

RALPH LAUREN

CORPORATE RESPONSIBILITY REPORT FISCAL 2017





CONTENTS

INTRODUCTION4

LETTER FROM THE CCO AND CEO
ABOUT RALPH LAUREN CORPORATION
ABOUT THIS REPORT

OUR PLANET11

CREATE AND SOURCE RESPONSIBLY
OPERATE EFFICIENTLY

OUR PEOPLE25

ENGAGE AND INSPIRE ALL EMPLOYEES
SAFEGUARD DIGNITY AND OPPORTUNITY
WITH SUPPLIERS

OUR COMMUNITIES44

GIVE BACK
BUILD STRATEGIC RELATIONSHIPS

FINE PRINT

Ralph Lauren Corporation References

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

Forward-Looking Language

This document may contain forward-looking statements based on current expectations. Various statements in this report or incorporated by reference, in previously submitted and future filings by us with the Securities and Exchange Commission, in our press releases, and in oral statements made from time to time by us or on our behalf constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on current expectations and are indicated by words or phrases such as “anticipate,” “estimate,” “expect,” “project,” “we believe,” “is or remains optimistic,” “currently envisions,” and similar words or phrases and involve known and unknown risks, uncertainties, and other factors which may cause actual results, performance, or achievements to be materially different from the future results, performance or achievements expressed in or implied by such forward-looking statements.

For a complete listing of all forward-looking statements please refer to our Form 10-K for the fiscal year ended April 1, 2017. These forward-looking statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control. The factors that could cause actual results, performance, or achievements to materially differ are identified in the Company’s Annual Report on Form 10-K, Form 10-Q and Form 8-K reports filed with the Securities and Exchange Commission. We undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

The information indicated herein is subject to the precision of our data collection and analysis method, which is subject to future evolution and calibration. While we consider information from external resources and consultants to be reliable, we do not assume responsibility for its accuracy. Additionally, all numbers referenced are subject to the quality and comprehensiveness of the entities’ (internal and/or external) reporting and therefore are approximate and/or estimated values. It is also important to note that the availability of data varies from section to section of the report. Availability of data also varies with respect to fiscal or calendar year format. References to fiscal year will be represented as follows: Fiscal followed by the year; for example, Fiscal 2017. References to calendar year will be represented by the year alone; for example, 2017. In general, throughout this report, metrics and data are presented in a fiscal year format, and activities and events are presented in a calendar year format.

We utilize a 52- to 53-week fiscal year ending on the Saturday closest to March 31. All references to “Fiscal 2018” represent the fiscal year ending March 31, 2018. All references to “Fiscal 2017” represent the fiscal year ended April 1, 2017. All references to “Fiscal 2016” represent the fiscal year ended April 2, 2016. All references to “Fiscal 2015” represent the fiscal year ended March 28, 2015. All references to “Fiscal 2014” represent the fiscal year ended March 29, 2014. All references to “Fiscal 2013” represent the fiscal year ended March 30, 2013. All references to “Fiscal 2012” represent the fiscal year ended March 31, 2012. All references to “Fiscal 2011” represent the fiscal year ended April 2, 2011. All references to “Fiscal 2010” represent the fiscal year ended April 3, 2010. All references to “Fiscal 2009” represent the fiscal year ended March 28, 2009.

A MESSAGE FROM OUR EXECUTIVE CHAIRMAN AND CHIEF CREATIVE OFFICER AND OUR PRESIDENT AND CHIEF EXECUTIVE OFFICER

We are pleased to present Ralph Lauren Corporation's Fiscal 2017 Corporate Responsibility Report, outlining our Company's commitment to corporate responsibility—our planet, our people and our communities.

At Ralph Lauren Corporation, we aspire to create products and a style that are timeless, and a Company and culture that are just as enduring. We know for our Company to have the same longevity it has enjoyed for half a century, we must continue to dedicate ourselves to treating the planet, our people and our communities with great care. That is the mark of a truly sustainable business.

To guide our work we developed and began implementing a new strategic framework for Corporate Responsibility. Within the three core pillars—Our Planet, Our People, Our Communities—we are aspiring to six key principles:

Our Planet

- Create and Source Responsibly
- Operate Efficiently

Our People

- Engage and Inspire All Employees
- Safeguard Dignity and Opportunity with Suppliers

Our Communities

- Give Back
- Build Strategic Relationships

We are proud to share the details of our Fiscal 2017 and ongoing work in these key areas in this report.

Some highlights include:

Our Planet: We rolled out environmental improvements to some of our iconic and core products, including polo shirts made with more

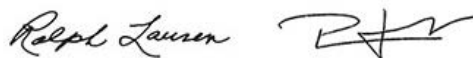
efficient dyes and some denim made from sustainably grown U.S. cotton and a percentage of post-industrial recycled cotton. We established and began rolling out our first Material Policy, to source socially and environmentally responsible wood-based fibers and cellulosic fabrics.

Our People: We opened our first Ralph Lauren Onsite Care Centers at our two largest facilities in North Carolina, providing free health services to more than 1,000 employees. We also enhanced benefits and increased learning opportunities for employees around the globe.

Our Communities: We celebrated our 17th year of Pink Pony, with thousands of our employees all over the world coming out to support the fight against cancer, and we continued our robust RL Gives Back work that enables our employees to volunteer in their local communities multiple times a year.

As we approach our 50th anniversary, a momentous milestone in our Company's history, we renew our commitment to making a positive impact on the world. We have recently appointed new leaders in critical areas like Sustainability and Diversity & Inclusion.

With each decade, we continue to create a rare kind of quality that defines not only our products, but also a way of life. It is that way of life that inspires our consumers to create the world they envision for themselves and their families. It is this notion of creating a better world that also inspires our approach to Corporate Responsibility. There is much work to be done, but we are very committed to moving forward on this journey.



March 2018

ABOUT RALPH LAUREN CORPORATION

RALPH LAUREN CORPORATION OVERVIEW

Ralph Lauren Corporation is a global leader in the design, marketing, and distribution of premium lifestyle products, including apparel, accessories, home furnishings, and other licensed product categories. For five decades, our long-standing reputation and distinctive image have been consistently developed across an expanding number of products, brands, sales channels, and international markets. We believe that our global reach, breadth of product offerings, and multi-channel distribution are unique among luxury and apparel companies.

We diversify our business by geography (North America, Europe, and Asia, among other regions) and channels of distribution (wholesale, retail, and licensing). This allows us to maintain a dynamic balance as our operating results do not depend solely on the performance of any single geographic area or channel of distribution. Our wholesale sales are made principally to major department stores and specialty stores around the world. We also sell directly to consumers through our integrated retail channel, which includes our retail stores, concession-based shops-within-shops, and e-commerce operations around the world. In addition, we license to unrelated third parties for specified periods the right to operate retail stores and/or to use our various trademarks in connection with the manufacture and sale of designated products, such as certain apparel, eyewear, fragrances, and home furnishings.

OUR OPERATING SEGMENTS

We organize our business into the following three reportable segments:

North America

Our North America segment primarily consists of sales of our Ralph Lauren branded products made through our wholesale and retail businesses in the U.S. and Canada, excluding Club Monaco. In North America, our wholesale business is comprised primarily of sales to department stores and, to a lesser extent, specialty stores. Our retail business in North America is comprised of our Ralph Lauren stores, our factory stores, and our e-commerce site, RalphLauren.com.

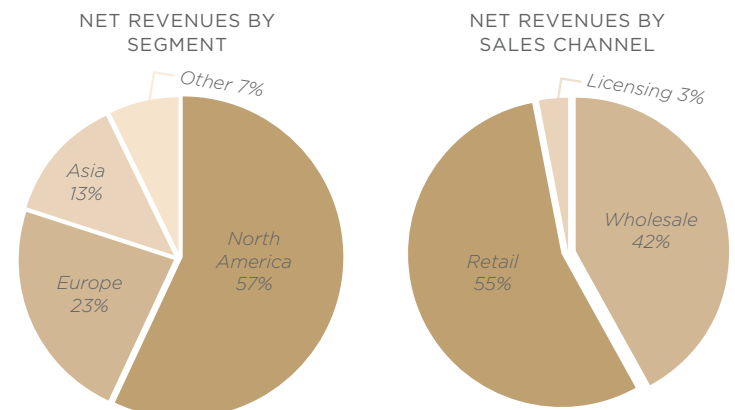
Europe

Our Europe segment primarily consists of sales of our Ralph Lauren branded products made through our wholesale and retail businesses in Europe and the Middle East, excluding Club Monaco. In Europe, our wholesale business is comprised of a varying mix of sales to both department stores and specialty stores, depending on the country. Our retail business in Europe is comprised of our Ralph Lauren stores, our factory stores, our concession-based shop-within-shops, and our various e-commerce sites.

Asia

Our Asia segment primarily consists of sales of our Ralph Lauren branded products made through our wholesale and retail businesses in Asia, Australia, and New Zealand. Our retail business in Asia is comprised of our Ralph Lauren stores, our factory stores, and our concession-based shop-within-shops. In addition, we sell our products through various third-party digital partner e-commerce sites. In Asia, our wholesale business is comprised primarily of sales to department stores, with related products distributed through shop-within-shops.

In addition to these reportable segments, we also have other non-reportable segments, which primarily consist of (i) sales of our Club Monaco branded products made through our retail businesses in the U.S., Canada, and Europe, and our licensing alliances in Europe and Asia; (ii) sales of our Ralph Lauren branded products made through our wholesale business in Latin America; and (iii) royalty revenues earned through our global licensing alliances, excluding Club Monaco.



OUR PRODUCTS AND BRANDS

PRODUCTS

Our products, which include apparel, accessories, and fragrance collections for men and women, as well as childrenswear and home furnishings, comprise one of the most widely recognized families of consumer brands. Reflecting a distinctive American perspective, we are an innovator in aspirational lifestyle branding. Under the direction of internationally renowned designer Mr. R. Lauren, we have had a considerable influence on the way people dress and the way that fashion is advertised throughout the world.

We combine consumer insights with our design, marketing, and imaging skills to offer, along with our licensing partners, broad lifestyle collections unified by Ralph's vision:

Apparel

Our apparel products include extensive collections of men's, women's, and children's clothing, which are sold under various brand names, including Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Golf and RLX Ralph Lauren, Polo Ralph Lauren Children, Chaps, and Club Monaco, among others.

Accessories

Our range of accessories encompasses men's, women's and children's, including footwear, eyewear, watches, fashion jewelry, scarves, fine jewelry, hats, umbrellas, gloves and leather goods, including handbags and luggage, small leather goods and belts, which are sold under the Ralph Lauren Collection, Ralph Lauren Purple Label, Double RL, Polo Ralph Lauren, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps and Club Monaco.

Home

Our coordinated home products include bedding and bath products, furniture, fabric and wallpaper, lighting, tabletop, rugs, and giftware.

Fragrance

Our fragrance offerings capture the essence of the Ralph Lauren men's and women's brands with numerous labels designed to appeal to a variety of audiences. Women's fragrance products are sold under Ralph Lauren Collection, Woman by Ralph Lauren, Romance collection, Ralph collection, and Big Pony Woman. Men's fragrance products

are sold under Polo Blue, Polo Red, Polo Green, Polo Black, Polo Supreme, Polo Sport, Purple Label, Safari, and Big Pony Men.

RESTAURANTS

Our restaurants translate Mr. R. Lauren's distinctive vision into places to gather with family and friends to enjoy fine food. Our restaurant concepts include The Polo Bar in New York City, RL Grill in Chicago, Ralph's in Paris, and our Ralph's Coffee concept, with our newest location in London.

BRANDS

Our lifestyle brand image is reinforced by our distribution through our stores and concession-based shop-within-shops, our wholesale channels of distribution, our global e-commerce sites, and our Ralph Lauren restaurants. We organize our brands into the following groups:

Ralph Lauren Luxury

OUR LUXURY GROUP INCLUDES:

Ralph Lauren Collection and Ralph Lauren Purple Label

The runway sets the stage for each season's Ralph Lauren Collection designs, which include handmade evening gowns with exquisite detail and refined, hand-tailored suitings. For men, Ralph Lauren Purple Label offers refined suitings, custom tailored made-to-measure suits, and sophisticated sportswear, as well as benchmarked footwear and made-to-order dress furnishings, accessories, and luggage. Ralph Lauren Collection and Ralph Lauren Purple Label are available in Ralph Lauren stores around the world, an exclusive selection of the finest specialty stores, and online at our Ralph Lauren e-commerce sites, including RalphLauren.com.

Double RL

Founded in 1993 and named after Mr. R. Lauren and his wife Ricky's "RRL" ranch in Colorado, Double RL offers a mix of selvedge denim, vintage apparel, sportswear, and accessories with roots in workwear and military gear. Double RL is available at Double RL stores, at select Ralph Lauren stores, and at an exclusive selection of the finest specialty stores around the world, as well as online at our Ralph Lauren e-commerce sites, including RalphLauren.com.

Ralph Lauren Home

Ralph Lauren Home presents home furnishings and accessories that reflect the style and craftsmanship synonymous with the name Ralph Lauren. Ralph Lauren Home includes furniture, bed and bath linens, china, crystal, silver, decorative accessories and gifts, as well as lighting, fabric, wallcovering, and floorcovering. Ralph Lauren Home offers exclusive luxury goods at select Ralph Lauren stores, home specialty stores, trade showrooms, and online at our Ralph Lauren e-commerce sites, including RalphLauren.com. The complete world of Ralph Lauren Home can be explored online at RalphLaurenHome.com.

Ralph Lauren Watches and Fine Jewelry

In 2009, Ralph Lauren Corporation, together with internationally renowned luxury group Compagnie Financière Richemont SA, introduced a premier collection of timepieces. Today, Ralph Lauren Corporation continues its collaboration with Richemont to offer watches and fine jewelry at select Ralph Lauren stores and flagship locations around the world. A selection of watches is also available online at RalphLauren.com and the finest watch retailers.

Polo Ralph Lauren

OUR POLO RALPH LAUREN GROUP INCLUDES:

Polo Ralph Lauren

Men's Polo combines Ivy League classics and time-honored English haberdashery with downtown styles and all-American sporting looks in sportswear and tailored clothing. Women's Polo represents the epitome of classic and iconic American style with a modern and cool twist. Polo's signature aesthetic includes our renowned Polo Pony logo. Men's and Women's Polo apparel and accessories are available in Polo and Ralph Lauren stores around the world, better department and specialty stores, and online at our Ralph Lauren e-commerce sites, including RalphLauren.com.

Polo Golf Ralph Lauren, Ralph Lauren Golf, and RLX Ralph Lauren

Tested and worn by top-ranked professional golfers, Polo Golf Ralph Lauren, Ralph Lauren Golf, and RLX Ralph Lauren for men and women define excellence in the world of golf. With a sharpened focus on the needs of the modern player but rooted in the rich design tradition of Ralph Lauren, the Golf collections combine state-of-the-art performance wear with luxurious finishing touches.

The Polo Golf Ralph Lauren, Ralph Lauren Golf, and RLX Ralph Lauren collections are available in select Polo stores, exclusive private clubs and resorts, and online at RalphLauren.com.

Polo Ralph Lauren Children

Polo Ralph Lauren Children is designed to reflect the timeless heritage and modern spirit of Ralph Lauren's collections for men and women. Signature classics include iconic polo knit shirts and luxurious cashmere cable-knit sweaters. Polo Ralph Lauren Children is available in a full range of sizes, from baby to girls 2-16 and boys 2-20. Polo Ralph Lauren Children can be found in select Polo and Ralph Lauren stores around the world, better department stores, and online at our Ralph Lauren e-commerce sites, including RalphLauren.com, as well as certain of our retailer partner e-commerce sites.

