in 21 languages. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [EthicsPoint_web, N/A: secure.ethicspoint.com] • Met: Describes how workers in supply chain access grievance mechanism: The Company states in its Human Rights Policy that 'Our suppliers are required to have their own effective grievance mechanisms in place to support their workers' rights to raise grievances anonymously, confidentially, and without fear of retaliation. We also provide a process of escalation for workers to file grievances with us directly and we track appropriate follow-up. Suppliers must maintain policies, processes, and training for grievance procedures and tracking to ensure a timely response for complainants.' The Company also states that workers in supply chain can escalate their concerns directly to Ralph Lauren using the RL-Hotline email address, accessible through a QR code. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] & [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] • Met: Expects suppliers to convey expectation to their suppliers: The document Operating Standards indicates: 'Suppliers shall provide their employees with an effective grievance mechanism to report workplace concerns or violations of these Standards to management confidentially and anonymously, without the fear of retaliation. Suppliers will maintain policies, systems, processes, and training for grievance procedures and tracking to ensure a timely response to the employee that will also be subject to on-going review by RLC and third-party auditors'. Also, 'Suppliers are expected to communicate and disseminate the Company's Operating Standards, Human Rights Policy, Foreign Migrant Worker Standards, and other relevant policies throughout its supply chain'. [Operating Standards, 06/2023: corporate.ralphlauren.com]
C.2	Grievance mechanism(s) for external individuals and communities	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: Grievance mechanism accessible to all external individuals and communities: The Company states that 'We developed the RL Hotline, a confidential reporting system that is available to anyone inside or outside our company, to facilitate the receipt and handling of complaints regarding suspected violations of company policy or applicable laws and regulations.' It is assumed that external individuals and communities can also report through the channel. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Grievance mechanism available in appropriate languages and affected stakeholders made aware: The webpage section Ethics Point is available in 21 languages. The Company provided feedback to CHRB regarding this indicator noting that the Ethics Point is open to the public. However, this subindicator looks for a description of how it ensures that all affected external stakeholders at its own operations are aware of it. It should include the community or external individuals. Being publicly available is not considered an active communication with affected stakeholders. [EthicsPoint_web, N/A: secure.ethicspoint.com] • Not Met: Describes how external individuals/communities access grievance mechanism: The Company provided feedback to CHRB regarding this indicator pointing out at the link to access the Ethics Point and that it is also hyperlinked in the Human Rights Disclosure. However, it is not clear that external individuals and communities have access to it, in order to raise Complaints or concerns about human rights issues at the Company's suppliers (or to the Company's own mechanism to report in relation to suppliers' behaviour). No further evidence found. [EthicsPoint_web, N/A: secure.ethicspoint.com] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Expects supplier to convey expectation to their suppliers: The document Operating Standards indicates: ‘Suppliers are expected to communicate and disseminate the Company’s Operating Standards, Human Rights Policy, Foreign Migrant Worker Standards, and other relevant policies throughout its supply chain’. However, it is not clear the Company expects suppliers to convey expectations [to have a channel from which external individuals and communities can access to raise Complaints or concerns about human rights issues at the Company’s suppliers] on access to grievance mechanism(s) to their suppliers, as it is not clear the mechanism is open to external individuals and communities. [Operating Standards, 06/2023: corporate.ralphlauren.com]
C.3	Users are involved in the design and performance of the mechanism(s)	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 users engaged on design and performance: The 2022 Australian Modern Slavery Statement indicates: ‘We are committed to ensuring that workers have access to effective grievance mechanisms. To that end, we educate managers and workers on the importance of grievance mechanisms, alongside evaluating and improving the effectiveness of our program. For example, in FY22 we assessed our top fabric mills in four countries: China, Taiwan, Vietnam and India. Upon receiving the assessment results, we noticed non-compliance trends across health and safety, record keeping and grievance mechanisms. To remediate these issues, we worked with a local firm to develop training for the mills. The firm conducted a training session, provided management system templates, and offered remote support to complete the templates that would be appropriate for their operations. This collaboration helped our suppliers learn and build a stronger framework and system to support social and labor compliance’. However, no description of how it engages with potential or actual users on the design and performance of the mechanism found. The Human Rights Disclosure states: ‘we provide training to factory managers and workers on effective grievance mechanisms. As previously noted, we are committed to continuous improvement and regularly evaluate the effectiveness of our program. For instance, when we did not see high usage from workers on our grievance mechanisms, to address this potential gap, we specifically held sessions with workers to test their ability to scan the QR code and send us messages. We learned that while workers had the ability to access the QR code