

# 2019 GLOBAL CITIZENSHIP & SUSTAINABILITY STANDARDS SUPPLEMENT

Our FY19 Standards Supplement includes a reference to the Global Reporting Initiative (GRI) Standard Core guidelines — an internationally recognized standard for reporting on corporate social and environmental responsibility performance. It also includes a Sustainability Accounting Standards Board (SASB) index for the Apparel, Accessories, And Footwear industry. This supplement was developed in conjunction with our [2019 Global Citizenship & Sustainability Report](#).

RALPH LAUREN

## GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure	Topic	Disclosure level	Response
<b>GRI-100</b>			
102-1	<b>Name of the organization</b>	Full	Ralph Lauren Corporation
102-2	<b>Activities, brands, products, and services</b>	Full	Ralph Lauren Corporation 2019 10-K
102-3	<b>Location of headquarters</b>	Full	New York City, New York
102-4	<b>Location of operations</b>	Full	656 (including all active factories).  China Italy India United Kingdom United States and various other countries in the European Union
102-5	<b>Ownership and legal form</b>	Full	Ralph Lauren Corporation 2019 10-K
102-6	<b>Markets served</b>	Full	Ralph Lauren Corporation 2019 10-K
102-7	<b>Scale of the organization</b>	Partial	Ralph Lauren Corporation 2019 10-K
102-8	<b>Information on employees and other workers</b>	Partial	Ralph Lauren Corporation 2019 10-K
102-9	<b>Supply chain</b>	Partial	Building a Responsible Supply Chain
102-12	<b>External initiatives</b>	Partial	Ralph Lauren Corporation subscribes to external initiatives, including: the Business for Social Responsibility HER-project, Better Work, CEO Action for Diversity & Inclusion, Parity.org, and the UN Human Rights Office Standards of Conduct for Business
102-13	<b>Membership of associations</b>	Full	Ralph Lauren Corporation is a member of many organizations, including: the American Apparel and Footwear Association, Clean Cargo, the Council of Fashion Designers of America, the U.S. Environmental Protection Agency Green Power Partnership, and the U.S. Environmental Protection Agency SmartWay Program
102-14	<b>Statement from senior decision-maker</b>	Full	A Message from our Chairman and our CEO
102-15	<b>Key impacts, risks, and opportunities</b>	Full	Introduction
102-16	<b>Values, principles, standards, and norms of behavior</b>	Full	<a href="#">Ralph Lauren Corporation Code of Business Conduct</a> <a href="#">Ralph Lauren Operating Guidelines</a>