Pink Pony

Established in 2000, the Pink Pony campaign is our worldwide initiative in the fight against cancer. In the U.S., a percentage of sales from Pink Pony products benefit the Pink Pony Fund of The Polo Ralph Lauren Foundation, which supports programs for early diagnosis, education, treatment, and research, and is dedicated to bringing patient navigation and quality cancer care to medically underserved communities. Internationally, a network of local cancer charities benefits from the sale of Pink Pony products. Pink Pony encompasses sportswear and accessories for all genders. Pink Pony items feature our iconic pink Polo Pony—a symbol of our commitment to the fight against cancer. Pink Pony is available at select stores and online at our Ralph Lauren e-commerce sites, including RalphLauren.com. Pink Pony is also available at select Macy's stores and online at Macys.com.

Lauren Ralph Lauren

OUR LAUREN RALPH LAUREN GROUP INCLUDES:

Lauren Ralph Lauren

Lauren for women combines timeless style with modern femininity in a lifestyle collection of sportswear, denim and dresses, as well as accessories and footwear, at a more accessible price point. Lauren for women is available in select department stores around the world and online at select e-commerce sites, including RalphLauren.com.

Lauren Home

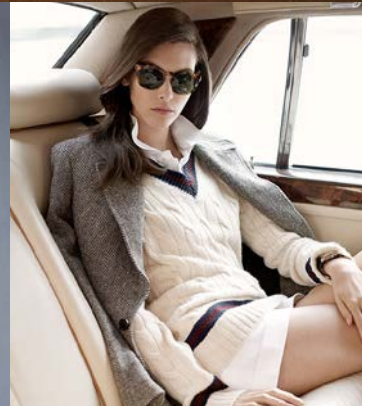
Launched in 2017, the Lauren Home collection includes accessibly priced, timeless bath and bedding designs updated with a fresh, modern spirit. The collection is built upon an assortment of essentials that is designed to be periodically augmented with trend-relevant colors and patterns.

Chaps

Launched in 1978 and celebrating its 40th anniversary, Chaps presents a vision of timeless, all-American style for men, women, children, and home. The complete lifestyle collection offers casual sportswear, workday essentials, tailored clothing, and occasion dresses. Chaps effortless and spirited style is available in more than 2,000 doors across the U.S., Canada, Mexico, and China.

Club Monaco

Founded in 1985, Club Monaco is a celebration of the individual. It designs and markets its own clothing and accessories for a new generation of women and men who value versatile, thoughtful design that can take them through every moment of life. Club Monaco apparel and accessories are available at Club Monaco stores and select department stores in North America and around the world, as well as online at ClubMonaco.com and ClubMonaco.ca.



RALPH LAUREN CORPORATION OFFICERS

Ralph Lauren, Executive Chairman and Chief Creative Officer

Patrice Louvet, President and Chief Executive Officer

Jane Hamilton Nielsen, Chief Financial Officer

Valérie Hermann, President, Global Brands

David Lauren, Chief Innovation Officer, Vice Chairman of the Board,
Strategic Advisor to the CEO, and Head of the Polo Ralph Lauren Foundation

BOARD OF DIRECTORS

Ralph Lauren

Executive Chairman and Chief Creative Officer
Ralph Lauren Corporation

Patrice Louvet

President and Chief Executive Officer
Ralph Lauren Corporation

David Lauren

*Chief Innovation Officer, Vice Chairman of the Board,
Strategic Advisor to the CEO, and Head of the Polo
Ralph Lauren Foundation*
Ralph Lauren Corporation

John R. Alchin

*Retired Executive Vice President
and Co-Chief Financial Officer*
Comcast Corporation

Arnold H. Aronson

Principal Director, Retail Strategies
Kurt Salmon

Frank A. Bennack, Jr.

*Executive Vice Chairman and
Chairman of the Executive Committee*
The Hearst Corporation

Dr. Joyce F. Brown

President
Fashion Institute of Technology

Joel L. Fleishman

Professor of Law and Public Policy
Duke University

Hubert Joly

*President and Chief Executive Officer and
Chairman of the Board of Directors*
Best Buy Co., Inc.

Judith McHale

President and Chief Executive Officer
Cane Investments, LLC

Robert C. Wright

Retired Chairman and Chief Executive Officer
NBC Universal
Vice Chairman
General Electric
Co-Founder and Chief Executive Officer
Autism Speaks
Senior Advisor
Lee Equity Partners, LLC

ABOUT THIS REPORT

The Ralph Lauren Corporation Corporate Responsibility Report represents our effort to share our corporate commitment to our planet, our people, and our communities. Our belief in corporate responsibility is rooted in the heritage of our brand—creating authentic and quality products that people need and desire, and that inspire a better way of life for themselves, their families, and their homes, all over the world.

In keeping with our Company's reputation, we continually seek to conduct business according to high ethical, legal, social, and environmental standards.

In Fiscal 2017, we developed and launched an enhanced strategic framework for Corporate Responsibility at Ralph Lauren Corporation. This report is structured to match this new framework. Each section of the report focuses on one of the six strategic principles from the framework.

In general, the time frame covered in this report represents our Fiscal 2017, which ended on April 1, 2017. The availability of specific information may vary from section to section based on the maturity of the practice. In addition, references to both fiscal years and calendar years appear throughout the report, as certain programs and practices adhere to fiscal years, while others are based on calendar years. In general, throughout this report, metrics and data are presented in a fiscal year format, and activities and events are presented in a calendar year format. Additionally, we have chosen to include select events that happened between the close of Fiscal 2017 and publication of this report due to their importance to our corporate responsibility journey.

We see this report as an opportunity to reflect on our efforts to be a responsible corporate citizen, with an eye toward our future progress. It is our intention to continue to build upon this foundation for future reporting, strategy, performance assessment, and other opportunities.



OUR PLANET

Create and Source Responsibly

Work to increase use of sustainable materials and know where the materials we use come from; seek to ensure animals, places, and communities that provide materials are well-treated. Develop products with responsible dyes, chemicals, and processes; consider how a product will be used and what will happen when the end consumer is done using it.

Operate Efficiently

Run facilities (stores, offices, and distribution centers) and logistics (transportation and distribution) in a highly efficient manner.



OUR PEOPLE

Engage and Inspire All Employees

Create a respectful and engaging work environment that shows care for professional growth, diversity, inclusion, and wellness so that employees are empowered to create their best work.

Ensure Dignity and Opportunity with Suppliers

Work with our suppliers around the world to ensure key human rights that support inclusion, a safe and fair work environment, and opportunities for growth.



OUR COMMUNITIES

Give Back

Support the communities (people and places) in which we live and work, and those that are underserved, through volunteer efforts and charitable giving.

Build Strategic Relationships

Exert a positive influence on the communities where we live and work. Leverage our voices, relationships, and position to be good global corporate citizens.

Note: To avoid confusion, in this report Ralph Lauren, the individual, will be referred to as Mr. R. Lauren; Ralph Lauren, the company, will be referred to as Ralph Lauren Corporation or the Company.



OUR PLANET

CREATE AND SOURCE RESPONSIBLY

Work to increase the use of sustainable materials and know where the materials we use come from; seek to ensure animals, places, and communities that provide materials are well-treated.

Develop products with responsible dyes, chemicals, and processes; consider how a product will be used and what will happen when the end consumer is done using it.

The first pillar of our Corporate Responsibility framework is “Create and Source Responsibly.” As we endeavor to create style that is enduring, we must start with a firm foundation. How we design, source, and make the products we put our name on is critical to being a responsible company—and one that sustains for another 50 years.

In Fiscal 2017, we focused on (raw) Materials Sourcing and Traceability, and Environmental Performance Improvements. We also began work on our new Supplier Engagement Strategy and continued our long-standing efforts on Product Safety and Compliance.

To address work around raw materials, traceability, and environmental performance improvements, we formed three new working groups in Fiscal 2016: a Traceability Working Group, a Product Sustainability Working Group, and an Innovation Working Group. These groups were cross-functional and leveraged internal expertise across the organization. After initial discoveries and foundational work in the first year, we reorganized these efforts to match our evolving corporate organization. The Traceability and Product Sustainability groups merged to focus on creating responsible, sustainable products from the raw material supply through processing/production to customer use and end of life. The Innovation Group evolved from a Working Group to a formal, dedicated team.

MATERIALS AND TRACEABILITY

Our objective around materials is to choose more sustainable raw materials and know where they come from. In Fiscal 2017, we worked to identify and prioritize the materials commonly used in our products. We looked at current use levels, risks, opportunities, and potential goals for the next few years. At the top of the list were cotton, cellulose, skins, and dyeing processes. Going forward, we will build off this foundational work as we develop a methodology for selecting lower-impact materials at the design stage and set short- and long-term goals, by material, for responsible sourcing.

MATERIALS STRATEGY

In Fiscal 2017 and early Fiscal 2018, we built on the foundation of our Operating Guidelines to establish our Responsible Sourcing Policies and Principles. Our Responsible Sourcing Policies and Principles are comprised of our Operating Guidelines, Material Policies, and Responsible Sourcing Principles. Detailed here are the current Material Policies, which focus on the traceability of materials used in our products. We are working to build out individual policies on all key materials and have begun the process with wood-based and cellulosic fibers and fabrics.

MATERIAL POLICIES

Ralph Lauren Corporation continually seeks to improve energy and resource efficiency, and to respect the environment and human rights in every area of our business. To this end, we are establishing policies and processes to ensure that materials used in our products are sourced, harvested, and processed in accordance with our sustainability expectations.

A. Methodology of Policies

The purpose of our Material Policies is to set out expectations and illustrate efforts that will be taken to ensure we are sourcing from and working with material suppliers that share our values and are committed to ethical, legal, and sustainable practices in the procurement of materials used in our products. Our policies take into account the diversity of materials used in our products and the environments from which they are sourced. Although different approaches and tools are necessary to address the variety of materials we use, we will employ the same methodology in assessing, establishing, and implementing policies and processes for each material commodity, as follows:

1. **Traceability** – Process of mapping commodity chain of custody to its origins and requiring suppliers to disclose sources of materials.
2. **Risk Assessment** – Evaluation of social, environmental, and governance risks associated with the specific sources for each commodity and prioritization of high-risk sources for additional due diligence, verification, and action.
3. **Verification and/or Certification** – The independent inspection or auditing of supplier claims and compliance with RLC policies for each level in the chain of custody down to commodity origins. In addition to verification, we may consider and accept internationally recognized third-party certification systems that audit and support public claims about social and environmental performance and chain of custody down to commodity origins.
4. **Compliance Monitoring and Preferred Suppliers** – Our process will involve ongoing compliance monitoring and we are committed to working with our suppliers to achieve continuous improvement. Based on ongoing verification of compliance with RLC policy and industry best practices, we will work with our suppliers to address noncompliance issues. However, we reserve the right to avoid suppliers that are unwilling or unable to comply, and preferred suppliers may be nominated for use.

B. Stakeholder Engagement and Reporting

RLC is committed to consulting with key stakeholders in the development and implementation of its policies and plans to publicly report on implementation targets and outcomes.

C. Planned Scope Policies

The intended scope of the Material Policies will include the following separate policy sections: Cellulosic Fiber Policy, Wool and Shearling Policy, Cotton Policy, Exotic Skins Policy, and a Mixed Commodities Policy category including shells, beads, nuts, and others.

Sustainable Future Vision

Where possible we commit to more environmentally and socially responsible fibers and fabrics by working with innovative companies and suppliers to encourage the

development of sources and commodities that reduce adverse social and environmental impacts. RLC will invest in research and development of alternative fibers including recycled fabrics and agricultural residues.

We believe tracing the origins and early operations of our materials suppliers is key to the future of our sustainability work and a necessary step in the evolution of our compliance programs. In order to be truly sustainable, we believe that we must be able to positively identify our suppliers' operations, from the forests, farms, and ranches to the finished product. Our first policy established to address this issue is for cellulosic, or wood-based, fibers.

Cellulosic Fiber Vision and Policy

RLC is committed to sourcing socially and environmentally responsible wood-based fibers (rayon, modal, viscose, etc.) and cellulosic fabrics that have been produced without negative impact on ancient and endangered forests or biodiversity, and without exacerbating climate change while upholding basic human rights of workers.

In 2017, RLC finalized and began implementing sourcing policy guidelines that include a traceability, risk assessment, and verification program for wood-based fabrics. We will work with suppliers to maximize their use of responsible fibers and to identify and eliminate high-risk and controversial sources such as those associated with deforestation, rising climate emissions, loss of endangered forests, land grabbing, or other violations of workers' and human rights. RLC will identify and work with its suppliers to attempt to remediate noncompliance issues and, if not corrected in a timely manner, terminate our relationships with the suppliers that do not meet our policy expectations.

The policy requires that all suppliers who use, produce, purchase, invest in, or sell cellulosic-based fabrics (including rayon, viscose, modal, and others) are not sourcing from controversial sources,¹ including landscapes where ancient or endangered forests are threatened, where the rights of Indigenous, local communities, or workers are not being respected, or from companies associated with such practices.

We will work with stakeholders in developing and carrying out implementation plans and commit to establishing due diligence, tracking, verification, and other systems to ensure our global operations and supply chains comply with this policy. Initial implementation steps include:

A. Transparency

RLC values transparency and requires its suppliers and supply chain partners to determine and declare the sources of their materials including wood/pulp suppliers, country of origin, species, and forest of origin.

B. Resources

We will develop new tools and systems and undertake due diligence, establish compliance thresholds, and undertake verification measures that identify suppliers that are not aligned with our values and requirements.

C. Stakeholder Engagement

We will engage our suppliers and other supply chain partners to remediate practices that do not meet our policy, within a 6- to 12-month time frame.

D. Corrective Action

In the event our suppliers do not meet their remediation deadlines, we will seek to terminate that relationship within a 6- to 12-month time frame or sooner.

Cotton



Cotton is used in a majority of our products, so it is a priority raw material for the Company. In an effort to address potential environmental impacts in cotton sourcing, we are in the process of developing and implementing a sustainable cotton program that will use more responsibly grown cotton. Our aim is to develop a robust program that makes use of multiple certifications/programs/types of sustainable cotton that are environmentally and socially better than the conventional crop.

In Fiscal 2018 we will become a Retail Brand member of the Better Cotton Initiative (BCI). We support BCI's mainstream, holistic approach to improving the cotton growing process by addressing the related environmental, social, and economic issues. This is in addition to the cotton solutions already being implemented by our denim team.

Our denim team is actively working with suppliers to provide more environmentally friendly fabric. A long-standing U.S. mill partner is sourcing e3 cotton for all of our products they make from denim woven in the U.S. and Mexico. e3 cotton is grown by U.S. farmers who voluntarily participate in a program organized by Bayer Crop Science to grow cotton in an "environmentally responsible, economically viable, and socially equitable manner in the U.S." and submit to third-party audits. Additionally, this mill is partially powered by energy generated from a local landfill.

In addition to using more sustainably grown cotton, we use post-industrial recycled cotton in some of our denim. Our largest volume programs include 10-15% recycled cotton in our jeans. Also, some of our other mill partners are using liquid indigo and eco finishes while dyeing. These dye technologies create energy savings, reduce the need for harmful chemicals, and reduce chemical waste.

¹Controversial sources, including fiber, suppliers, and affiliates linked to:

- Illegal activities
- Violations of the rights of Indigenous peoples, local communities, and workers
- The degradation or loss of ancient, intact, old-growth, endangered, or High Conservation Value (HCV) forests and areas
- The degradation or loss of High Carbon Stock (HCS) forests
- The degradation or loss of tropical peatlands of any depth
- The deforestation and/or conversion of natural forests or peatlands to plantations
- Plantations established after 1994 through the conversion or simplification of natural forests

Animal Welfare

We also seek to ensure the animals that provide us with materials are well-treated.