successfully, they needed more instruction on exactly how to use it. Following these sessions, we received direct messages from workers to which we promptly replied’. However, although the Company provides an example of how it assesses the effective grievance mechanisms, no description of the how it engages with potential or actual users on the design and performance of the mechanism(s) (such as on scope, methods of raising grievances, etc). [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Not Met: Provides user engagement examples (at least two) on design and performance: As indicated above, the Human Rights Disclosure states: ‘we provide training to factory managers and workers on effective grievance mechanisms. As previously noted, we are committed to continuous improvement and regularly evaluate the effectiveness of our program. For instance, when we did not see high usage from workers on our grievance mechanisms, to address this potential gap, we specifically held sessions with workers to test their ability to scan the QR code and send us messages. We learned that while workers had the ability to access the QR code successfully, they needed more instruction on exactly how to use it. Following these sessions, we received direct messages from workers to which we promptly replied’. However, this subindicator looks at least two examples of how it engages with potential or actual users specifically on the design, implementation or performance of the mechanism. The other example provided, seems to refers to compliance and corrective actions taken [see above]. [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes how users engaged on improvement of mechanism: See above. However, this subindicator looks for a description of its system to engage with potential or actual users (or individuals or organisations acting on their behalf) specifically on the improvement of the mechanism rather than examples. [2022 AUS Modern Slavery Statement, 2023: modernslaveryregister.gov.au] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Not Met: Provides user engagement examples (at least two) on improvement

Indicator Code	Indicator name	Score (out of 2)	Explanation
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 Human Rights Policy states: ‘The Company will follow up on the complaint by conducting a prompt, thorough, and objective investigation appropriate to the circumstances. Upon completion of the investigation, if necessary and supported by the facts, remedial action will be taken against the individual who is the subject of a complaint’. The Fair Treatment Policy indicates: ‘When an employee reports discrimination, harassment and/or retaliation as specified above, Ralph Lauren will engage in a prompt, thorough, and objective investigation appropriate to the circumstances. Investigations will be conducted and usually carried out by GPP (People and Development in International). The steps to be taken during the investigation cannot be fixed in advance but will vary depending on the nature of the allegations and the circumstances of the alleged offense. All investigations will be conducted in a discrete manner and confidentiality will be maintained throughout the investigative process to the extent practicable and consistent with Ralph Lauren’s need to undertake an investigation. Information relating to any investigation, including information provided by an employee or the fact of an employee’s participation in any investigation, will be kept confidential to the extent practicable’. However, no evidence found in relation to timescales for addressing complaints and process for informing complainant. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [Fair Treatment Policy, 22/02/2020: secure.ethicspoint.com] • Not Met: Describes technical, financial, advisory support to enable equal access <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Describes escalation to senior levels / independent adjudicators
C.5	Prohibition of retaliation for raising complaints or concerns	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: Public statement prohibiting retaliation against workers/stakeholders: The Fair Treatment Policy indicates: ‘Ralph Lauren strictly prohibits retaliation against any person by another employee or by anyone representing Ralph Lauren for using the below complaint procedure [Ethics Point], reporting discrimination or harassment, objecting to such conduct, or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency’. The Human Rights Policy states: ‘Complaints can be filed anonymously, and we have a strict non-retaliation policy in place’. The 2023 Global Citizenship & Sustainability Report reaffirms it. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] & [Fair Treatment Policy, 22/02/2020: secure.ethicspoint.com] • Met: Describes practical measures to prevent retaliation: The Human Rights Policy states: ‘Complaints can be filed anonymously’. [Human Rights Policy_web, 02/11/2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Specifies no legal action, firing or violence: The 2023 Global Citizenship & Sustainability Report notes: ‘Ralph Lauren is committed to providing a safe reporting environment and will not tolerate retaliation against anyone who reports a concern in good faith’. The Fair Treatment Policy indicates: ‘Ralph Lauren strictly prohibits retaliation against any person by another employee or by anyone representing Ralph Lauren for using the below complaint procedure [Ethics Point], reporting discrimination or harassment, objecting to such conduct, or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, intangible non-economic retaliation, failure to make employment recommendations impartially, adversely affecting working conditions in any manner or otherwise denying any employment benefit’. However, no further evidence found explicitly indicating that it will not retaliate against workers and stakeholders through any of the specific ways required by this subindicator. [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com] & [Fair Treatment Policy, 22/02/2020: secure.ethicspoint.com] • Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Company states that ‘Suppliers shall provide their employees with an effective grievance mechanism to report workplace concerns or violations of these