Disclosure	Topic	Disclosure level	Response
102-17	<b>Mechanisms for advice and concerns about ethics</b>	Full	The Company's Code of Business Conduct and Ethics, available on the RL Hotline, lists the appropriate policies and resources for questions about various business ethics concerns, such as political activities, anti-bribery and corruption laws, conflicts of interest, and securities trading. Per the Code, any concerns are reported to the Legal Department or the Chair of the Audit Committee, as appropriate. There is also a global hotline/website for reporting any concerns. Please see <a href="http://www.ralphlauren.ethicspoint.com">www.ralphlauren.ethicspoint.com</a> .
102-18	<b>Governance structure</b>	Full	As a public company, RLC is governed by a Board of Directors. The Board has four committees, consisting of only independent directors. The committees are the Audit Committee, the Nominating, Governance, Citizenship and Sustainability Committee (the Nominating Committee), the Compensation and Organizational Development Committee, and the Finance Committee. The Nominating Committee has oversight of companywide environmental, social, and governance (ESG) policies and initiatives. The Audit Committee oversees the enterprise risk management process, including ESG risk. The Finance Committee will join the Nominating Committee in advising on incorporating sustainability goals into our corporate strategy and engagement on strategy initiatives impacting sustainability and corporate citizenship.
102-19	<b>Delegating authority</b>	Full	Our Chief Sustainability Officer oversees ESG topics and delegates responsibility to a staff implementing ESG programs.
102-20	<b>Executive-level responsibility for economic, environmental, and social topics</b>	Full	Our Chief Sustainability Officer reports directly to the CEO and provides updates to the Board of Directors, the Nominating Committee, and, as appropriate, the other committees of the Board.  A Senior Steering Committee that includes members of our leadership team, define, track, and champion our work across citizenship and sustainability. They meet monthly to prioritize and resource our approach to Global Citizenship & Sustainability.
102-22	<b>Composition of the highest governance body and its committees</b>	Full	Ralph Lauren Proxy Statement The Board is elected at an annual meeting of the Company's Class A and Class B Stockholders (the Annual Meeting). The Board is comprised of 14 members: Chief Creative Officer and Executive Chairman Ralph Lauren, President and CEO Patrice Louvet, Chief Innovation Officer, Strategic Advisor to the CEO, and Vice Chairman of the Board David Lauren, and 11 independent directors.
102-23	<b>Chair of the highest governance body</b>	Full	Ralph Lauren Proxy Statement The Board comprises 14 members, including Chief Creative Officer and Executive Chairman Ralph Lauren.
102-24	<b>Nominating and selecting the highest governance body</b>	Full	Directors are elected annually by our stockholders. The number of Class A and Class B directors is set by the Company's Certificate of Incorporation depending on the total number of directors.  There are four Class A Directors who were elected by the Class A stockholders at the 2018 Annual Meeting. Each of the Class A Directors is independent. The 11 Class B Directors were elected by the Class B stockholders at the 2018 Annual Meeting. Each of the non-management Class B directors is independent. All Class B shares are owned by Mr. Lauren or his family. Although we meet the eligibility requirements, we do not rely on the exceptions from certain of the NYSE's corporate governance listing requirements available to majority-controlled companies. In keeping with good corporate governance practices, we maintain a majority of independent directors and our Board Committees consist solely of independent directors.

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102-24	<b>Nominating and selecting the highest governance body</b>	Full	The Nominating Committee recommends candidates for election to the Board of Directors, and then the Board of Directors nominates those directors for election at the Annual meeting. The Nominating Committee makes recommendations as to the composition of the Committees, and the Board approves the composition of each Committee. We emphasize the following selection criteria for Board members — the Board’s anticipated needs, the appropriate size, and the current composition of the Board in light of the characteristics of independence, diversity, age, skills, experience, availability of service to the Corporation, tenure of its members, and such other attributes as the Committee shall deem relevant to an individual’s qualifications.
102-25	<b>Conflicts of interest</b>	Full	<p>Through the Company’s Code of Business Conduct and Business Ethics, available on the RL Hotline, we require that employees promptly report any conflicts of interest to their manager and the Legal Department. Employees must also notify the Legal Department of any outside employment or engagement (i.e., joining the Board of a company or foundation, in certain cases).</p> <p>The Board of Directors is also required annually to evaluate any related party transactions between the Company and its executive officers and directors and their families. The Legal Department tracks these transactions and reports them to the Nominating Committee, and any material transactions are reported in the Proxy Statement.</p>
102-26	<b>Role of highest governance body in setting purpose, values, and strategy</b>	Full	Senior executives are actively involved in developing ESG strategy and goals, and these efforts are overseen by the full Board of Directors, as is the case with all strategy initiatives. The Nominating Committee also has direct oversight.
102-27	<b>Collective knowledge of highest governance body</b>	Full	<p>Our Board consists of individuals with diverse business experiences. In seeking new Board members, we focus on adding new skills and experiences necessary to oversee the Company’s business strategy and fulfill the Board’s risk oversight obligations.</p> <p>Our Board engages in Director Education throughout the year, both within the Company and via external opportunities. We have created an Internal Director Education Portal to facilitate these learning opportunities. ESG topics are presented to the Board during formal meetings to keep it informed on how the Company is addressing these issues.</p>
102-28	<b>Evaluating the highest governance body’s performance</b>	Partial	The Board annually evaluates its performance in a self-evaluation questionnaire, as set forth in the Company’s Corporate Governance Guidelines, which are available on the Investor Relations website, and discusses the results in executive session. Additionally, each Director is evaluated annually before the Board nominates any director for election at the Annual Meeting. The Nominating Committee conducts an annual evaluation to ensure each director has the appropriate mix of characteristics, experience and skills to serve the Company and its stockholders effectively. Each Committee also conducts its own self-evaluation and discusses the results. We have built this requirement into the charter for each Committee.
102-29	<b>Identifying and managing economic, environmental, and social impacts</b>	Partial	<p>Ralph Lauren Proxy Statement</p> <p>The Board’s Nominating Committee has oversight of company-wide ESG policies and initiatives. The Board’s Audit Committee oversees the enterprise risk management process, including ESG risk. The Finance Committee will join the Nominating Committee in advising on incorporating sustainability goals into our corporate strategy and engagement on strategy initiatives impacting sustainability and corporate citizenship.</p>