Down and Feathers

All down used in Ralph Lauren and Club Monaco branded products comes from responsible suppliers that are certified for ensuring humane treatment of their birds at all times. We only use down that is a by-product of birds that were raised for human consumption. These birds are treated humanely, as they are never force-fed or live-plucked. Our manufacturing facilities are also certified for proper handling and separation of certified down and feathers. In Fiscal 2017, we have continued migrating our procurement of down used for insulating apparel and home products to two U.S.-based producers and one producer in Europe. Our main down producer works with many similar-minded brands and is always striving towards continuous improvement in its operations.



Fur and Angora

All Ralph Lauren and Club Monaco brands have a long-standing commitment to not using fur products in our apparel and accessories. All fur-like pieces featured in our collection are constructed of shearling or faux fur. All products are labeled according to international customs regulations and fur and faux fur labeling laws. We also banned angora and fully phased out its use in our products and licensee products in Fiscal 2017.



Animal Testing

Our fragrance and beauty products licensee, L'Oréal, no longer tests any of its products or any of its ingredients anywhere in the world on animals. L'Oréal does not delegate this task to others.



CITES and Wildlife Trafficking

Ralph Lauren Corporation complies with the Convention on International Trade in Endangered Species (CITES) rules as they relate to illegal wildlife products, and we do not knowingly use, sell, or display wildlife included in Appendices I and III of CITES.

ENVIRONMENTAL PERFORMANCE IMPROVEMENTS

Ralph Lauren Corporation is continually working on environmentally friendly innovations in textile production and processing. We continue exploring digital printing and more sustainable dyes. Digital printing reduces the time and wasted product for sample development, and it can reduce water usage in bulk production by up to 50%. We are also working to formulate colors with more sustainable dyestuffs that can reduce water, energy, and dyeing time by up to 40%.

We are able to work with our business partners, globally, to incorporate new processes into their modes of production. Understanding these technologies impacts how we determine specifications for our products, how our partners make them, and how we impact the environment.

OUR ICONIC POLO SHIRT

We recently began a multi-year effort to decrease the environmental impact of our iconic mesh polo shirt. While these shirts are designed to be a durable, timeless style that can be worn for years, we wanted to take it a step further. To that end, we began using Huntsman Corporation's AVITERA® dyes to create our signature colors for men's, women's, and children's polo shirts. The AVITERA® dyes are High Fixation Reactive Dyes (HFRDs) that use less water, salt, and energy, and work more quickly than conventional dyes.

The water and energy savings using AVITERA® dyes as contrasted to conventional dyes is highly dependent on the assortment of colors being dyed. Darker shades require more water than lighter colors when using conventional dyes, so they show the greatest savings with the AVITERA® dyes. Ralph Lauren Corporation chemists test-dyed a cross section of light, medium, and dark Ralph Lauren colors using AVITERA® dyes and noted the following approximate results:



42% reduction in water
-2.2 gallons per pound of cotton, which is slightly more than 1 gallon per mesh shirt dyed



80% reduction in energy (steam)
-1.4lbs. per pound of cotton, which is about 11oz. per mesh shirt dyed

Additionally, these shirts are being packaged in polybags made from a minimum of 40% recycled content and have Forest Stewardship Council (FSC)-certified paper price tags.

We have made great strides and, as of the end of Fiscal 2017, we produced a combined 1.5 million units of our classic mesh polo and jersey tees using these dyes. Production and sales of these shirts are ongoing, and we are working on other innovative products designed to have less environmental impact in production and throughout their life cycle. We are aiming to create some products that can “close the loop,” i.e., be recycled into new product when the end consumer is done with them.

PACKAGING AND TRIMS

Our ability to improve environmental performance is not limited to the product itself: we have been steadily working on the packaging and trims that wrap and adorn our products. We continue to work to right-size and minimize packaging so that we use only what is needed, and we are working to make what we use better for the environment.

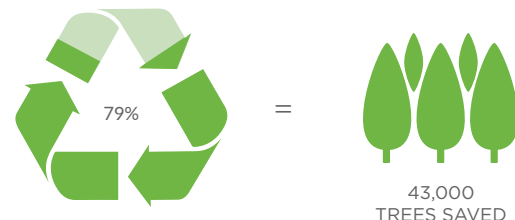
In Fiscal 2017, we continued the shift to polybags made with a minimum of 40% recycled content. Using recycled content reduces the amount of petroleum needed and the energy used in manufacturing—a dual win for the environment. Our Trim division is rolling out the transition by region as local producers are identified and evaluated for quality. To date, the new polybags have begun shipping from Asia, India, and the U.S.; a more easily degradable version is being used in Italy. We also expanded use of these bags to additional brands—Lauren and Chaps. This year we used 140 million recycled content polybags, which allowed us to reduce our use of virgin plastic by more than 630 tons. This yielded savings of 6.7 million kWh of energy and avoided emission of more than 5,600 tons of carbon dioxide. We will continue working to expand this initiative across regions and brands.

The Trim division also continues to expand its program of incorporating FSC-certified paper into price tags. Beginning in 2015, all Polo Men’s, Women’s, and Children’s UPC tickets in the Americas were made from FSC paper quality. In Fiscal 2017, we introduced FSC quality UPC tickets for apparel and accessories across all brands and divisions for the Greater China/Southeast Asia region and Korea. This amounted to an additional 12 million tickets

converted to FSC-certified paper, bringing the Fiscal 2017 FSC-certified ticket production to 65 million tickets. Moving forward, we plan to extend this initiative to reach additional geographies, brands, and product areas.

The Procurement and Advertising teams have worked for more than six years to improve the recycled content and recyclability of shopping bags, gift boxes, and other customer packaging. The teams work with various paper and packaging vendors to select environmentally conscious papers that meet our high brand aesthetic and quality requirements. In Fiscal 2017, we created the new gray Club Monaco gift boxes to match the recycled content of our Ralph Lauren gift boxes (more than 75% recycled content). Our Polo Factory Store shopping bags continue to be made from FSC-certified 100% post-consumer recycled content. Overall since Fiscal 2010, we have increased the amount of recycled content incorporated into our paper packaging from 31% to approximately 79%. This use of recycled content saved more than 43,000 trees in Fiscal 2017.

RECYCLED CONTENT INCORPORATED INTO BRANDED CUSTOMER PAPER PACKAGING



The Procurement team also works to ensure that the corrugated packaging shipped from our distribution centers to stores and e-commerce customers contains recycled content. We actively seek partnerships with corrugated suppliers concerned with responsible sourcing; our current suppliers have fiber sourcing certification from the Sustainable Forestry Initiative (SFI).

Our Logistics team also continually evaluates product packaging and seeks to identify opportunities for materials reduction. Every piece of packaging omitted lowers the amount of raw materials needed, as well as the amount of energy and water used to manufacture and transport the packaging. Reduced packaging also means less waste material to be discarded. Additionally, successful packaging reduction programs improve utilization,

transporting the same volume of product in less space with a corresponding reduction in emissions.

Programs to eliminate plastic hangers from certain e-commerce shipments and to replace plastic air fill in European shipments with cardboard spacers were established in Fiscal 2015. In Fiscal 2017, these initiatives continued, eliminating 181,250 kg of plastic hangers and replacing approximately 6,350 kg of single-use plastic packaging with renewable, more easily recyclable material.

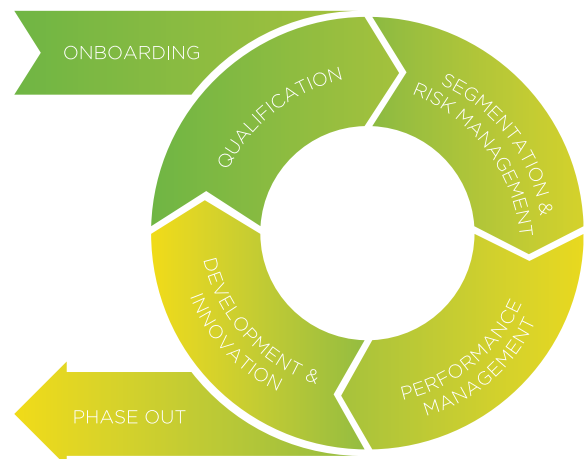
SUPPLIER ENGAGEMENT STRATEGY

We are working to develop an end-to-end supplier engagement strategy that standardizes supplier onboarding/exiting processes and uses key performance indicators (KPIs) and other factors to evaluate, measure, manage, and segment our suppliers in a way that will maximize the value of our interactions. This new model of strategic and growth-oriented engagement aims to improve purchasing practices to support both environmental and social sustainability performance in our value chain.

We formed a Supplier Engagement Task Force in Fiscal 2017 that worked to develop and begin implementing a new Supplier Engagement Strategy. More details on this work can be found in the “Safeguard Dignity and Opportunity with Suppliers” chapter.

In the coming year we plan to:

- Evaluate performance and potential of our suppliers, and segment and manage our relationships, demands, and commitments accordingly.
- Internal transparency of the vendor base, create value from scale and scope of all brands and categories.



Graphic adapted from “Five Critical Components of Supplier Relationship Management.” *BravoSolution*, 8 Feb. 2016.

PRODUCT SAFETY AND COMPLIANCE

We have a robust Global Testing and Quality Assurance Program that enforces rigorous testing protocols. This aims to ensure that our products are tested at various stages of our supply chain and production to meet or, in some cases, to exceed applicable legal requirements and achieve superior quality and durability. All third-party agents, suppliers, factories, and subcontractors involved in manufacturing products for us are required to agree in writing with our requirements.

The Ralph Lauren Vendor Compliance Packet (further detailed in the “Safeguard Dignity and Opportunity with Suppliers” section) includes agreements by our suppliers to comply with all applicable laws and regulations of local and foreign jurisdictions relating to safety and restricted substances. In addition, all suppliers must comply with the testing and production protocols of our Global Testing and Quality Assurance Program.

As part of our Global Testing and Quality Assurance Program, our Global Testing and Quality Assurance team regularly updates the Company’s global testing and production protocols as it endeavors to achieve high standards of product compliance. Education and training for our suppliers and employees on compliance requirements have always been part of our heritage. We have developed resources for our suppliers and employees, including specialized software training manuals, webinars, seminars, and a dedicated help desk in order to provide a heightened awareness of constantly evolving global safety and compliance regulations.

Ralph Lauren Corporation maintains a policy of compliance with all applicable laws and regulations in the countries from which it sources and the countries into which it distributes product. We require all fabric, trims, or related materials, apparel, accessories, footwear, home textiles, components, and packaging to meet or exceed standards, requirements, laws, and product safety regulations restricting or banning the use of certain chemicals or substances due to their toxic, hazardous, or allergenic properties.

Compliance with applicable standards and laws include the following:

- American Apparel and Footwear Association Restricted Substances List (RSL) of banned or restricted chemical ingredients and materials
- Australian Consumer Law
- California Safe Drinking Water and Toxic Enforcement Act of 1986 (“Cal Prop 65”)
- Canada Consumer Product Safety Act
- Canada’s Hazardous Products Act
- China’s Mandatory National Safety Standard
- European Community’s REACH – Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- The European Union Directive
- Japan’s Household Goods and Quality Labeling Law
- U.S. Federal Toxic Substances Control Act
- Korean Product Safety Law
- Model Toxics in Packaging Legislation of the U.S. Coalition of Northeastern Governors
- Taiwan’s CNS 15290 Safety of Textiles
- U.S. Consumer Product Safety Improvement Act (CPSIA)
- U.S. Federal Food, Drug, and Cosmetic Act
- U.S. Federal Hazardous Substances Act
- U.S. Federal Toxic Substances Control Act
- U.S. Flammable Fabrics Act

The Company also prohibits any activity that is intended to exert undue influence over the test results or other analytical findings of a third-party service provider that conducts testing of our products.

OPERATE EFFICIENTLY

Run facilities (stores, offices, and distribution centers) and logistics (transportation and distribution) in a highly efficient manner.

Our operations were the starting point of our sustainability journey. How we run the physical logistical aspects of our business continues to be a critical piece of our environmental efforts. Foundational environmental challenges and opportunities around energy use, transportation, and waste management remain important, even as we expand our environmental efforts outside our proverbial four walls.

FACILITIES

The spaces we occupy range from flagship mansions and shopping center stores to large distribution centers (DCs) and urban corporate offices. They are located around the world, from New York City's Madison Avenue to Omotesando, Japan, and from Greensboro, North Carolina, to Parma, Italy. We design spaces to represent our brand to the world and to serve as efficient, comfortable, well-operating workplaces.

Green building certifications are one of the approaches we have taken to making our spaces more efficient and sustainable. Two of our Polo Factory Stores are Leadership in Energy and Environmental Design (LEED) Silver-certified by the U.S. Green Building Council. These stores, located in Livermore, California, and Leeds, Alabama, embrace green features in their design, construction, and energy operations. They earned LEED points for actions such as the following:

- Using low-flow water fixtures that reduce water use by 20%
- Recycling 75% of all construction and demolition debris—keeping it out of landfills and incineration facilities
- Using 90% Energy Star equipment and appliances
- Installing LED lighting
- Using paints that are free of volatile organic compounds (VOCs)

As a result, the LEED Silver-certified store in Leeds, Alabama, only uses approximately one-third of the energy used by other stores of a similar size and location.

Our European corporate headquarters in Geneva was built to the Minergie standard, which is a Swiss label for buildings designed with eco-friendly materials and energy efficiency measures.

Key features include:

- Rooftop solar panels to heat water
- High-quality insulation (triple-layer windows)
- Parking slots with charging stations for electric cars
- Light sensors in offices and common areas
- Water-flow reducers on bathroom faucets

We are applying lessons learned from the certifications earned to date and are implementing green building best practices for subsequent construction and/or remodels of stores and offices. For example, all new Polo Factory Store (PFS) locations globally will ultimately be fitted out with LED lighting on the sales floors where applicable.

In addition, we try to build/renovate our spaces with materials that will have less of an environmental impact. Where appropriate, our design teams are using reclaimed materials. Notable examples include:

- Pine millwork in The Polo Bar dates back more than 150 years and was salvaged from an Alabama textile mill
- Oak flooring in The Polo Bar was reclaimed from an old barn in upstate New York
- Reclaimed oak planks are used on some walls and ceiling of the Ralph Lauren North America office space in New York City

When feasible, we use locally sourced materials from local providers for our new store locations to reduce our carbon footprint and support the local communities. For example, in the Ralph Lauren luxury store we opened in São Paulo in April 2015, we used predominantly locally sourced materials, engaged local craftspeople for specialty work, and joined our local partners' efforts to support ongoing, local sustainability initiatives. This included procuring

locally sourced glass, wood, and metal materials from the millworker, as well as locally sourced flooring, stone, brick, and plaster from the general contractor.

Even our floor coverings are an opportunity to use better materials. In Fiscal 2017, we installed more than 6,100 square yards of coir/sisal rugs and carpeting. Coir/sisal is a hybrid fiber made from plant by-products known for their strength, flexibility, and durability. Using coir/sisal instead of traditional rugs or carpeting allows us to have a more natural product in our various spaces and requires less frequent replacement. Our first coir/sisal rugs appeared in stores in 2009, and the program is now global and has expanded to other natural materials, such as abaca and coco mat. More than 46,000 square yards of these rugs, carpeting, and mats have been installed to date in our stores, offices, and showrooms. Going forward, we are working to expand the program into more of our brands and locations.