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Standards to management confidentially and anonymously, without the fear of retaliation'. [Operating Standards, 06/2023: corporate.ralphlauren.com]
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive legal rights • Not Met: Does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Cooperates with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Describes approach taken to remedy adverse HRs impacts: The Respecting Human Rights Disclosure indicates: 'In FY22, during our vetting process for a prospective home towels factory in Japan we identified fees paid by Chinese workers to third- party recruiters to secure their jobs. [...] Due to this finding, the factory failed to meet the requirements stipulated in our FMW [foreign migrant workers] Standards. To come into compliance action needed to be taken. We held a collaborative remediation meeting with the supplier and our colleagues from Sourcing. In addition to committing to cease hiring FMWs, the supplier agreed to reimburse the nine migrant workers who had already been hired and had paid the fees. We verified these reimbursements through review of bank receipts and track their continued compliance with our FMW Standards through our ongoing supplier monitoring program'. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Not Met: Describes how remedy would be provided if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Describes changes to systems, processes and practices to prevent future impacts • Not Met: Describes approach to monitoring/implementing agreed remedy • 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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Discloses number of grievances filed, addressed or resolved and outcomes achieved • Not Met: Example of how lessons from mechanism improved HRs management system Score 2 <ul style="list-style-type: none"> • Not Met: Describes process to evaluate mechanism and changes made as a result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Requirements on living wage in supplier codes and contracts: The document Operating Standards indicates: 'Suppliers should provide compensation that is sufficient to meet workers' basic needs and provide some discretionary income. If compensation does not meet workers' basic needs and provide some discretionary income, Suppliers should work with RLC to make improvements to progressively realize a level of compensation that does meet these standards'. However, it is not clear whether the Company requires suppliers to take into account the workers' family or dependents. [Operating Standards, 06/2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describes work with suppliers on living wage: The Company states that ‘We are collaborating with suppliers to develop their capabilities to address living wages, a salient human rights issue. We directly address the issue of living wages through our Wage Management Strategy. Our focus is on wage management systems at the factory level and the impact of our own purchasing practices to encourage suppliers to deliver fair compensation to workers in our supply chain. Wage data analysis is the foundation of our approach to improving wage management at suppliers. We continue to gather detailed wage data from suppliers, most recently in Bangladesh. In FY22, we shared more than 72 detailed wage ladders with suppliers and their factories.’ [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com] Score 2 • Not Met: Assessment of scope of payment below living wage in supply chain: The 2023 Global Citizenship & Sustainability Report notes: ‘This year, we extended our ongoing wage data collection and analysis by adopting the Fair Labor Association’s (FLA) Fair Compensation toolkit. This aligns with our aim to adopt industry tools, easing the burden on our suppliers and increasing the amount of comparative wage data for the industry. The toolkit consists of the FLA’s groundbreaking Wage Data Collection Tool and Fair Compensation Dashboard, which are scalable tools that allow companies to gather worker wage data from their suppliers, conduct analyses and measure progress over time. The Dashboard provides living wage benchmarks from over 30 countries and helps suppliers measure their wages against other local firms. In FY23, we successfully deployed the FLA tool with our strategic and key suppliers across more than 10 countries and for the first time in Tunisia, Turkey, Mexico, Bangladesh, Peru and the U.S. Our country analysis using the FLA tool shows that in five countries — India, China, Indonesia, Vietnam and Cambodia — the average net wage increased year over year. This was primarily driven by the increase in the legal minimum wage. In Guatemala, the Philippines and Italy, we saw the average net wage decrease, year over year, due to reduced production and working hours during the COVID-19 pandemic’. However, although the Company explains its system to collect data and analyse wages, and indicates some country improvements and declines, no evidence found on the number of people affected by (scope of) payment below living wages in its supply chain. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] • Not Met: Analysis of trends demonstrating progress: See above. No analysis of trends demonstrating progress found. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com]