Disclosure	Topic	Disclosure level	Response
102-30	<b>Effectiveness of risk management processes</b>	Partial	The Board's Nominating Committee has oversight of company-wide ESG policies and initiatives. The Board's Audit Committee oversees the enterprise risk management process, including ESG risk.
102-31	<b>Review of economic, environmental, and social topics</b>	Partial	ESG topics are presented to the Board during formal meetings to keep it informed on how the Company is addressing these issues. The Nominating Committee receives quarterly updates on ESG programs and KPIs.
102-32	<b>Highest governance body's role in sustainability reporting</b>	Full	The Board of Directors receives a copy of the Ralph Lauren Citizenship Report upon publication. The Board reviews the Proxy Statement, which references Citizenship efforts, prior to publication.
102-40	<b>List of stakeholder groups</b>	Full	Introduction
102-43	<b>Approach to stakeholder engagement</b>	Full	Introduction
102-44	<b>Key topics and concerns raised</b>	Partial	Introduction
102-46	<b>Defining report content and topic boundaries</b>	Full	Introduction
102-47	<b>List of material topics</b>	Full	Introduction
102-50	<b>Reporting period</b>	Full	Introduction
102-51	<b>Date of most recent report</b>	Full	Fiscal Year 2017
102-52	<b>Reporting cycle</b>	Full	Annual
102-53	<b>Contact point for questions regarding the report</b>	Full	<a href="mailto:GlobalCorporateCommunications@RalphLauren.com">GlobalCorporateCommunications@RalphLauren.com</a>
102-55	<b>GRI content index</b>	Full	Introduction
<b>GRI-300</b>			
301-1	<b>Materials used by weight or volume</b>	Partial	Create Timeless Style; 2019 Standards Supplement
301-2	<b>Recycled input materials used</b>	Partial	Create Timeless Style
302-1	<b>Energy consumption within the organization</b>	Partial	Protect the Environment
302-3	<b>Energy intensity</b>	Full	Protect the Environment
302-4	<b>Reduction of energy consumption</b>	Partial	Protect the Environment
303-2	<b>Management of water discharge-related impacts</b>	Partial	Protect the Environment