Our North American DCs in North Carolina are designed for efficiency, with numerous features to benefit the environment, including:

- Solar tubes, skylights, and strategic window placement that harness daylight, helping save electricity
- Large industrial fans that cool in warmer months and circulate warm air in the winter, resulting in more efficient temperature regulation
- Motion/occupancy sensors that help prevent unnecessary lighting throughout the facilities, from individual offices and conference rooms to aisles in the pick-and-pack area
- LED lighting in the parking lots and by truck docks that reduces energy consumption
- Bottle-filling stations at water fountains and high-efficiency toilets that reduce waste and conserve water

We are constantly working to improve efficiency at our DCs. Projects in Fiscal 2017 built on those of years past and included: raising the temperature set point in computer rooms and reducing the number of data center air conditioning units to reduce energy consumption; increased use of filtered water bottle refilling stations (refilling the equivalent of 283,000 bottles of water this year); continued replacement of some fluorescent

lighting with LEDs as it reached end of life; replacement of 25 rooftop units with more efficient cooling units featuring humidity controls and improved refrigerants, and continued testing of LEDs for further lighting retrofits.

ENERGY

Energy is necessary to power our business. Recognizing the environmental impacts of energy generation, we strive to measure, manage, reduce, and improve our energy use.

MEASURING ENERGY

With the help of outside consultants, we began formally tracking our facilities' carbon footprint in 2011 and established a baseline and system for capturing footprint data in Fiscal 2012 based on energy use from utility bills and modeling. We continue to improve on our footprinting each year as we capture more data and track energy usage from more of our global locations.

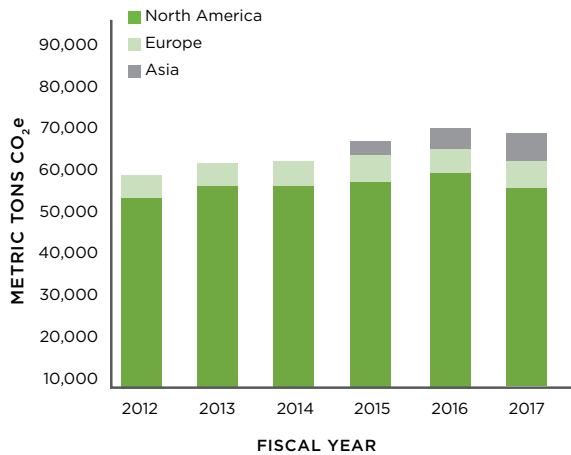
The carbon footprint detailed in this section covers Scope 1 (direct—natural gas and heating oil) and Scope 2 (indirect—electricity) emissions from our owned and leased facilities. These include office spaces, stores, and distribution centers. The carbon footprint is an approximation based upon measured (i.e., metered) energy consumption, as well as projected energy consumption developed through modeling same brand/similar-sized stores for buildings for which we do not receive metered energy consumption details.

We have been working to globalize our carbon footprint. Pre-Fiscal 2015 data includes facilities in North America and Europe; the Fiscal 2015 data shown here includes parts of Asia retail as well. Fiscal 2016 includes approximately 30% of Asia retail stores and Fiscal 2017 reached more than 70% as we continue working to incorporate data from all of our sites in the Asia-Pacific region.

The trend in our facilities' carbon footprint changed direction in Fiscal 2017. Total global emissions decreased between Fiscal 2016 and 2017, whereas previously we had seen a trend of increasing emissions in line with our growing retail and DC footprint. Looking at our footprint by facility type, emissions from retail and office locations fell, while DCs saw an increase of about 5%. These trends align with the consolidation of our employee population in fewer locations and similar action for our stores, while e-commerce takes on an increased role in helping us

reach our customers. Emissions intensity has, accordingly, remained rather constant between Fiscal 2015 and Fiscal 2017, at approximately 0.02 metric tons carbon dioxide equivalent (CO₂e) per retail square foot.

CARBON FOOTPRINT (FACILITIES)



MANAGING ENERGY

Energy Management Systems (EMS), also called Building Management Systems (BMS), have been a core piece of our energy program for over a decade. These are computer-based systems that allow us to remotely monitor, control, and optimize lighting, heating, ventilation, air conditioning, and other electrical systems in our stores and distribution centers.

Use of EMS in stores enables us to save energy by adjusting lighting and temperature levels in line with store needs. For example, lighting needs can be adjusted according to the time of day (e.g., store opening hours versus after-hours cleaning), and systems can be shut down in the case of a store closing due to an extreme weather event.

We have more than 170 EMS in operation across Ralph Lauren and Polo Factory Store locations in the U.S. and Canada. We began installing these systems in 2002 and they are now in place at more than 60% of our current North American store fleet. Our policy for new and remodeled stores is to install EMS in North American locations that are more than 5,000 square feet.

BMS are also installed in all of our North Carolina DCs, increasing the efficiency of these facilities as well.

REDUCING ENERGY

We are taking steps to directly reduce demand for energy in our facilities. Lighting retrofits at our office, retail, and DC facilities are a main part of this effort. For example, in Fiscal 2016, we converted multiple floors of our New Jersey offices from T-12 fluorescent fixtures to more efficient LED fixtures, reducing our energy use by more than 890,000 kWh per year. We also retrofitted some showrooms that had metal halide lighting with LEDs. Office remodels have incorporated daylight harvesting where possible, with lights set to dim when windows bring in enough natural light, and glass walls lining perimeter offices. Additionally, Fiscal 2017 saw the consolidation of office spaces to better fit our reorganized workforce. As we eliminate unnecessary or underutilized space, we are able to improve energy efficiency.

In past years, the Retail Facilities team completed LED retrofits at several Ralph Lauren stores in the U.S. These retrofits maintained the same beautiful lighting schemes while reducing energy use significantly: the Manhasset store is seeing 20% reductions on its energy bill each month post-retrofit. Moving forward, we are identifying the best candidates for future rounds of retrofits in the U.S., Asia, and Australia.

Our Facilities team also completes energy reduction projects in our corporate offices beyond lighting. For example, in Fiscal 2016, we upgraded several of the air handler units in our New York corporate offices from air-cooled to more efficient water-cooled units. This conversion improved operations and reduced energy used. Additionally, the team upgraded 37 variable air volume (VAV) HVAC controls to more efficient direct digital controls (DDC) at the New York corporate headquarters.

Our Procurement and Information Technology teams also implemented a new managed print services (MPS) program to help reduce energy from printing in our stores and offices. The MPS program centralized and upgraded our network printers, instituted secure badge printing, and improved our duplexing capabilities. As a result we saw a 56% reduction in energy use from printing, which is equivalent to avoiding the CO₂ emissions from approximately 28 homes' energy use for one year.

USING GREEN ENERGY

Green power is electricity that produces no emissions while being generated from environmentally preferable renewable resources, including wind, solar, geothermal, and biogas. By using green power, we help accelerate the development of new renewable energy across the U.S. while reducing our carbon footprint.

In Fiscal 2017, the Company continued our participation in the U.S. Environmental Protection Agency's Green Power Partnership to support cleaner renewable energy alternatives. We qualified for the partnership based on our voluntary procurement of renewable energy.

The Company purchased Renewable Energy Certificates (RECs) for Green-e-certified wind power, which, for the second year in a row, represents enough energy to meet 10% of our estimated domestic electricity use, or approximately 10.5 million kWh annually. This is equivalent to the average amount of electricity used by more than 1,000 American homes for one year, according to EPA calculations.

EFFICIENT TRANSPORTATION

Our Global Logistics team works hard to meet the needs of the business while remaining mindful of the environment by focusing on more efficient transportation choices, shipment consolidation, and collaboration.

CHOOSING EFFICIENT TRANSPORTATION: MODES AND ROUTES

Focusing on ways to transport our merchandise with greater efficiency is a priority for the Global Logistics team. Through use of technology and careful planning to the extent feasible, we are able to proactively manage production calendars and choose modes and routes of transit that have less of an environmental impact.

The team is also working to reduce shipping products by air, an emissions-intensive mode of transportation. By shifting volume to other modes of transport such as ocean and rail, the team has dramatically reduced air freight over the last eight years, resulting in a significant decrease of emissions. Since Fiscal 2009, we have reduced our global air mix by more than 50%, avoiding more than 40,000 metric tons of carbon (CO₂) emissions in Fiscal 2017 alone.

Our Global Logistics team also works to determine the most efficient routing, which meets business needs while

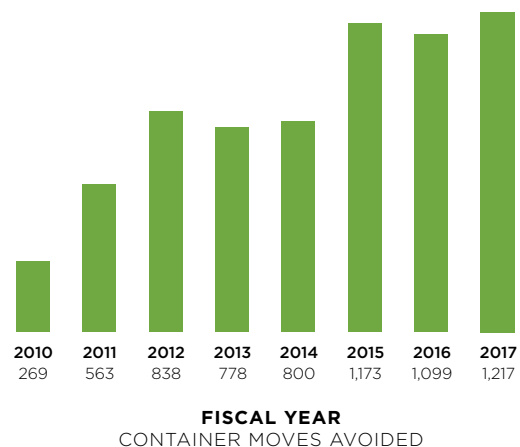
also minimizing emissions intensity and reducing each shipment's environmental impact. The team carefully examines existing product flows and routinely tests alternate routing solutions. For example, ocean shipments can be routed to a port closer to the distribution center and, where inland transport is required, they may use intermodal rail in place of trucks. Both options lower emissions by reducing truck mileage in favor of more emissions-efficient rail or ocean service.

SHIPPING CONSOLIDATION

Effective packaging of shipments is a key part of optimizing transport as well. By transitioning to higher-quality, space-efficient cartons, we are able to ship the same volume of product in less space, reducing overall shipment size. In addition, we implemented shipping guidelines directing our suppliers to select appropriately sized cartons for our product.

We also seek to drive the efficient use of ocean container space. Our routing guidelines direct our logistics partners to optimally select containers and maximize utilization, which avoids wasted space and reduces the number of containers we would otherwise ship. This not only lowers ocean freight emissions but also reduces the required number of dray moves, which is the transport of ocean containers by truck to or from a port.

CONTAINER CAPACITY UTILIZATION



COLLABORATION

We work in close collaboration with our wholesale clients to leverage our mutual supply chain capabilities and streamline movement of certain products, resulting in improved environmental performance. Our logistics team utilizes data to consolidate and schedule shipments for our customers in a process aimed at minimizing truckload miles.

We are also careful to select partners in our network that share our sustainability values. Our third-party logistics (3PL) partner in Italy, for example, has installed solar panels on the roofs of the distribution facilities we use. That project has produced more than 12,000 mWh of clean energy and avoided more than 6,000 tons of CO₂ in the past five years. We have a like-minded 3PL provider in Canada. Similar to our in-house efforts, this provider is working to retrofit lighting for efficiency, ensuring procurement of Energy Star-rated appliances, using motion sensors for lighting, and running efficiency programs for conveyors and material-handling equipment.

We also partner with other companies and government agencies through cross-industry organizations to work on transportation environmental challenges; these partnerships are detailed in the “Build Strategic Relationships” chapter.

PROCUREMENT: GREEN PURCHASING

The Procurement team works closely with the Sustainability team in seeking to ensure that environmental questions are addressed in the Request for Proposal (RFP) process used for selecting our non-merchandise suppliers. Questions around relevant environmental issues, reporting capabilities, and certifications have been incorporated into the supplier RFP processes.

Since 2011, our Procurement and Sustainability teams have worked with our office products supplier to improve our environmental performance with respect to how office items are selected, used, and delivered. The teams worked with our supplier to develop detailed monthly reporting on our “eco” purchases, which can include items that meet third-party certifications (e.g., Energy Star) and that contain recycled, re-manufactured, and/or responsibly sourced content. We use this data to monitor our purchasing history and identify ways to direct it towards greener products. In Fiscal 2017, the average

eco-purchase rate was 44%, the highest since we began tracking this data six years ago. We also maintain an order consolidation program that requires orders to meet a minimum size requirement. This initiative was introduced several years ago and has resulted in reduced packaging use and transport emissions.

WASTE: RECYCLING



Our recycling program ranges from the basic—paper, cans/bottles, and cardboard in offices—to the extensive—everything from shrink wrap to scrap metal in our DCs.

Though procedures vary from building to building, all of our corporate offices follow basic recycling practices, with cardboard and paper as our largest recyclables category. We have a strong toner/ink cartridge recycling program in the U.S.; from December 2009 through the end of Fiscal 2016, we collected more than 32,000 toner and ink cartridges. These units were either cleaned and refilled for reuse or taken apart so the plastic could be reground into pellets and recycled into new products. With the introduction of our managed print services program in Fiscals 2016-2017, our print partner HP took over direct management of our corporate printers and the recycling of the toner and ink cartridges. These units now enter HP’s closed loop recycling program.

Our IT team has a similar program in place for IT hardware that has reached its “end of use” phase. Computers, monitors, keyboards, printers, fax machines, smart phones, and similar devices are collected. What cannot be repurposed internally is sent to a third-party recycler that erases any data and remarkets a majority of the equipment. If it cannot be reused, our partner sends it to an EPA-licensed recycler that meets a list of standards, including R2 certification, the Responsible Recycling Practices Standard, and a zero landfill policy.

Our North Carolina DCs have a long-standing, robust recycling program. We initiated the program in 2000 at our main DC in Greensboro with the collection and recycling of paper, cardboard, corrugated packaging, plastic hangers, plastic bags, polybags, bottles, cans, shrink wrap, light bulbs, and scrap metal. As we added facilities to our network of North Carolina DCs, we added collection points and corrugated balers for our recycling program. We track the North Carolina recycling

efforts monthly to monitor progress, identify areas of improvement, enable proper management of the process, and continue to find innovative ways to improve the program.

In Fiscal 2014, the IT Security, Asset Protection, and Sustainability teams partnered to implement a thorough paper shredding program in our New York City and New Jersey corporate offices. Locked collection bins throughout our workspaces collect paper and small quantities of fabric swatches for shredding and recycling. They are regularly collected by our contractor and shredded securely on site. All shredded material is then recycled into low-grade paper products such as paper towels, tissue paper, or notepads. In Fiscal 2017, we shredded/recycled more than 129,600 kg of paper, saving the equivalent of more than 2,400 trees.

CLEANING: GREEN HOUSEKEEPING

The Facilities team has rolled out a green cleaning program in our Ralph Lauren, Club Monaco, Polo and Polo Factory Stores, and our corporate offices. The housekeeping teams utilize green-certified cleaning solutions (Green Seal, Eco Logo, or Green Guard), microfiber cloths, and documented procedures in their regular cleaning. These steps improve air quality and reduce waste, providing a better work and retail environment.

ADVERTISING GREEN TEAM

Our Advertising team continually identifies new opportunities to incorporate environmentally preferable selections of paper, ink, and other materials into their designs when possible.

For example, the proofing materials we now use to review photographs and advertisements require no chemical washes, reducing the environmental impact. When appropriate, we use soft proofs, eliminating the traditional paper proofs altogether. Most projects print with aqueous coatings rather than varnish. This eliminates petroleum that is used in varnish. Printing inks contain a varying degree of soy and vegetable product, also reducing the amount of petroleum product used. Most of our domestic direct mail projects, including the World of RL and Polo Magalog, are FSC-certified. The team uses FSC-certified paper and 10% or 30% post-consumer recycled content where possible. Going forward, the U.S. Graphic Services team will continue working with our international partners

to outline the current green status of Europe, Asia, and other areas in an effort to standardize the Graphic Services environmental practices across regions for global consistency.

EMPLOYEE ENGAGEMENT

Our Sustainability team is dedicated to communicating with our employees and engaging them in our Company's mission. We keep sustainability information on our employee intranet and maintain an actively monitored internal sustainability email account through which employees can submit suggestions, comments, and questions.