D.2.2	Aligning purchasing decisions with 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"> • Met: Describes practices to avoid price or short notice requirements that undermine HRs: The Company states that ‘Excessive working hours has many causes, and we acknowledge that apparel brands like ours may contribute to the problem but can also be part of the solution. We are addressing the role we play by implementing Responsible Purchasing Practices, including through the Better Buying Initiative Survey, which helps us further understand the impact of our business planning on factories and workers. For example, if we place orders with short notice, we might exceed a factory’s capacity to supply us on time. Consequently, the factory might subcontract the work without our authorization—which we do not allow—or impose longer hours on its workers to fulfill our orders. To avoid this, before placing an order we confirm the factory’s capacity to complete the order without excessive working hours or subcontracting. We also have remediation capability building programs to help suppliers meet our capacity requirements. These programs also help suppliers improve their performance and efficiency without requiring longer working hours. Careful order allocations and proper planning to improve the outcome of each phase of the product life cycle creates an efficient work environment and promotes high levels of compliance.’ [Human Rights Disclosure, 2022: corporate.ralphlauren.com] • Not Met: Describes practices to pay suppliers in line with agreed timeframes: The 2023 Global Citizenship & Sustainability Report discloses different memberships and initiatives it collaborates with. The Company also provided feedback to CHRB regarding this indicator, however, its content could not be found in the public domain. No description found of the practices it adopts to pay suppliers in line with agreed timeframe and for the amount agreed in the payment terms. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Reviews own operations to mitigate negative impact of purchasing practices: The 2023 Global Citizenship & Sustainability Report notes: ‘We are addressing the role we play in supporting more responsible manufacturing by continuing our commitment to responsible purchasing practices. In particular, we leverage the Better Buying Institute Survey, which helps us further understand the impact of our business on factories and on workers. This feedback helps to uphold accountability in our supplier partnerships and creates a productive forum for developing solutions together. We have created cross-functional working groups to address our key areas of opportunity. Through the working groups, we have progressively built a transformation plan, integrating feedback from the survey and creating tangible goals for progress. We also continue to conduct mandatory training programs on these practices for our buying and sourcing teams. [...] Based on our suppliers’ feedback, we will continue to focus on planning and forecasting, sourcing and order management, and win-win sustainable partnership’. The Company also provided additional feedback to CHRB regarding this indicator, however, some of its content could not be found in the public domain. However, no evidence found that the Company reviews its own operations to mitigate negative impacts of its purchasing practices in merchandising and costing. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] Score 2 • Not Met: Meets all requirements under score 1 • Not Met: Example of assessing and changing of purchasing practices: The 2023 Global Citizenship & Sustainability Report notes: ‘We are addressing the role we play in supporting more responsible manufacturing by continuing our commitment to responsible purchasing practices. In particular, we leverage the Better Buying Institute Survey, which helps us further understand the impact of our business on factories and on workers. This feedback helps to uphold accountability in our supplier partnerships and creates a productive forum for developing solutions together. We have created cross-functional working groups to address our key areas of opportunity. Through the working groups, we have progressively built a transformation plan, integrating feedback from the survey and creating tangible goals for progress. We also continue to conduct mandatory training programs on these practices for our buying and sourcing teams. [...] Based on our suppliers’ feedback, we will continue to focus on planning and forecasting, sourcing and order management, and win-win sustainable partnership’. The Company also provided additional feedback to CHRB regarding this indicator, however, some of its content could not be found in the public domain. However, although it describes its partnership with Better Buying Institute Survey, no example of how it addressed, and made changes to its purchasing practices to avoid undermining its human rights commitments. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com]
D.2.3	Mapping and disclosing 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: Identifies direct and indirect suppliers including manufacturing sites: The 2023 Global Citizenship & Sustainability Report notes: ‘Building on our effort to map and disclose our supplier partners, we continued to use Open Supply Hub (formerly Open Apparel Registry) to publish the name, location and parent company of Tier 1 value-adding processing units including washing, embroidery and printing facilities. The list is updated regularly and was last updated on April 3, 2023. In FY23, we worked with 408 active Tier 1 factories across 30 countries, covering 95% of our business across all categories. In addition to finished goods factories, we continued to disclose Tier 1 processing units. We had 183 active processing units for Finished Goods factories. Overall, FY23 disclosures included 88% of factory coverage’. The webpage section Factory List discloses Supplier Disclosure T1 Factory 2023 and Supplier Disclosure T1 Processing Unit 2023. The lists include information such as name, address, country, facility type, and product type, etc. However, no evidence found that the Company maps indirect suppliers. No further evidence found. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] & [Factory Disclosure_web, N/A: corporate.ralphlauren.com] Score 2 • Not Met: Discloses names and locations of significant parts of supply chain and how significance was defined: See above. However, although the Company discloses most of its direct suppliers, it does not seem to include indirect suppliers. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] & [Factory Disclosure_web, N/A: corporate.ralphlauren.com] • Not Met: Discloses direct or indirect suppliers involved in higher-risk activities

Indicator Code	Indicator name	Score (out of 2)	Explanation