Disclosure	Topic	Disclosure level	Response
303-3	<b>Water withdrawal</b>	Partial	Protect the Environment
303-4	<b>Water discharge</b>	Partial	Protect the Environment
303-5	<b>Water consumption</b>	Partial	Protect the Environment
305-1	<b>Direct (Scope 1) GHG emissions</b>	Partial	Protect the Environment
305-2	<b>Energy indirect (Scope 2) GHG emissions</b>	Partial	Protect the Environment
305-4	<b>GHG emissions intensity</b>	Partial	Protect the Environment
305-5	<b>Reduction of GHG emissions</b>	Full	Protect the Environment
308-1	<b>New suppliers that were screened using environmental criteria</b>	Full	<a href="#">Ralph Lauren Corporation Operating Guidelines</a>
308-2	<b>Negative environmental impacts in the supply chain and actions taken</b>	Partial	Building a Responsible Supply Chain
<b>GRI-400</b>			
401-3	<b>Parental leave</b>	Partial	In FY19, in the United States: 12,593 employees were entitled to parental leave. 205 employees took parental leave, including 129 women and 76 men. 181 employees returned to work after parental leave, including 111 women and 70 men. The retention rate of employees who took parental leave in FY19 was 88%, including 86% of women and 92% of men.
403-2	<b>Hazard identification, risk assessment, and incident investigation</b>	Partial	Building a Responsible Supply Chain
403-4	<b>Worker participation, consultation, and communication on occupational health and safety</b>	Partial	Building a Responsible Supply Chain
403-6	<b>Promotion of worker health</b>	Partial	Building a Responsible Supply Chain
403-7	<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	Partial	Building a Responsible Supply Chain
404-1	<b>Average hours of training per year per employee</b>	Partial	Average hours of training across all employees: 7.4 hours Average hours of training for global corporate employees: 12.6 hours Average hours of training for global retail employees: 4.9 hours
404-2	<b>Programs for upgrading employee skills and transition assistance programs</b>	Partial	Investing in People

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404-3	<b>Percentage of employees receiving regular performance and career development reviews</b>	Partial	We mandate an annual performance review and career development conversations for all employees in the organization. Everyone participates in 3 formal performance and career conversations every year: 1) Goal setting and career development planning 2) Midyear check in on goals and career development 3) Final performance appraisal and career development recap
405-2	<b>Ratio of basic salary and remuneration of women to men</b>	Partial	We take a proactive approach to gender pay equity at Ralph Lauren. We continually monitor and analyze our compensation programs for fairness. This includes our partnership with a human capital management firm to analyze compensation across the company. In a recent analysis of employee pay, we found no statistically significant difference between pay of males and that of females in similarly situated positions. We will continue to assess and monitor employee pay practices to ensure fairness.
408-1	<b>Operations and suppliers at significant risk for incidents of child labor</b>	Partial	Building a Responsible Supply Chain
409-1	<b>Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>	Partial	Building a Responsible Supply Chain
412-1	<b>Operations that have been subject to human rights reviews or impact assessments</b>	Partial	Building a Responsible Supply Chain
412-3	<b>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</b>	Partial	Building a Responsible Supply Chain
414-1	<b>New suppliers that were screened using social criteria</b>	Partial	Building a Responsible Supply Chain
414-2	<b>Negative social impacts in the supply chain and actions taken</b>	Partial	Building a Responsible Supply Chain
415-1	<b>Political contributions</b>	Full	Ralph Lauren's policies prevent political contributions

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX  
 APPAREL, ACCESSORIES, AND FOOTWEAR

Code	Metric Description	Response
<b>MANAGEMENT OF CHEMICALS IN PRODUCTS</b>		
CG-AA-250a.1	<b>Discussion of processes to maintain compliance with restricted substances regulations</b>	<p>Ralph Lauren tests to the strictest global standard. Tests are performed through our Apparel Testing Program, which ensures our products meet compliance requirements. It also contains protocols on how tests should be conducted, including processes for fabric testing, component testing, and finished-goods testing.</p> <p>We use independent third-party labs that are accredited and certified for all testing. They conduct raw material risk assessments of our lines each year to ensure that we will be able to meet our compliance requirements.</p> <p>Our three stages of testing are:</p> <ol style="list-style-type: none"> <li>1. Fabric testing for apparel</li> <li>2. Component testing for apparel, footwear, and accessories</li> <li>3. Finished-goods testing for home, apparel, and footwear.</li> </ol> <p>We also have Vendor Compliance Packets (VCPs) for all mills and finished-goods suppliers. The VCP states suppliers must abide by all laws and compliance issues and therefore provide us with products in compliance with regulations. We adhere to the AAFA restricted substances list, which includes REACH.</p>
CG-AA-250a.2	<b>Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products</b>	<p>Our process for assessing and managing risks and/or hazards associated with chemicals in products is described above.</p> <p>Policy and practices are the same across our brands and product categories. As described above, all products undergo testing to confirm compliance with regulations. Depending on the volume of orders, some styles may undergo more testing than others.</p> <p>We take a combination of hazard-based and risk-based approaches to chemical management. As mentioned above, we complete extensive risk assessments each year by raw material. We are fully compliant with all laws and regulations and are currently exploring innovations for reduction, elimination, or assessment outside of that scope. The third-party certifications used and our approach to chemical management at each stage of the product lifecycle are discussed above.</p> <p>By 2025, we will eliminate the use of hazardous chemicals in our supply chain. By 2020, we aim to achieve 100 percent transparency of the chemicals used during production and adopt a manufacturing restricted substances list that will be implemented across our supply chain.</p>
<b>ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN</b>		
CG-AA-430a.1	<b>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</b>	<p>We audit our Tier 1 factories to ensure that their permits are up to date, this includes wastewater. In FY19, 71 percent of our active factories were audited.</p> <p>Factories use a mix of technology for wastewater discharge, such as filters or baths. Exact technology varies by factory and depends on local regulation. Ralph Lauren does not choose the methods for wastewater discharge at factories, but instead defers to requirements established in permits.</p>