We celebrate Earth Day as a Company with a combination of communications and/or events. In Fiscal 2017, we celebrated our corporate partnership with Waterkeeper Alliance and shared profiles of employees who regularly demonstrate green work styles (e.g., by creating notepads out of scrap paper or leading bird walks for colleagues). Employees in several cities celebrated with team eco volunteer events. The prior year we raised awareness throughout our global organization with an enhanced digital presence, including an Earth Day message to all employees sharing some of our sustainability accomplishments, offering green office tips, and directing them to our online site. All corporate employees in the U.S. received an Earth Day bookmark printed on recycled paper with green tips, our Sustainability site address, and a plantable "Earth" made out of seed paper, which bloomed into wildflowers.

Other celebrations over the years have included:

- Employee volunteers from New York and New Jersey gathered with friends and family for a Friends and Family Park Day in honor of Earth Day 2016, helping to fix up part of East River Park, which was damaged during Hurricane Sandy.
- Corporate employees in Geneva planted an herb garden and collected suggestions on how to reduce waste.
- Store employees in the U.S. encouraged customers at the point of sale to choose emailed receipts instead of paper.
- Corporate employees participated in Ralph Lauren educational expos and organic tote bag sales for charity.



OUR PEOPLE

ENGAGE AND INSPIRE ALL EMPLOYEES

Create a respectful and engaging work environment that shows care for professional growth, diversity, inclusion, and wellness so that employees are empowered to create their best work.

At Ralph Lauren Corporation we have a culture in which our people are our number one asset. We challenge ourselves to ensure our people remain at the forefront of everything we do.

The focus of our People & Development group has always been to implement policies and practices that invest in and enrich our people so they are energized and empowered to achieve their full potential. We like to say, *"Where building teams who deliver results is the most artistic thing we can do."*

The below timeline highlights key People & Development milestones.

PRE FY08	FY08-FY11	FY12-FY15	FY16	FY17
<ul style="list-style-type: none"> • Performance Appraisals implemented • Diversity Councils launched • Summer Internship launched 	<ul style="list-style-type: none"> • Global Onboarding launched • Human Capital Management System (U.S.) implemented • Succession Planning implemented 	<ul style="list-style-type: none"> • Supplemental 401(k) Match implemented • RL Learning Portal launched • Wellness Initiatives began • Consumer Driven Medical Plan with Employer Contribution to a Health Reimbursement Account added 	<ul style="list-style-type: none"> • Human Capital Management System in Europe implemented • Employee Survey launched • Global Town Halls implemented 	<ul style="list-style-type: none"> • Mission Enablement • Navigating Your Career program launched • Onsite healthcare implemented • RUNWAY training for first-time managers of people launched

During Fiscal 2017, we conducted our Employee Engagement Survey and held employee focus groups to understand the aspirations, needs, and challenges facing our people. We have reviewed the output and identified key themes and disruptors, including:

- The need for smart technology
- The desire to make a difference in the community and society
- The ability to create a unique professional journey
- Flexibility to work where and how they want
- Desire for supportive leadership
- Need for a trusting and empowering workplace
- Transparency
- Enabling our employees to be their best

We used these insights to create our People Strategy during Fiscal 2017 and prepared the foundation for progressive work in the future.

IN THIS SECTION: ENGAGE AND INSPIRE ALL EMPLOYEES | SAFEGUARD DIGNITY AND OPPORTUNITY WITH SUPPLIERS

We pride ourselves on attracting and retaining outstanding talent, and we remain focused on providing opportunities for our employees' ongoing growth and development. Our primary focus is to enrich the experience for all employees at Ralph Lauren Corporation. Our RL Employee Experience, as detailed below, is the foundation of all our work.

Throughout our first half century, the capability of our workforce has continuously evolved. Our employees represent a dynamic and diverse mix of talents; they drive the spirit of the brand and bring our product to life.

Over the following pages, we share new developments that started in Fiscal 2017 and continue in Fiscal 2018.



DIVERSITY & INCLUSION

Diversity is an essential factor in the success of our business. We began the process of institutionalizing Strategic Diversity Management in 2000. Our mission has always been the pursuit of a diversity-mature organization—one in which each employee can perform optimally and be recognized based on the quality of his or her performance. Starting in Fiscal 2017 and continuing into Fiscal 2018, we have reviewed and enhanced our approach to Diversity & Inclusion. Below is our revised Diversity & Inclusion commitment and our Diversity & Inclusion mission detailing our four key areas of focus.

OUR DIVERSITY & INCLUSION COMMITMENT

We are inspired by the diversity, authenticity, and heritage of all our people. Together, strengthened by our differences, unique experiences, and backgrounds, we will continue to create a positive impact for our people, our business, and the world.

OUR DIVERSITY & INCLUSION MISSION

Our focus on diversity and inclusion is at the heart of our values. We create an environment where all our people belong, are respected, and strive to be their best and deliver Company results.

We foster a culture of inclusion through:

1. Increasing the diversity of our talent and ensuring equal opportunity for career development and growth
2. Empowering our people through our Ralph Lauren employee groups and communities
3. Supporting conscious inclusion by ensuring open dialogue, knowledge through education, and leadership accountability
4. Celebrating all diversity of people and backgrounds through an annual calendar of events and recognition

All our employees, consumers, and stakeholders provide a unique set of strengths and diversity of thought. We have five global pillars of focus: Multicultural, Disability, Gender, LGBTQ+, and Multigenerational.*

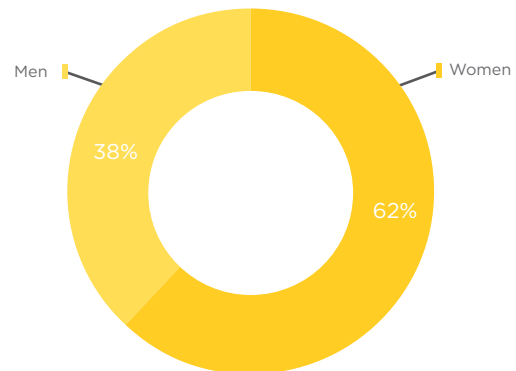
Below we have detailed the key organizational actions taken in Fiscal 2017 and going forward in Fiscal 2018.

*Please note that additional diversity-relevant recognition and celebratory events will be held locally within the U.S. and around the world; these are our global focus areas.

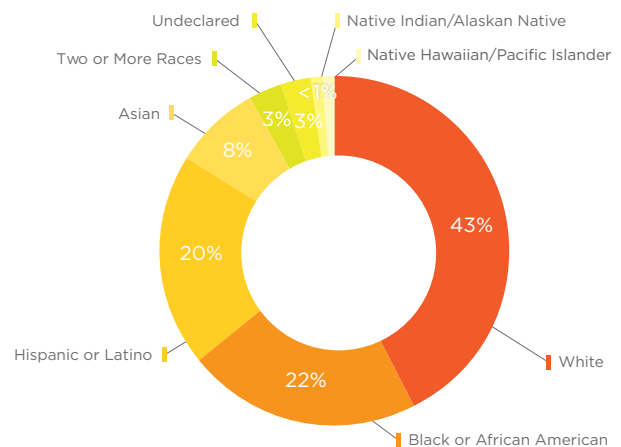
1 Increasing the diversity of our talent and ensuring equal opportunity for career development and growth

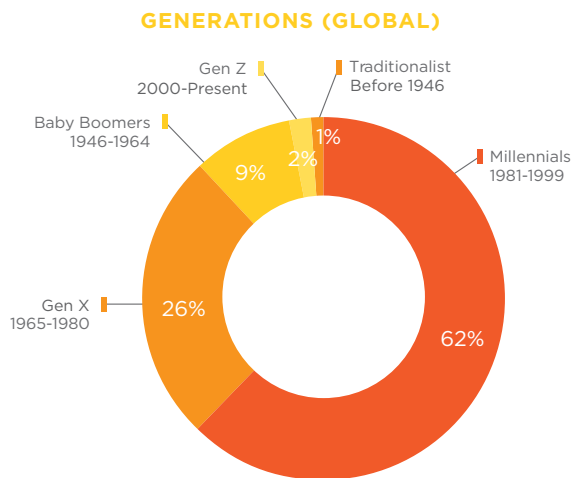
As mentioned in our prior reports, and as detailed in our revised mission above, our intent is to increase the diversity of our talent. We see the accessibility and transparency of our diversity metrics as a key enabler of this. During Fiscal 2017 and ongoing in Fiscal 2018, we have provided a greater level of visibility into our Diversity Metrics. Below you will see three core areas of our Diversity at Ralph Lauren: Gender (global), Ethnicity and Race (U.S. only), and Generational (global).

GENDER (GLOBAL)



ETHNICITY AND RACE (U.S.)





We plan to share this data on our RL Today intranet in Fiscal 2018 to increase visibility to employees. We also will post it on our new Ralph Lauren Career Site (once launched in Fiscal 2018) as part of a holistic communications strategy to share our diversity mix and our enhanced ongoing commitment in the Diversity & Inclusion space with prospective employees. Furthermore, in our organizational discussions on talent we are increasing the focus on the diversity mix of our people to ensure equal opportunity and career development opportunity for all.

We survey our global employee population by gender and, in accordance with the applicable laws, the U.S. population by ethnicity on a self-reported basis. Our Fiscal 2017 survey shows that our U.S. workforce is relatively balanced on these dimensions. With respect to gender, women comprise more than half of our employee population. In addition, our U.S. workforce has a strong representation from a diverse set of ethnicities, with no one group comprising a majority of our total U.S. employee population.

2 Empowering our people through our Ralph Lauren employee groups and communities

Our Global Diversity Leadership Group, started more than a decade ago, comprises seven Diversity Councils from all areas of the Company. This representative body has strived to continually improve our workplace. Each Diversity Council works as a team to identify and address diversity-related organizational issues and to explore ideas for action and solutions when appropriate. Council members are trained on the principles of Strategic Diversity Management and engaged in continuous diversity-related education. Council members are a

valuable resource for employees; they represent the voice of their respective division, function, and/or geographical region. The Global Diversity Councils meet regularly to continue identifying areas for additional action and to implement initiatives that have the greatest impact on diversity, such as management training, career development, communication, representation, and addressing cultural barriers.

We aim to further build upon the successes of our Diversity Councils. Work commenced in Fiscal 2017 to redesign the Diversity Councils, and the new groups will launch in Fiscal 2018. Our intention is to expand the scope and membership of our Diversity Councils to employee resources groups. These groups will be structured in the following ways:

A. Diversity & Inclusion Teams

These groups will be structured similarly to our legacy Diversity Councils, geographical and functional in format. We will also expand these groups in the near future to our Asia-Pacific regions. The purpose of these teams is to understand, advocate, and address the diversity and inclusion needs of our people within a geographic location and functional area so they can be their best and drive business results.

B. Ralph Lauren Communities

The Ralph Lauren Communities will be intersectional and reach across the company and all divisions. The purpose of these groups is to understand, advocate, and address the diversity and inclusion needs of a community of employees who share similar experiences, interests, passions, and challenges within a specific diversity focus area so they can be their best and drive business results.

3 Supporting conscious inclusion by ensuring open dialogue, knowledge through education, and leadership accountability

Internal Communication on RL Today

As in prior years, we continue to provide current editorial content on the Diversity & Inclusion section of RL Today, which functions as our virtual global community hub. It serves to educate employees about diversity while creating an online community where employees can discover and sign up for diversity-themed events, learn about the

important work being done by our Diversity Councils, and share their own insights about diversity. Through this site, employees from around the world are able to participate in a vibrant cultural exchange and contribute an eclectic array of content, from favorite recipes to movie and book recommendations.

External Communications

For Fiscal 2018, we have a strategy to increase the visibility of Ralph Lauren Corporation's commitment to Diversity & Inclusion through partnership with external groups. In Fiscal 2018 we will join and sign pledges with the below partners:

CEO Action

The CEO Action pledge has three components:

- Continue to cultivate workplaces that support open dialogue on complex, and sometimes difficult, conversations about diversity and inclusion.
- We will implement and expand unconscious bias education.
- We will share best-known—and unsuccessful—actions with others in the pledge.

Parity.org

Our pledge with Parity.org is to bring gender parity to the highest levels of business. We commit to interview and consider at least one qualified woman for every open role, VP and higher, including the C-Suite and the Board.

We will continue to explore meaningful partnerships to allow us to gain further insights and deepen our Diversity & Inclusion work at Ralph Lauren Corporation.

Education

We offer Diversity & Inclusion training to our employees to maximize their individual potential and our organizational potential. The ultimate goal is to create a more diversity-mature workforce. Diversity & Inclusion training is an additional platform for employee engagement and outreach. In our training, we encourage the sharing of learned skills and experiences. We plan to expand this training to contain a core curriculum including:

1. Conscious Inclusion
2. Managing Across Generations
3. Respect in the Workplace
4. Cultural Intelligence

In addition to the above structured core curriculum in Fiscal 2018, which will be available to all employees, we will also deliver Ralph Lauren Leadership Panels and Guest Speaker Series to focus on a broad range of organizational and Diversity & Inclusion areas.

4

Celebrating all diversity of people and backgrounds through an annual calendar of events and recognition

As part of our commitment to diversity and employee engagement, we recognize a variety of heritage months and important cultural celebrations, all of which are highlighted on RL Today. These include, but are not limited to: Black History Month, Lunar New Year, Women's History Month, Asian and Pacific Islander Month, LGBTQ+ Pride Month, World Diversity Day, Hispanic Heritage Month, International Day of Disabled Persons, Veterans Day, and National Native American Heritage Month. These commemorations are also incorporated into our external communications via various social media platforms.

Our successful annual legacy event "Taste of Diversity" will expand in Fiscal 2018 to a Diversity & Inclusion Week and offer additional touchpoints for employees to engage on the topic of Diversity & Inclusion. Events will include workshops, speaker panels, and Ralph Lauren Gives Back volunteering events connected to our Diversity & Inclusion focus areas. Our intention is to create an ongoing theme of diversity and inclusion in all our communications and to ensure our commitment to diversity is understood and felt by all our employees.

DIVERSITY & INCLUSION SURVEYS

Identifying the needs and aspirations of our people

In past years, we have conducted comprehensive Global Culture Audits to measure changes in the favorability of our workplace culture. We engaged a third-party consultant to conduct the survey to evaluate the progress our Company had made in adapting its culture to support the effective management of diversity. Through the Audit, employees had the opportunity to express how they feel about the workplace culture as it relates to a variety of topics such as, but not limited to, fairness, communication, equal opportunity, and teamwork. The survey helped us to calibrate our ongoing initiatives and efforts.

IN THIS SECTION: ENGAGE AND INSPIRE ALL EMPLOYEES | SAFEGUARD DIGNITY AND OPPORTUNITY WITH SUPPLIERS

In Fiscal 2018, we plan to expand the questions regarding Diversity & Inclusion in our Annual Employee Engagement Survey to obtain a global perspective from employees.

Also, where legally permissible, we will voluntarily obtain additional diversity data in the areas of non-binary gender, disability, veteran status, and LGBTQ+ community affiliation.

We will use these employee responses obtained to inform our strategy development and the work our relaunched employee groups will undertake.

GLOBAL PEOPLE PRACTICES

Formerly known as Fair Employment Practice

Global People Practices provides our employees with a fair and impartial place to bring workplace concerns. We ensure the consistent and equitable handling of workplace issues across the Company globally so that everyone working for our organization is treated in a fair and non-discriminatory way.

One of our goals at Ralph Lauren Corporation is to maintain and promote an inclusive and productive work environment that fosters mutual respect, professionalism, and cooperation. We are dedicated to providing a comfortable and consciously inclusive work environment with equal opportunities for everyone regardless of gender identity and expression, race, religion, national origin, sexual orientation, age, marital status, disability, or any other protected category. We expect that our employees, vendors, and customers treat everyone with respect. We believe so strongly in this principle that the Company established Global People Practices and developed the “Make a Difference” hotline to ensure employees have a safe and impartial place to bring their concerns. The Company strictly prohibits retaliation against any person by an employee or by anyone representing Ralph Lauren Corporation for raising a concern or for otherwise assisting or participating in any manner of an investigation or other proceedings. We also conduct mandatory employee training on these issues periodically.