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"> • Not Met: Requirements on child labour in supplier codes and contracts: The document Operating Standards indicates: 'Use of child labor is prohibited (employees under the age of 16). Supplier employees between the ages of 16 and 18 must not be subject to night and/or hazardous work'. It adds: 'These Standards are set forth in the Vendor Compliance Packet ("VCP"), an agreement which Suppliers must sign to conduct business with RLC'. However, no evidence found that it includes age verification of workers recruited, and remediation programmes within its contractual agreements or Supplier Code. The Human Rights Disclosure states: 'Suppliers must have robust age verification systems in place. If a violation of our standards occurs, immediate action will be taken and we require suppliers to remove the underage worker from the factory, reach out to the family and begin discussing options for appropriate education and training, provide financial support to cover the education and lost wages, and agree to rehire the underage worker when they are 16 or at the legal working age if desired by the worker. We then monitor the case to ensure that the supplier completes any corrective actions and takes ownership of the remediation'. However, it is not clear if the statements made in the Human Rights Disclosure document are part of the contractual agreements with suppliers (no evidence found that these are part of supplier formal requirements such as supplier code). [Operating Standards, 06/2023: corporate.ralphlauren.com] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] • Met: Describes work with suppliers on eliminating child labour: Regarding its South India Mills Program, the 2023 Global Citizenship & Sustainability Report notes: 'We recognize the longstanding forced labor risks to young women and girls working in the spinning and textile mills across the South Indian state of Tamil Nadu. As a member of a multistakeholder initiative implemented by the local NGO Social Awareness and Voluntary Education (SAVE), along with three other brands, we work to mitigate these risks and create a textile industry that respects human rights, empowers workers in the community and mills and promotes fair recruitment practices across Tamil Nadu. The program maintains a three-prong approach to addressing the root causes and key actors by focusing on the labor agents who recruit workers, the communities where workers originate and the spinning mills who employ them. As many mills rely on labor agents to recruit workers, the program trains them on legal requirements and ethical practices that are key to preventing forced and child labor. To date, almost 80 agents, managing over 2,500 workers, have been trained'. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.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)	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 debt/fees in supplier codes and contracts: The document Operating Standards states: 'Suppliers must respect the rights of migrant workers and adhere to the Company's Foreign Migrant Worker Standards. Suppliers will ensure no fee recruitment, no withholding of work/travel documents, and no restrictions on freedom of movement'. The Foreign Migrant Worker Standards indicates: 'When hiring foreign migrant workers, the factory shall only use agents that are legally licensed and recruit workers ethically as laid out in these standards. The factory shall ensure that any agents it uses conform to the foreign migrant worker standards through background checks, due diligence monitoring, service agreements, and regular compliance auditing efforts'. It adds: 'Factories should conclude, in writing, legally binding Service Agreements with labor agents acting on its behalf, directly or indirectly, that comply with applicable law in both receiving and sending countries. Agreements should reflect key components of the Ralph Lauren foreign migrant workers standards, specifically: [...] no fees charged; a prohibition on the use of sub-agents [...]'. [Operating Standards, 06/2023: corporate.ralphlauren.com] & [Foreign Migrant Worker Standards, 06/2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Describes work with suppliers on debt/fees for job seekers/workers: The Human Rights Disclosure states: ‘We have also designed and delivered targeted trainings on identifying and preventing forced labor to key cross-functional partners and suppliers. Additionally, we are signatories to the updated American Apparel and Footwear Association and Fair Labor Association’s Commitment to Responsible Recruitment, a proactive industry effort which seeks to address potential forced labor risks for migrant workers in the global supply chain’. However, no clear information was found if this training includes recruitment fees or any other proactive work carried out specifically to address recruitment fees and related costs. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.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 has only reported a case study: reimbursing recruitment fees paid by foreign migrant workers in Japan in 2022. The Company has not provided the number affected by the payment of recruitment fees. [Human Rights Disclosure, 2022: corporate.ralphlauren.com] • Not Met: Analysis of trends demonstrating progress