Code	Metric Description	Response
<b>LABOR CONDITIONS IN THE SUPPLY CHAIN</b>		
CG-AA-430b.1	<b>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor</b>	<p>We use our <a href="#">Operating Guidelines</a> to measure labor code of conduct compliance. In FY19, 71 percent of our active factories were audited and 97 percent of these were conducted by an independent third party. To reduce duplication of audits, we work with Better Work, an international organization focused on improving working conditions in the garment industry, to conduct audits in some of our factories.</p> <p>For additional information on our supply chain auditing, including methodology, relationship with suppliers, transparency, and efforts toward capacity building as well as our nonconformance rate, is available the Building a Responsible Supply Chain section of our <a href="#">2019 Global Citizenship and Sustainability Report</a>.</p>
CG-AA-430b.2	<b>Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits</b>	See the Building a Responsible Supply Chain section of our <a href="#">2019 Global Citizenship and Sustainability Report</a> .
CG-AA-430b.3	<b>Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain</b>	<p>Labor:</p> <ul style="list-style-type: none"> <li>• Minimum wage</li> <li>• Foreign migrant workers</li> <li>• Working hours</li> </ul> <p>Environmental, health, and safety:</p> <ul style="list-style-type: none"> <li>• Fire safety</li> <li>• Wastewater</li> </ul>
<b>RAW MATERIALS SOURCING</b>		
CG-AA-440a.1	<b>Description of environmental and social risks associated with sourcing priority raw materials</b>	<p>Our primary risks are social and labor conditions of farms and factories where we source our raw materials, as well as chemical use and water use.</p> <p>We identified our priority raw materials by assessing the number of units made with those materials against total material usage. Based on this percent, we established our key material list. The FY19 list is available in the Create Timeless Style section of our <a href="#">2019 Global Citizenship and Sustainability Report</a>. The report includes our goals and approach to sourcing our key materials sustainably.</p> <p>To reduce our risks associated with sourcing cotton, which is our most used material, we partner with organizations such as the Better Cotton Initiative, that actively work to mitigate risks and vulnerabilities. We also diversify our sourcing strategy as needed and source U.S.-grown cotton when possible.</p> <p>We partner with leading organizations, set goals, and develop road maps to help us achieve 100 percent sustainably sourced cotton by 2025.</p>
CG-AA-440a.2	<b>Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard</b>	<p>Five percent of our cotton is certified by the Better Cotton Initiative, and 100 percent of our down is certified by either the Responsible Down Standard or the Traceable Down Standard. By weight, this equates to 2,800 tonnes of cotton and 300 tonnes of down.</p> <p>We are actively seeking certifications for our other priority raw materials and will expand on this in next year's disclosure.</p>
CG-AA-000.A	<b>Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1</b>	At the end of FY19, we had 592 active factories.