Core Responsibilities

Workplace Compliance

With the support and partnership of teams around the world, we seek to ensure that employees and vendors of Ralph Lauren Corporation comply with all workplace laws, regulations, and company policies.

Policies and Practices Management

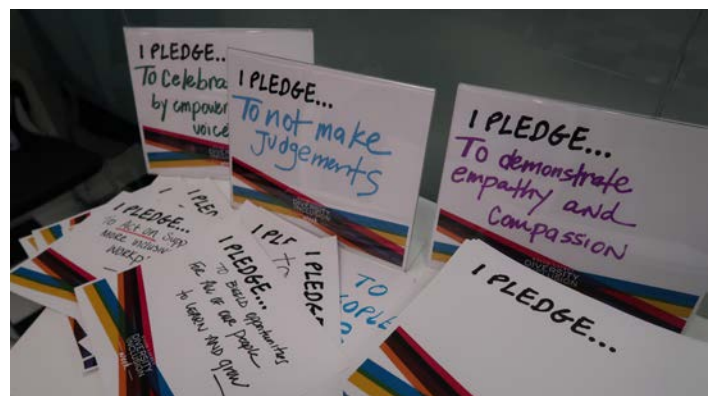
We are a centralized resource for the creation of and education on our global people-related policies and practices, which reflect legal requirements and our Company values.

Safe and Impartial Review

We are here to ensure confidential, consistent, and fair handling of all workplace issues, so that all of our employees are treated in an impartial manner.

Progressive Work Practices

We recognize that employees today expect Company policies and practices that offer more empowerment to work where and how they want, while ensuring results are delivered. We are committed to introducing global progressive practices at Ralph Lauren Corporation offering more flexibility and new approaches to how we work.



GLOBAL TALENT MANAGEMENT

Our efforts in Global Talent Management aim to foster the talent, creativity, and ingenuity of our people. From our store and distribution center employees to our senior leadership team, we invest in our employees every step of the way. We enable them to expand their scope of responsibility, reach their full potential, have a meaningful and positive impact on the people around them, and support the growth of our organization.

SUCCESSION PLANNING AND INTERNAL MOBILITY

We are committed to proactively engaging and empowering our people. We hold our senior leaders accountable for the stewardship of our talent, and this accounts for a meaningful part of their performance evaluations and compensation. While the conversation regarding talent is ongoing, we set aside time to formally review and plan our talent strategy with our divisional leaders and with Company officers to ensure that our talent pool is well-poised for the future and that we are actively managing succession and the related risks.

We have continued to raise the bar in developing and providing opportunities for our employees who are titled Directors and above by leveraging our Succession Planning database to enable real-time review and management of talent data. Through the use of the tools' dynamic succession organizational charts and robust talent search, we have consistently increased our internal mobility at the Director level and above, year over year. This was the case with many of our most critical and high-visibility roles, including the internal appointments of our Group President of North America and Club Monaco, including North America retail and E-Commerce, and Group President, International. Internal mobility remains a key focus for us as we continue to evaluate our internal talent and strive to reach 70% internal placements for our Senior Directors and above by 2018. For those earlier in their career who are taking on increasingly broad management roles, we partner with our Learning & Development team to ensure that they are building the leadership and management capabilities needed to be successful.

During Fiscal 2017, we launched our new Navigating Your Career at Ralph Lauren program, empowering employees to take ownership of their career. This exciting program

offers tools and experiences to help guide employees on their professional journey and enables them to create an actionable career plan. Multiple offerings are available to employees as part of the program including eLearning, in-person workshops, guidelines for employees and managers on how to discuss career aspirations, and the offer of career coaches. This program was first launched to our corporate employees globally and is in the process of being rolled out to our retail employees across the globe. Additionally, we will continue to enhance the program by providing employees increased networking opportunities and unique learning experiences.

TALENT ACQUISITION

At Ralph Lauren Corporation, we like to inspire—and to be inspired. Our teams are dynamic, collaborative, and innovative, and we are always looking to build them with the strongest, most inspiring people in the world. In Fiscal 2017, we began social recruitment partnerships to continue to showcase our Company employer brand and find new ways, such as video, to strategically source talent. We also enhanced our Company careers page and expanded our applicant tracking system usage to the EMEA region.

During Fiscal 2018, we will launch a global applicant tracking system and candidate relationship management solution to create a single, global candidate experience and continue to elevate our employer brand. With our new system solution, we will increase consistency with our global processes, supporting better and faster hiring, lower time to fill rates, and reduction in recruitment costs. As talent managers, our teams will continue to proactively build internal and external talent pipelines that support our talent strategies and better manage anticipated vacancies that result from the execution of our succession strategy.

ONBOARDING

As part of our global onboarding process, our new hires receive a branded offer letter packet that includes access to RL Passport, a pre-start website offering the essential details for their career journey, including Company benefits and a glimpse into our culture and brand. Within their first month, all new corporate employees attend an orientation program, customized by region, that includes an overview of our Company, philosophy, and culture, as well as remarks from tenured executives. Our largest orientation class in New York City occurs once every four weeks and is

IN THIS SECTION: ENGAGE AND INSPIRE ALL EMPLOYEES | SAFEGUARD DIGNITY AND OPPORTUNITY WITH SUPPLIERS

an immersive experience that begins at the Ralph Lauren Library where new employees learn about the clothing and artifacts that have inspired Mr. R. Lauren and our design teams over the years. The following day, they tour our men's and women's flagship stores on Madison Avenue to view our latest collections.

We will continue to enhance the corporate onboarding experience and make it even more engaging and interactive with additional store tours and team building exercises to foster a deeper appreciation of our history and culture, and to plant the seeds for cross-divisional relationships and collaborations that are critical to our Company's success.

UNIVERSITY RELATIONS

Internships at Ralph Lauren Corporation are an invaluable way for students and graduates to gain skills and experience working in a fast-paced professional environment. The University Relations team partners with our regional People & Development leads to develop educational internship programs at our corporate office locations around the world.

The undergraduate paid internship program in our New York City and New Jersey headquarters provides an excellent pipeline of high-caliber, entry-level talent for our Company and a meaningful professional experience for the interns. Each summer for the past several years, our interns have been part of a robust program that includes weekly educational activities, a speaker series, volunteer opportunities, and networking events.

Interns from both the Corporate and Creative Internship programs begin the summer with a joint one-week comprehensive onboarding experience where they are assimilated into the Company culture, receive exposure to multiple areas of the business, and receive training to drive their success as an intern. This level of teamwork mirrors the collaboration across our business and creative talent that is so critical to the success of our Company.

Additionally, our corporate interns collaborate on a team project that is focused on finding solutions to an actual business opportunity, and our creative interns complete individual design projects. The students receive team mentoring throughout the process, and they present their

projects to a panel of our most senior executives, who provide feedback. Based on their performance evaluations, the top students in the summer program may be offered a full-time, entry-level opportunity upon their graduation from college.



LEARNING & DEVELOPMENT

The Company is committed to the ongoing learning and development of our employees. We believe the advancement, enhancement, and progression of talent is critical to the Company's continued success as a leading brand and organization. In Fiscal 2017, we continued to invest in our learning infrastructure and the scope of offerings to support this core value. We have focused on providing the right kind of learning our people require, be it an immersive workshop to develop their skills or a simple one-page learning tool to provide required knowledge. Our focus has been to provide engaging, pragmatic learning to help employees thrive on the job and unleash their professional potential.



THE RALPH LAUREN LEARNING PORTAL

The Ralph Lauren Learning Portal operates as our primary medium to share learning options with our corporate and retail store employees. Through the Portal, each employee has access to his or her own personalized Learning Plan, which is designed to update and adapt dynamically. New learning resources such as self-paced

eLearnings, articles, videos, and instructor-led trainings will automatically be added to the Learning Plan as employees engage with new systems and take on new responsibilities. In addition, product knowledge has been enhanced and made searchable through the Learning Portal to increase the ease of access for our retail employees to provide further insights to our customer on our great product.

In Fiscal 2017, we increased our range of learning experiences (in-person, virtual, and on-demand tools and job aids) by 89% over those provided in Fiscal 2016. Collectively, our global employees engaged in 90,816 unique instances of learning during Fiscal 2017.

In addition, we have upgraded our Ralph Lauren Learning Center in our New York corporate headquarters. The Learning Center features state-of-the-art multimedia capabilities and provides more space to accommodate a range of learning events from behavioral training and system learning to Speaker Series and strategic off-sites.

RUNWAY

This year, we continue to deploy our RUNWAY program for new managers. This program, experienced over a nine-month period, supports employees in first-time roles as a manager of people. Our aim is to provide experiential learning on the job when necessary. For Fiscal 2018, we are planning to develop and launch our BESPOKE program to support the success of first-time executives with broader roles.



BUSINESS SYSTEMS TRAINING

In addition to our rich, open enrollment professional development learning programs delivered around the world, the Learning team has focused on supporting core business systems training. In Fiscal 2017, learning has been provided to support key business systems updates including product life cycle management and reporting systems. A significant focus has been the support of learning surrounding the deployment of SAP to our European population. Furthermore, we have expanded our Speaker Series program to give employees access to our senior leaders in a conversational setting.

RETAIL LEARNING

During Fiscal 2017, we restructured our retail learning team to focus on developing a consistent global curriculum for our stores across all channels of distribution. Our primary focus has been to enhance product learning tools, ensuring that accessible, easy-to-use information is available on our core products. In Fiscal 2018 we are focusing on developing a new global service model, management onboarding, and customer service training.

ORGANIZATIONAL DEVELOPMENT

We have continued to increase our organizational development focus through the following initiatives.




Employee Engagement Survey

In Fiscal 2017, we launched our second global Employee Engagement Survey across 27 countries to obtain feedback on our business and to gauge our employees' level of engagement. Employees provided their thoughts through multiple-choice and open-ended questions, and our overall participation rate was exceptional: 86% of our employee population responded to the survey, which was an increase of 6% from Fiscal 2016. Themes and findings from the survey have been shared with leaders and their teams, and leaders are responsible for developing action plans to address feedback and areas of opportunity. We plan to host the global Employee Engagement Survey again in Fiscal 2018 to chart our progress.

Navigating Your Career at Ralph Lauren



During Fiscal 2017, in direct response to the Employee Engagement Survey results, we designed an internal solution to help in navigating careers within Ralph Lauren Corporation. The program consists of:

-  Introductory eLearning for employees to identify their personal strengths and areas of interest
-  In-person workshops to develop and build-out their personal Career Maps
-  Guidelines for employees and managers on how to discuss career aspirations, as well as the offer of career coaches

This program has been offered in Fiscal 2017 to our corporate employees globally; in Fiscal 2018 we will expand the program to our retail employees globally.

Engagement Kits

Additionally, to provide tools to leaders during change, we created a comprehensive engagement kit. The kit provided resources, guides, articles, and multimedia clips for leaders to use for self-management, leadership of their function, and management of individuals within their teams.

Designing Internal Off-Sites

We continue to build upon our internal consulting model to support the business in achieving its objectives through the creation and facilitation of team off-sites. These events range from supporting brand clarification to function and regional strategy development.

Change Management

In Fiscal 2017, we facilitated change management activities (including communication and systems training) for key business projects, including the reorganization of our teams and structure from a horizontal to vertical model, which will unleash the potential of our brands. A core program to support our leaders and team members in the area of change is “Leading and Managing Others Through Change.”

BENEFITS

We offer a wide array of flexible benefit programs that are designed to provide employees with the resources they need to take care of themselves and their families throughout various stages of life.

Our benefit plans are competitive and offer eligible employees medical/Rx, dental, and vision coverage. These plans also include health coverage for spouses, dependents, and domestic partners. Flexible Spending Accounts are available for healthcare and childcare.

Through our medical plan we also offer various financial incentives, including a free tobacco cessation program, to improve or maintain a healthy lifestyle that promotes long-term well-being.

With regard to financial protection, the Company provides disability, life insurance, and business travel coverage. Employees can also buy additional disability and life insurance coverage, as well as critical illness coverage. During 2016 we enhanced our short-term disability program by removing a weekly payment limit.

We also provide voluntary retirement savings plans as an investment in our employees' future, including a Company match of 50 cents on every dollar up to 6% of employee contributions.

Other benefits available include a commuter benefit plan, an employee assistance plan, and paid time off (vacation, sick/personal).

In 2016 and 2017, we introduced benefit enhancements that apply to a majority of our global workforce.

- We introduced a global parental leave program where we now offer a minimum of four weeks of paid leave at 100% of salary (or more if required by law), regardless of the location. In the U.S., for example, prior to the change we offered two weeks of paid parental leave.
- We introduced an enhanced vacation policy that increased eligible time off for a large majority of employees in North America and our Asia-Pacific region. In North America, we now offer a minimum of three weeks annually. Employees with five years of service are eligible for four weeks of vacation. In the Asia-Pacific region, the vacation policy was enhanced in certain countries. Eligible employees are entitled to at least four weeks of vacation upon their fifth anniversary with the Company.

- Full-time, permanent, benefits-eligible employees are now entitled to up to \$5,000 as reimbursement for adoption assistance expenses, with a \$10,000 limit per employee during their period of employment. Previously, adoption assistance was not offered in our benefits portfolio.

Ralph Lauren Corporation will continue to review our local and global benefit offerings to ensure we are competitive and that our programs enhance the value proposition we offer to our workforce. Benefits enhancements for Fiscal 2018 are already in the works. In April 2017, we announced that global employees will be eligible to take their birthday off, once they have been with the Company for six months. We will be adding a Health Savings Account (under our Qualified High Deductible Health Plan), hospital indemnity, accident coverage, and pet insurance coverage. In Fiscal 2018, we will also add after-tax Roth contributions for retirement savings and offer services that will help consolidate student loan debt and determine eligibility for a lower interest rate.

EMPLOYEE ENGAGEMENT PROGRAMS

We strive to inform, engage, connect, celebrate, and advocate for our 23,300 employees around the globe, while ensuring that we preserve and maintain our unique culture and values as we continue to expand.

PRESENTATION TOOLKITS

In Fiscal 2017, we fostered ongoing communications programs to keep our global employee population informed and connected to our business, brands, and culture. We provided company leaders with Quarterly Presentation Toolkits and asked them to gather their teams for local town hall meetings to cascade organizational updates and address local questions. We also hosted two large-scale global live-streamed town halls in spring and fall, covering key business updates and featuring remarks from Company leaders, outside speakers, and a Q&A with employees from around the world. We are rolling out a robust communications program in Fiscal 2018, featuring traveling town halls across our international markets and additional interactive Q&A platforms to keep employees apprised of our future business strategies.

RL TODAY



Our Company intranet is our primary internal communications platform for informing employees globally about our business, brands, Company initiatives, and engagement events around the world, and it offers important tools and resources to help them in their day-to-day careers. In Fiscal 2017, we unveiled RL Today, a dynamic and robust new intranet platform that facilitated connectivity among global employees at the office, at home, and on their mobile devices. Since its launch in June 2016, employees globally logged in to the site more than 3 million times.

GLOBAL EMPLOYEE ENGAGEMENT

In addition to launching our second Global Employee Survey in Fiscal 2017 to gauge our employee engagement, we continued to host a variety of innovative engagement programs throughout the year.