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 document Operating Standards states: ‘Suppliers’ wage and benefit policies must be consistent with and comply with all laws regulating local wages, overtime compensation, and legally mandated benefits. Wages must also be paid in full and on time, including a wage calculation for each pay period, as provided for under applicable law’. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Not Met: Describes work with suppliers on paying workers regularly, in full and on time: The 2023 Global Citizenship & Sustainability Report notes: ‘In FY23, we achieved our goal to roll out our Wage Management Strategy to all our strategic and key suppliers. We did this by activating all five modules of our strategy: Human rights due diligence; Supplier capabilities; Worker engagement; Industry collaboration; Alignment with our internal teams. We have active workstreams within each module that provide tools and resources for suppliers to improve their wage systems, in addition to our internal work on responsible purchasing practices which better enable suppliers to meet their wage goals. In FY23, we finalized important workstreams that enable us to continue our work on wage management into the next phase’. It further explains its Wage Data Collection and Analysis as well as its Assessment of Wage Management Systems. It adds: ‘We collaborated with the Fair Wage Network (FWN) in India to conduct fair wage assessments of seven factories in three regions: Karnataka, Tamil Nadu and Haryana. A fair wage assessment is an objective appraisal of wage practices at the factory level in relation to the Fair Wage framework’. However, although the Company indicates it carries out work to improve suppliers’ wage system, no evidence found on specific work with supply chain to pay workers regularly, in full and on time. [2023 Global Citizenship & Sustainability Report, 2023: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment scope of failure to pay workers in full and on time in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.5.f	Prohibition of forced labour: Restrictions on workers (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 free movement in supplier codes and contracts: The Company states that ‘Suppliers will ensure no fee reemployment before leaving home.’ [Operating Standards, 06/2023: corporate.ralphlauren.com] • Not Met: Describes working with suppliers on free movement of workers: The Human Rights Disclosure states: ‘We have also designed and delivered targeted trainings on identifying and preventing forced labor to key cross-functional partners and suppliers. Additionally, we are signatories to the updated American Apparel and Footwear Association and Fair Labor Association’s Commitment to Responsible Recruitment, a proactive industry effort which seeks to address potential forced labor risks for migrant workers in the global supply chain’. However, although the Company indicates it carries out work to tackle forced labour, no further information found specifically on work carried out to eliminate retention of worker’s documents or other actions to physically restrict movement. [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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)	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 FoA/CB in suppliers codes and contracts: The Company states that ‘Suppliers should permit their employees the right to associate with others, form and join (or choose not to join) organizations of their choice, and bargain collectively in accordance with applicable law, without risk of discrimination, harassment, interference, or retaliation, subject to applicable domestic law and practice. Where the right to freedom of association and collective bargaining is restricted under law, the Supplier must engage in their best efforts to otherwise comply with these principles.’ However, the Company does not have an explicit statement that it also prohibits discrimination, harassment, or retaliation against trade union representatives. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Not Met: Describes work with suppliers on FoA/CB <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assessment of scope of restriction of FoA/CB in supply chain • Not Met: Analysis of trends demonstrating progress
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 states that ‘Suppliers will ensure that their employees are provided a safe and healthy work environment and are not subject to unsanitary or hazardous living or working conditions.’ [Operating Standards, 06/2023: corporate.ralphlauren.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"> • Not Met: Describes work with suppliers of H&S • Not Met: Assessment of scope of H&S issues in supply chain • Not Met: Analysis of trends demonstrating progress
D.2.8.b	Women's rights (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 women's rights in contracts/codes with suppliers: The document Operating Standards states: ‘Suppliers must forbid discrimination in employment practices, including recruitment, hiring, compensation, training, benefits, advancement, promotion, discipline, termination, or retirement, on the basis of gender [...]. Suppliers must ensure equal pay for all, including benefits, equal treatment, equal review of performance and equal opportunity for promotion. Special attention should be paid to marginalized groups (such as women).’ The Human Rights Disclosure reaffirms it and adds: ‘we support several factory-level programs to empower women’. It also states: ‘We recognize that women are the backbone of the global garment supply chain, representing most workers. We further recognize the systemic challenges that they face and are committed to empowering women at our factories. Our focus has been on health education and career progression’. The 2023 Global Citizenship & Sustainability Report explains the work carried out with HERproject. However, no information found on whether the Company requires suppliers to eliminate health and safety concerns that are particularly prevalent among woman workers [in its contractual arrangements or within its supplier code of conduct]. [Operating Standards, 06/2023: corporate.ralphlauren.com] & [2023 Human Rights Disclosure, 04/2023: corporate.ralphlauren.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Met: Describes work with suppliers on women's rights: The Company states that 'We expect our suppliers to share our commitment to principles and practices that prioritize DEI. To support this expectation, we have a DEI workstream with our strategic supplier group to raise awareness of key issues and guide them to develop or enhance their own strategies with respect to different cultural contexts that may vary by locale.' DEI refers to Diversity, Equity, and Inclusion. The Company also reports that it 'has a specific focus on empowering women in supply chain'. The Company states that it is com we are also committed to increasing the percentage of women in factory leadership. In addition, the Company states that 'Our efforts are focused on countries where our gender ratio data shows the most opportunity for improvement: Bangladesh, Guatemala, India and Peru. For this work to be sustainable we are taking a holistic approach, where we focus both on empowering and upskilling the female workers to be able to take on these leadership roles, but also work on the wider factory systems with the managers to counter approaches that have previously prevented these women from accessing more senior roles. In FY22, we continued our partnership with the IFC and ILO in Bangladesh to implement the Gender Equality and Returns (GEAR) Program. GEAR aims to ease the path for women working in garment factories to progress into supervisory roles, which improves their access to better jobs, contributes to increased line-level productivity and reduces gender imbalances at management levels. We invited all our supplier factories in Bangladesh to participate in GEAR.' [2022 Global Citizenship & Sustainability Report and ESG Supplement, 2022: corporate.ralphlauren.com] <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)	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 working hours in codes/contracts with suppliers: The document Operating Standards states: 'All regular and overtime hours must be consensual and in accordance with national laws. Under ordinary business circumstances, employees regular work week must not exceed 48 hours or 60 hours including overtime. All overtime work must be paid at a premium rate. Employees must have at least one day off in seven'. [Operating Standards, 06/2023: corporate.ralphlauren.com] • Met: Describes work with suppliers on working hours: The Company states that 'We also have remediation capability building programs to help suppliers meet our capacity requirements. These programs also help suppliers improve their performance and efficiency without requiring longer working hours. Careful order allocations and proper planning to improve the outcome of each phase of the product life cycle creates an efficient work environment and promotes high levels of compliance.' [Human Rights Disclosure, 2022: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Assesment of scope of excessive working hours in supply chain • Not Met: Analysis of trends demonstrating progress

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 Ralph Lauren 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>[Canada StockWatch, 11/04/2022, "GMN Globe says forced labour alleged at Lululemon, others" : stockwatch.com] [The Globe and Mail, 11/04/2022, "Canadian watchdog asked to probe allegations that imports made with forced labour in China": theglobeandmail.com] [Buzzfeed News, 13/01/2022, "Hugo Boss And Other Big Brands Vowed To Steer Clear Of Forced Labor In China — But These Shipping Records Raise Questions": buzzfeednews.com]</p>
E(1).1	The company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> Met: Public response: In response to the allegation, the company stated in 2020: "Ralph Lauren Corporation is committed to conducting its global operations ethically and with respect for the dignity of all people. We are deeply troubled by the reports of forced labor in and from Xinjiang. Our company has zero tolerance for forced labor of any kind, and if we find that any facility, anywhere in the world, is not acting in accordance with our Operating Standards, we take appropriate remedial and disciplinary action". <p>The Company further responded to the investigation by the Canadian Ombudsperson in 2023. [The Canadian Ombudsperson for Responsible Enterprise (CORE), 15/08/2023, "Initial Assessment Report for a complaint filed by a coalition of 28 organizations about the activities of Ralph Lauren Canada LP": core-ombuds.canada.ca] [RALPH LAUREN STATEMENT ON XINJIANG, 30/07/2020: corporate.ralphlauren.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> Not Met: Detailed response: On its website Company stated "Ralph Lauren does not source any yarn, textiles or products from Xinjiang. Our suppliers are prohibited from using any cotton grown in the Xinjiang region and we are working with our partners and other brands to identify an effective solution for raw material traceability and verification at the fibre level to ensure that the materials we use in our products are responsibly sourced. As part of our long-term, global supply chain strategy, we continue to diversify our sourcing locations and prioritize responsibly sourced materials to create a more agile and sustainable supply chain". This response outlined the business relationship between the company and the operator of the mine. However, the company fails to address the human rights violations that occurred. <p>In response to the investigation by the Canadian Ombud the Company again stated it does not source from Xinjiang. It further elaborated on due diligence processes and steps taken after the allegation was first raised. However, no evidence was found that the Company addressed the alleged rights violations (the various forms and discriminatory nature of forced labour) in its response. [The Canadian Ombudsperson for Responsible Enterprise (CORE), 15/08/2023: core-</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			ombuds.canada.ca] [RALPH LAUREN STATEMENT ON XINJIANG, 30/07/2020: corporate.ralphlauren.com]