Every year, our offices around the globe participate in **Bring Your Child to Work Day**, an informative and fun-filled day of activities that range from mock orientation sessions to behind-the-scenes showroom and store tours. In Fiscal 2017, we also hosted our second **Bring Your Teen to Work Day** at our corporate archives in New York, where young people aged 12-17 enjoyed an unforgettable day immersed in the world of fashion and design.

We host several recognition programs for employees around the globe and will continue to grow them in the years to come. Perhaps the most notable is the **Ralph Lauren Legacy Awards**, our Company's global tenure recognition program that was established in 2009 to honor employees who have been with the Company for 10, 15, 20, and 25 years or more. These employees receive a letter from Mr. R. Lauren and are celebrated by their managers and colleagues in ceremonies at our corporate and store locations across the globe. The program features a very special celebration in New York City for employees who have reached their 25th anniversary with the Company. At this memorable event, senior executives, the 25-year honorees and their guests hear personal remarks by Mr. R. Lauren, who presents the honorees with their awards. In Fiscal 2017, we honored more than 700 employees around the world with a Ralph Lauren Legacy Award, and since the program's inception we have honored nearly 6,000 employees globally.

SAFEGUARD DIGNITY AND OPPORTUNITY WITH SUPPLIERS

Work with our suppliers around the world to ensure key human rights that support inclusion, a safe and fair work environment, and opportunities for growth.

At Ralph Lauren Corporation, we are committed to producing high-quality products responsibly. We require our suppliers across all regions of the world to meet our corporate, social, and regulatory standards.

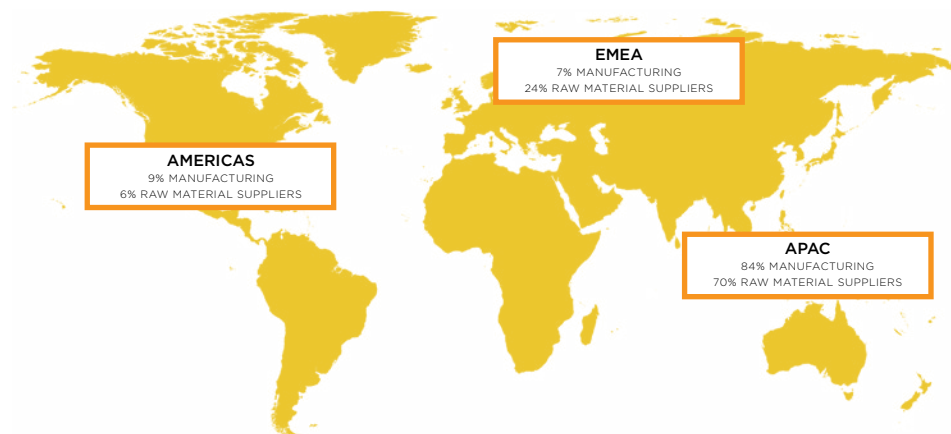
We focus on strategic collaboration and partnerships with our suppliers to increase information sharing and to achieve meaningful progress on sourcing efficiencies, human rights, and a sustainable supply chain. We believe these are all essential not only to our success but also to the success of our suppliers. Our corporate supply chain includes all Ralph Lauren and Club Monaco branded products.

We believe it is our responsibility to source from suppliers that exhibit best-in-class standards for quality and compliance in the operations of their business. We contract for the manufacture of our products and do not own or operate any production facilities; as a result, our

products are made by independent manufacturers that we collaborate with to create a cohesive and transparent relationship. We recognize that these manufacturers are the stewards of their own businesses and must take a proactive approach to continuous management of their operations. We work to foster positive business relationships with all contracted suppliers.

Our sourcing offices are located internationally in the cities of Hong Kong, Shanghai, Dongguan, Shenzhen, Bologna, Florence, and New York. These strategic locations enable flexibility, accessibility, and direct communications with our suppliers.

More than 650 different manufacturers worldwide produce our apparel, footwear, accessories, and home products at any given time, with no one manufacturer providing more than approximately 4% of our total production during Fiscal 2017.



**Regional sourcing distribution represents the percentage of manufacturing by region based on dollar volume in Fiscal 2017. Raw material sourcing distribution represents the percentage of suppliers by region based on number of raw material suppliers in Fiscal 2017.*

SUPPLIER ENGAGEMENT

INITIAL ENGAGEMENT AND PROCESS IMPROVEMENTS

At Ralph Lauren Corporation, we have long-standing business relationships with some of the industry's finest manufacturing companies and state-of-the-art facilities around the world. We also work directly with individual artists and craftsmen whose traditional, artisanal techniques bring authenticity and high quality to our products.

We have built a relationship with each of our suppliers based upon mutual respect and trust, and we work with them to preserve their craft while helping to enable a more transparent supply chain and safer, healthier working and living environments.

Our supplier base is constantly evolving, with new suppliers carefully onboarded and poor performers and noncompliant suppliers thoughtfully terminated.

Our Supplier Approval Process applies to all potential suppliers, supplier offices and sample rooms, factories, and subcontractors intending to be involved in the manufacture of our products and their components. All potential suppliers are required to go through a rigorous selection process that involves thorough reviews and evaluations. This process is comprised of three main components: the Operating Guidelines, which serve as our Supplier Code of Conduct; the Vendor Compliance Packet, a comprehensive set of standard contracts; and an Onsite Evaluation, which involves the thorough review of the factory premises and their manufacturing, security, and social compliance systems.

Our initial factory evaluation process includes a comprehensive, score-based "Factory Onsite Evaluation." The objectives of the onsite evaluation are to review and document the suppliers' systems, processes, and practices, and to subsequently help suppliers improve their own target goals. A third-party service provider conducts the onsite evaluation and determines scores in the following areas based on compliance levels: product quality programs, manufacturing systems, health and safety, human resource systems, and security systems. Each area is evaluated, given a workable and easily understood score, and, if needed, provided with a recommended corrective action plan that must be achieved within a specified

time frame. Suppliers will not be granted approval to manufacture Ralph Lauren Corporation product until satisfactory scores across all areas are achieved. The corrective action process begins immediately, with factories partnering with our onboarding teams to carry out improvements. We work with each supplier until the necessary improvements are made. Best practices are encouraged and showcased.

If a supplier is unable to attain a satisfactory score during the corrective action process, we encourage continued improvement and recommend that the supplier approach us at a later date when they are able to provide evidence of improvements achieved and are able to pass our onsite evaluation with an acceptable score.

SUPPLIER ENGAGEMENT TASK FORCE

As described in the "Create and Source Responsibly" section, we formed a Supplier Engagement Task Force to develop and implement a new supplier engagement strategy. The task force ended Fiscal 2017 with the launch of the Ralph Lauren Supplier Engagement Strategy—an approach that drives transparency, accountability, and partnership for supplier relationship management within our organization. With the implementation of this strategy, we seek to better utilize our existing supplier base, understand and track their strength and weakness trajectories, and potentially explore new supplier partnerships based on business need and value add. The strategy, being implemented in phases, focuses on streamlining and standardizing processes across all brands and divisions. Additionally, we expect it will produce a repeatable, consistent way of measuring supplier performance and segmenting suppliers to develop customized engagement models for each supplier relationship.

SUPPLIER PRODUCTION CAPACITY

Each factory must maintain an accurate account of their production capacity: both their grand total number of units as well as the specific monthly production capacity offered to our Company. 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.

SOCIAL COMPLIANCE PROGRAM

Ralph Lauren Corporation is dedicated to conducting our operations throughout the world based upon principles of ethical business practices and the recognition of the dignity of all employees. We expect our supplier partners and their suppliers, service providers, and subcontractors to respect and adhere to our guidelines and to all applicable laws and regulations in the operation of their business. Our suppliers must be transparent in all record-keeping and embrace a fundamental effort toward operational efficiencies and continuous improvement.

We expect our suppliers to observe all applicable international standards, as well as national and local laws and regulations, while operating their business. Legal and ethical standards of a country, province, state, region, city, and town where our suppliers operate are the basis of our compliance work.

Our suppliers must comply with all laws regulating wages, overtime compensation, and legally mandated benefits. Wage and benefit policies must be consistent with prevailing international, national, provincial, and local standards. Under ordinary business circumstances, employees must not be required to work excessive working hours per week, including overtime, and must have the option of at least one day off in seven.

By building mutual respect with our suppliers, we are able to work together and understand the root causes of a supplier's challenges. We have zero tolerance for wage underpayments and will work with our suppliers to address underpayments quickly and in a sustainable manner, including overtime and holiday payments. We do not allow penal wage deductions of any kind. Worker trainings, efficiencies, and turnover rates are just some of the areas to consider for systematic wage improvements.

TRANSPARENCY AND INSPECTION RIGHTS

In order to verify our suppliers' compliance with the foregoing, Ralph Lauren Corporation reserves the right, at any time, to conduct random and unannounced physical inspections and/or audits of all production facilities involved in the manufacture of any and all of our branded products. This includes, but is not limited to, in-line inspections, such as observing the delivery of raw materials and inspection of the cutting of garment pieces, as well as impromptu inspections of other

production processes, including sewing, finishing, and packing. All production records must be maintained in a manner that will permit our representatives to examine such records during both regular and unannounced inspections of the facilities. We further reserve the right to obtain and examine copies of any and all production records. Suppliers must also allow us the right to receive inspection reports, audit reports, factory profiles, or other such documentation we require or request to ensure compliance. We further expect to have unrestricted access to the facility and records during normal business hours.

Transparency, or open and honest reporting, is a critical part of a supplier's integrity. We believe that all workers are entitled to full wages and benefits at the proper levels. We encourage suppliers to be transparent about all working hours and to acknowledge the negative repercussions of excessive hours. Rather than penalizing a factory for excessive working hours, we first work to help them understand the issues and remediate. Together with the help of our third-party service providers, we are able to help our suppliers concentrate their efforts on developing a sustainable legal and balanced work week by capacity building and increased efficiencies throughout their manufacturing facilities. If a supplier has a persistent compliance issue or does not continuously improve, we may cancel future orders and terminate our relationship. However, we prefer to work with our contracted factories to remediate and improve rather than terminate our business partnership.

In addition, a supplier's transparency in record-keeping is essential to building an efficient working hour reduction plan. We expect that all record-keeping will be accurate and transparent at all times. Concentrating on improving wages requires the effective management of working hours and manufacturing efficiencies. In an effort to make sustainable changes to a working hour plan, we expect our suppliers to consider improvements in industrial engineering, factory efficiencies, proper planning, and calendar management, all of which contribute to a robust but controllable working hour system.

The Company supports proper health and safety in all of our operations. Building and fire safety has been part of our supplier engagement and supplier review and evaluation processes for more than 30 years, even before we started social auditing. Our suppliers must ensure that their employees are provided a safe and healthy

work environment and are not subject to unsanitary or hazardous conditions. We work with our suppliers to continuously improve health and safety within their manufacturing and workers' premises whenever and as often as needed, regardless of their location or proximity to the main Company. We expect our suppliers to monitor their factories and their approved subcontractors.

INTEGRITY AND WORKER COMMUNICATION

The integrity of our suppliers, our third-party auditing companies, and our own employees is paramount. We require our suppliers and service providers to comply with our "Code of Ethical Conduct for Suppliers and Third-Party Service Providers." We have zero tolerance for bribes or other improper payments, and we have a well-established global reporting hotline to address any such allegations. Through this hotline, grievances are communicated directly to our corporate offices for follow-up on each reported issue. In Fiscal 2018, we plan to distribute an improved Operating Guidelines and Supplier Hotline poster to promote and encourage management and worker communication with our Company.

ZERO TOLERANCE ISSUES

The Global Human Rights Compliance (GHRC) department continues to focus on aggressively addressing suppliers with zero tolerance issues. As previously stated, we prefer to work with our contracted suppliers to remediate and improve rather than terminate our business partnership. While we always support continuous improvement of suppliers, there are some issues that need immediate action and results. Examples of such issues include, but are not limited to, fire and building safety, human trafficking, forced labor, child labor under age 16, bribery, failure to pay minimum wages, pervasive non-transparent record-keeping, and unauthorized subcontracting.

SOCIAL AUDITS, MONITORING VISITS AND REMEDIATION

We perform social audits of each supplier's production operations and that of any subcontractors that they may employ or engage with in connection with the manufacture of our products. We encourage embracing audits merely as a scorecard or "compliance temperature check" to highlight opportunities for improvement to help drive better compliance. Our compliance field

specialists will conduct supplier site visits to assess factory compliance levels, follow up on the results of third-party audits, and push sustainable remediation through Key Performance Indicator (KPI) tracking. Supplier remediation is also conducted with third-party experts who have experience in industrial engineering, capacity planning, human resource systems, and worker engagement best practices. These long-term programs pinpoint root causes of issues such as excessive overtime hours and wage payment issues, and provide systemic and sustainable solutions.

Our ideal business partner strives to achieve efficiency and full compliance in their operations, and we utilize several tools and programs in our efforts to improve factory standards. When we learn of a potential issue at a supplier's facility, we work to address the allegation immediately, conduct a root cause analysis, and monitor the supplier closely until the issue is corrected. We work with highly qualified and experienced third-party professionals in the social compliance industry. These companies have been trained on our processes and procedures, and we regularly follow up to ensure they meet our high standards and expectations. Some of our most commonly used third parties are:

- Intertek
- Elevate
- Social Compliance Service Asia
- Verite
- Insite Compliance
- Impactt
- Taos

We promote sustainable compliance through capacity building and factory efficiency trainings. We engage suppliers in Continuous Improvement Programs that include a systems assessment and a review of all engineering and workflow processes by a third-party remediation consultant with industrial engineering capabilities. Creating greater ownership and efficiencies within the production process allows for better concentration in social compliance and environmental program trainings, as well as sustainable improvements. We believe there is a strong connection between a well-run, efficient factory and high compliance levels.

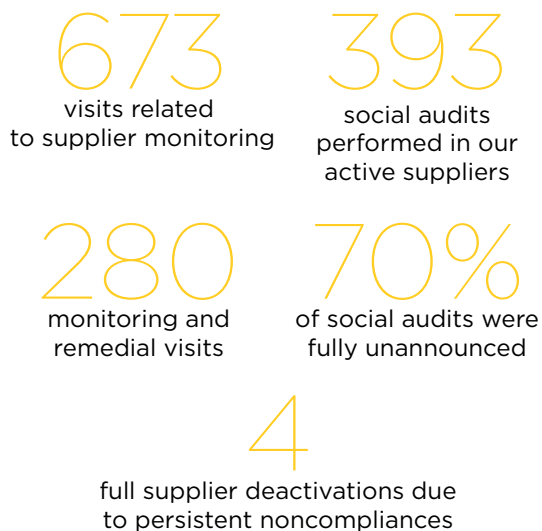
Establishing and embracing a formal audit remediation framework helps make the best use of audit results. Remediation will take place in the form of a long-term improvement program with a third-party consulting firm. This Ralph Lauren Corporation-approved firm will perform systems assessments and aid in the development of improvement plans. The cost of the program will be the responsibility of the supplier. The remediation of zero tolerance issues will be verified with an unannounced social audit in order to change the compliance rating and continue our relationship.

THIRD-PARTY SOCIAL AUDITOR QUALITY REVIEWS

In Fiscal 2017, we continued our third-party social auditor audit program quality control review. We utilize the program to ensure that the third-party companies we contract with continue to deliver the high-quality consistency we demand. We review a percentage of all annual services and reports. The program incorporates paperwork and audit file reviews as well as shadowing visits in the field. At the end of the review, we deliver feedback to each auditing firm and coordinate a training session to review areas that need improvement, and we also discuss best practices. The trainings are designed to be interactive, and we expect the active participation of each individual auditing company.