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: The Company has engaged with the Canadian Ombudsperson. However, this entity is not considered a legitimate representative of the affected stakeholders. • Not Met: Identified cause: The company stated "Ralph Lauren does not source any yarn, textiles or products from Xinjiang. Our suppliers are prohibited from using any cotton grown in the Xinjiang region and we are working with our partners and other brands to identify an effective solution for raw material traceability and verification at the fibre level to ensure that the materials we use in our products are responsibly sourced. As part of our long-term, global supply chain strategy, we continue to diversify our sourcing locations and prioritize responsibly sourced materials to create a more agile and sustainable supply chain". However, it does not present findings regarding the root causes of the alleged rights violations. [RALPH LAUREN STATEMENT ON XINJIANG, 30/07/2020: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Identified and implemented improvements: The Company indicates that it has 'enhanced its due diligence processes, increasing third-party audits to ensure that its goods are free of any inputs made with forced labour, and requiring all of its suppliers to sign detailed certifications to ensure compliance with U.S. government sanctions.' It further stated it stopped placing orders with Esquel Group, that allegedly had set up factories in the Xinjiang region. However, it is unclear how the Company is ensuring the independence of third party auditors in the present circumstances. Furthermore, the Company has not stated publicly if it has undertaken actions regarding the other entities in the region that it is allegedly linked to. [The Canadian Ombudsperson for Responsible Enterprise (CORE), 15/08/2023: core-ombuds.canada.ca] • Not Met: Stakeholder input to steps taken
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	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: The company stated "Ralph Lauren does not source any yarn, textiles or products from Xinjiang. Our suppliers are prohibited from using any cotton grown in the Xinjiang region and we are working with our partners and other brands to identify an effective solution for raw material traceability and verification at the fibre level to ensure that the materials we use in our products are responsibly sourced. As part of our long-term, global supply chain strategy, we continue to diversify our sourcing locations and prioritize responsibly sourced materials to create a more agile and sustainable supply chain". However, when asked repeatedly, Ralph Lauren would not say where the cotton in their Esquel shipments comes from. Furthermore, no statements were found on the alleged connection to two other factories in the Xinjiang region. [Buzzfeed News, 13/01/2022: buzzfeednews.com] [RALPH LAUREN STATEMENT ON XINJIANG, 30/07/2020: corporate.ralphlauren.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> • Area: Working Hours • Headline: Ralph Lauren among others face allegations of worker exploitation in India • Story: On November 17, 2020, press sources reported workers at Indian factories supplying Ralph Lauren, Tesco, Marks & Spencer (M&S), and Sainsbury's are accused of alleged workers' exploitation. <p>According to the press, supermarket supplier workers in India reportedly said they do not get toilet breaks or sufficient breaks to drink water or eat lunch. They are allegedly forced to work overtime, while another staff member said managers sometimes stand behind staff in the canteen and blow a whistle to signal the end of the lunch break.</p> <p>The retailers told the broadcaster BBC that they were concerned about the allegations and will investigate.</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			In a factory used by Ralph Lauren, staff claim they can't go home and have to sleep on the floor. [City AM, 17/11/2020, "Tesco, M&S and Sainsbury's face allegations of worker exploitation in India": cityam.com] [Dailymail, 17/11/2020, "Exploited' workers at Indian factories supplying Tesco, Sainsbury's, M&S and Ralph Lauren say they don't get toilet breaks and are being made to sleep on factory floors": dailymail.co.uk] [BBC, 17/11/2020, "Indian factory workers supplying major brands allege routine exploitation": bbc.co.uk]
E(2).1	The Company has responded publicly to the allegation	1	The individual elements of the assessment are met or not as follows: Score 1 • Met: Public response: The Company published a statement addressing the allegations on its website. [Our Statement on the BBC India Factory Investigation, 17/11/2020: corporate.ralphlauren.com] Score 2 • Not Met: Detailed response: The Company statement says 'We do not tolerate any abuse of workers' rights and are deeply troubled by these allegations. We are auditing the factory and will take appropriate actions to ensure workers are treated and compensated fairly. We require our suppliers to meet strict Operating Standards to ensure a safe, healthy and ethical workplace, and we conduct regular, unannounced third-party audits that include worker interviews at factories that supply our products to ensure these standards are met. We have also been implementing a wage management strategy to address fair compensation at the factories with whom we contract and are focused on building human resource systems with suppliers that will support the opportunity to advance compensation for workers.' However, it does not address the specific rights violations raised in the investigation. [Our Statement on the BBC India Factory Investigation, 17/11/2020: corporate.ralphlauren.com]
E(2).2	The company has investigated and taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Engaged with stakeholders: The Company indicates in its statement that it is auditing the factory implicated in the allegation. However, it is not clear if that audit included engagement with affected stakeholders. [Our Statement on the BBC India Factory Investigation, 17/11/2020: corporate.ralphlauren.com] • Not Met: Identified cause: No information was found on whether the Company identified underlying causes of the alleged rights violations in its audit. Score 2 • Not Met: Identified and implemented improvements: The Company indicated in its statement that it had been implementing a wage management strategy to address fair compensation. It also said it is focused on building human rights resource systems to advance this issue. However, it is not clear that any of these actions was taken in response to the allegations. No further information was found on whether the Company implemented changes to its systems or operations following the allegations. [Our Statement on the BBC India Factory Investigation, 17/11/2020: corporate.ralphlauren.com] • Not Met: Stakeholder input to steps taken
E(2).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not Met: Provided remedy • Not Met: Evidence for lack of Impact or link Score 2 • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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