AUDITING STATS

GHRC actions in Fiscal 2017:



HUMAN TRAFFICKING AND FORCED LABOR

We prohibit human trafficking and the use of forced labor in our supply chain. All suppliers that employ foreign migrant workers must adhere to our Foreign Migrant Worker (FMW) Standards. All foreign migrant workers in our supply chain are entitled to these rights and protections.

We are now carefully implementing a revised policy which better reflects our Company's commitment to internationally recognized foreign migrant workers' rights as described by the International Labor Organization and the United Nations. The policy extends to workers during recruitment, hiring, migration, employment, and termination, and must be upheld by all factories in our operations. The main components of our revised policy are: freedom from forced and bonded labor, ethical recruitment practices, access to finances and identity documents, and safe and sanitary living conditions. The revised sections of the policy include updates such as: a no recruitment fees policy and ensuring freedom of movement and ability to resign at any time, with return transportation fully provided by the host factory.

SUBCONTRACTING

We try to be very diligent about understanding each production facility's manufacturing capabilities and limitations. We continue to increase the number of Purchase Order Verification Audits to monitor the location and status of Ralph Lauren Corporation production. We are now employing Factory Capacity Reviews to more accurately determine sustainable output levels crucial to properly monitor orders and working hours. We have updated our "Unauthorized Subcontractor Policy," which prohibits any finished goods factory from using a second-party manufacturer (also known as a subcontractor) to assist in the production of our products without being approved according to our corporate standards prior to working on any Ralph Lauren or Club Monaco branded production.

All subcontracted suppliers must meet the same criteria as our direct contracted product and service suppliers. When an instance of unauthorized subcontracting is disclosed, we work to quickly analyze the root cause of the incident and implement measures to prevent future instances. Additionally, the long-term remediation program

IN THIS SECTION: ENGAGE AND INSPIRE ALL EMPLOYEES | SAFEGUARD DIGNITY AND OPPORTUNITY WITH SUPPLIERS

is used to assess their production capacity and ensure all subcontractors meet our Company's compliance standards.

We have a three-step process to address unauthorized subcontracting, which could progressively lead to the deactivation of our working relationship. In the first instance, we fine the supplier and use the fine to fund the offending suppliers' capacity building program.

BETTER WORK

We have been a participating member of the Better Work program for 10 years. Better Work is a nonprofit organization that supports garment workers' rights and partners with companies to ensure factories uphold labor standards. In every country where we source and where a Better Work program exists, it is a requirement that our suppliers participate in the local Better Work program. Currently, we partner with Better Work programs in Jordan, Cambodia, Indonesia, Vietnam, Haiti, and Nicaragua. We also encourage our suppliers' subcontractors to join the program where available. We have started the process to become a full-fledged partner with the Better Work program and expect to be complete with the partnership in Fiscal 2018.





OUR COMMUNITIES

GIVE BACK

Support the communities (people and places) in which we live and work, and those that are underserved, through volunteer efforts and charitable giving.

For decades, Company employees around the world have offered their time, resources, and overall support for people in need. As our Company evolves, so do our opportunities to make a difference. Over the years, we have led a variety of community initiatives aimed at improving the communities where we live and work.

HOW WE CONNECT WITH THE COMMUNITY

Giving back and helping those in need is a core Company value, which started with Mr. R. Lauren's deep personal commitment to philanthropy. Polo Volunteers, now known as Ralph Lauren Gives Back, was established in 2000 to provide opportunities for our employees to give back to their local communities. The program has grown to more than 11 countries and 35 cities globally.

Each year, thousands of corporate and store employees around the globe help those less fortunate by preparing and delivering meals, helping children in need, hosting drives to collect food and clothing, cleaning public parks, and much more. Our volunteer activities are a wonderful opportunity for employees to bond with their colleagues as they celebrate Mr. R. Lauren's heartfelt tradition of giving back.

VOLUNTEER CAPTAINS

Our Volunteer Captains are dedicated employees who help grow our volunteer program globally. More than 55 passionate employees dedicate time to giving back and encouraging others to join them by organizing and leading volunteer opportunities. It is thanks to their hard work and willingness to make a difference in their communities that the program has grown into what it is today. The Volunteer Captains program officially launched in 2016, and we look forward to adding even more Captains as we continue to expand our efforts.

GLOBAL WALKS AND RUNS FOR CHARITY

Each year, our employees, friends, and families volunteer to raise funds and awareness for a variety of causes, from cancer and heart disease to feeding those in need. This year, employees participated in numerous walks and runs for local organizations. The Company is the oldest sponsor of AIDS Walk NYC, with a partnership dating back to 2001.

Our volunteers participated in a number of charitable runs and walks during Fiscal 2017, including:

- **AIDS Walks** benefiting organizations that support HIV/AIDS prevention, care, and advocacy
- **Juvenile Diabetes Research Foundation Walk** benefiting the Juvenile Diabetes Research Foundation (North Carolina)
- **Light the Night** benefiting the Leukemia & Lymphoma Society (New York City)
- **Race to Deliver** benefiting God's Love We Deliver (New York City)
- **Run and Raisin' charity run** benefiting TOUCH Young Arrows (Singapore)
- **Run for the Cure** benefiting Run for the Cure Foundation (Tokyo)

GLOBAL RALPH LAUREN GIVES BACK WEEK

Our volunteers supported numerous local organizations where they live and work during Fiscal 2017, including:

- AIDS Walk NYC
- American Lung Association
- American Red Cross
- Animal Haven Shelter
- Ashton Dog Pound
- ASION
- Associazione Italiana per la Ricerca sul Cancro (AIRC)
- Avanza ONG
- Cancer Council Australia
- Central Park Conservancy
- The Change Foundation
- Charity Marathon
- Citizens Committee for New York City
- City Harvest

IN THIS SECTION: GIVE BACK | BUILD STRATEGIC RELATIONSHIPS

- Citymeals on Wheels
- Clair Bois
- Clemens-Maria-Kinderheim
- Community Food Bank of California
- Community Food Bank of New Jersey
- Crossroads Foundation
- Daily Bread Food Bank
- DreamYard
- Free Arts NYC
- Friends of Hudson River Park
- Friends of Nevada Wilderness
- Fundación Juan XXIII
- Gay Men's Health Crisis
- God's Love We Deliver
- Greensboro Urban Ministry
- Greenwich Green & Clean
- Habitat for Humanity (Alabama, New York, North Carolina)
- Hackensack Riverkeeper
- Hetrick-Martin Institute
- Hogar Bolivar
- Hong Kong Christian Services
- HorsePower Therapeutic Learning Center
- International Social Service
- It Takes a Village
- Japan Red Cross
- Juvenile Diabetes Research Foundation
- Kimchi Festival
- Leukemia & Lymphoma Society
- Ligue Genevoise Contre Le Cancer
- Low County Food Bank
- Materials for the Arts
- Mi Escuela Primero
- Mifan Mama
- Milan ARIC
- Nashville Food Project
- New York Common Pantry
- Nonhyun Senior Welfare Center
- Numen Foundation
- Only Make Believe
- Open Door Ministries
- Opry Mills
- Out of the Garden
- Partage
- Partnership for Parks
- Pismo Beach Clean Up
- Project Sunshine
- Ralph Lauren Center for Cancer Care
- Read Across America
- Rimrock Villa
- Ronald McDonald House
- Room to Grow
- Run for a Cure Foundation
- Saint Paul Society
- Salvation Army Hong Kong
- San Vincente de Paul Society
- Second Harvest Food Bank (California, Florida, Japan, North Carolina)
- Special Olympics (Mississippi)
- St. Francis Food Pantry
- St. John's Program For Real Change
- St. Mary's Food Bank
- Taipei Standard Chartered Marathon 2017
- Taiwan Life Caring and Animal Rescue Organization
- Three Square
- Tomillo Foundation
- TOUCH Young Arrows
- Triad Food Pantry
- Urban Peaks
- Villa Serena Assisted Living
- Volunteers of America
- We Love Our City
- White Chapel Mission
- Wrap With Love
- Yongsan-Gu Volunteer Center
- Young Women's Christian Association

*New York City area volunteer projects are supported by grants from The Polo Ralph Lauren Foundation

CANCER CARE AND PREVENTION

For decades, Company employees around the world have offered their time, resources, and overall support for people. Mr. R. Lauren and the Company have been leaders in the fight against cancer, steadfastly committed to raising funds and supporting leading programs all over the world for cancer screenings, treatment, prevention, and patient navigation.

After his close friend Nina Hyde, fashion editor of *The Washington Post*, was diagnosed with breast cancer, Mr. R. Lauren made a commitment to raising awareness about all forms of cancer. In 1989, with Katharine Graham of *The Washington Post*, Mr. R. Lauren co-founded the Nina Hyde Center for Breast Cancer Research at Georgetown University's Lombardi Comprehensive Cancer Center in Washington, D.C., in honor of his dear friend who lost her battle with the disease.

The Nina Hyde Center continues to thrive. More than 50 Georgetown Lombardi scientists and physicians study breast cancer, striving to uncover the biological basis of the many facets of breast cancer and to work toward its prevention and cure, particularly in the Washington, D.C., Baltimore area. As the only National Cancer Institute (NCI)-designated comprehensive cancer center in the D.C. metro area, the Nina Hyde Center exemplifies Georgetown Lombardi's vision of preventing and curing cancer with a local focus and a global impact.

FASHION TARGETS BREAST CANCER

In 1994, Mr. R. Lauren's vision and energy inspired and helped mobilize the fashion industry to take a stand against breast cancer. When the Council of Fashion Designers of America/CFDA Foundation launched its successful Fashion Targets Breast Cancer initiative, Mr. R. Lauren designed the logo for the program. The Fashion Targets Breast Cancer (FTBC) initiative was launched at a White House reception, which was hosted by then-First Lady Hillary Clinton. It is now a global movement with partners in four countries.

PINK PONY

Pink Pony is the Company's worldwide initiative in the fight against cancer. Its mission is to reduce disparities in cancer care and help ensure that quality treatment is available to everyone at an earlier, more curable stage. In 2000, the Company designated a pink version of its classic

icon, the Polo Pony, as the symbol for the Company's Pink Pony Campaign and sent models down the runway wearing Pink Pony shirts. Today, the Pink Pony symbolizes the Company's commitment to the fight against cancer.

In Fiscal 2017, at least 25 percent of the purchase price of Pink Pony products sold in the U.S. was donated to the Pink Pony Fund of The Polo Ralph Lauren Foundation, which supports programs for cancer care and prevention. Globally, 25 percent of the purchase price of Pink Pony products supports cancer-related organizations in countries around the world.

In the United States, our Polo Factory Stores continue to support the Pink Pony Fund of The Polo Ralph Lauren Foundation. From October to December 2016, a reusable cotton Pink Pony tote was sold in Polo Factory Stores, with approximately \$4.90 per bag (or almost 50% of sales) benefiting the Pink Pony Fund. Customers also have had the opportunity to make a donation to the Pink Pony Fund in the amount of their choice during checkout in certain stores and on RalphLauren.com. For the month of October, the Company matched every customer donation made at the point of sale at Ralph Lauren stores and on RalphLauren.com, up to \$250,000, to the Pink Pony Fund of the Polo Ralph Lauren Foundation.

Within the Company, we commemorate Pink Pony with internal celebrations that raise funds and awareness about the mission of Pink Pony. This year, our employees came together in locations across the globe—hosting celebrations, walks, product sales, bake sales, and more—to help make a difference in our communities and support the fight against cancer.

RALPH LAUREN CENTER FOR CANCER CARE

Established in 2003 in partnership with Memorial Sloan Kettering Cancer Center, and with a generous gift from the Company, the Ralph Lauren Center for Cancer Care (RLCCC) seeks to provide state-of-the-art diagnostic services, outpatient treatment, counseling, and innovative outreach initiatives to the medically underserved communities of Central and East Harlem in New York City. Located on East 124th Street at Madison Avenue, the RLCCC has grown to become a beacon for quality, dignity, and accessibility in cancer care. Since its creation, the RLCCC has cared for more than 100,000 patients and 13,000 uninsured individuals from all five New York City boroughs.

IN THIS SECTION: GIVE BACK | BUILD STRATEGIC RELATIONSHIPS

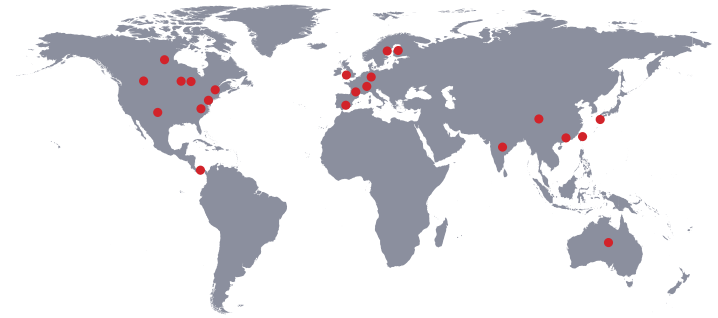
One of the cornerstones of the RLCCC is its Patient Navigation Program, pioneered by Dr. Harold Freeman, Founder and Chairman Emeritus of the Ralph Lauren Center for Cancer Care, which delivers a comprehensive and personalized approach that extends far beyond treatment. As part of this important program, each patient is assigned a navigator as his or her personal advocate and problem solver, who provides guidance through the complexities of the health care system.

Today, Medical Director Dr. Lewis J. Kampel leads a team of specialists at the RLCCC, providing exceptional care for men and women with all types of adult cancers, blood diseases, and benign disorders. The Center provides cancer screenings, treatment, and support to patients and their families.

For more information about the Ralph Lauren Center for Cancer Care, please visit RalphLaurenCenter.org.

THE ROYAL MARSDEN

The Royal Marsden opened in 1851 in London, England, and today is the largest and most comprehensive cancer center in Europe. In May 2016, HRH Prince William, Duke of Cambridge, and Mr. R. Lauren officially opened the Ralph Lauren Centre for Breast Cancer Research, housed in a new facility at The Royal Marsden NHS Foundation Trust in Chelsea. The world-class facility, staffed by a team of world-renowned clinicians and scientists working with state-of-the-art equipment, is advancing breast cancer research with the goal of improving early diagnosis and the development of new treatments for breast cancer.



GLOBAL BENEFICIARIES

Beneficiaries of Pink Pony global activities during Fiscal 2017 included:

The Americas

DONATIONS THROUGH THE COMPANY

- Canadian Breast Cancer Foundation (Canada)
- Earlier.org Friends for an Earlier Breast Cancer Test (North Carolina)
- Fundación Amigos del Niño con Leucemia y Cancer (FANLYC) (Panama)
- High Point Regional Health System Foundation (North Carolina)
- Leukemia & Lymphoma Society (North Carolina)
- Pink Pony Fund of The Polo Ralph Lauren Foundation (New York City)

GRANTS MADE BY THE POLO RALPH LAUREN FOUNDATION

- Alight Foundation (North Carolina)
- Avera McKennan Hospital and University System/ Walking Forward (South Dakota)
- Breast Cancer Research Foundation (New York City)
- Connie Dwyer Breast Center (New Jersey)
- Dubin Breast Center of the Tisch Cancer Institute (New York City)
- Ellen Hermanson Foundation (New York City)
- Harold P. Freeman Patient Navigation Institute (New York City)
- The LAC + USC Medical Center Foundation (California)
- Memorial Sloan Kettering Cancer Center (New York City)
- Moses H. Cone Memorial Hospital (North Carolina)
- The New York Academy of Medicine (New York City)

IN THIS SECTION: GIVE BACK | BUILD STRATEGIC RELATIONSHIPS

- Nina Hyde Center (Washington, D.C.)
- Ralph Lauren Center for Cancer Care (New York City)
- University of Chicago Research Foundation (Illinois)

Europe

DONATIONS THROUGH THE COMPANY

- Aktion Pink (formerly Susan G. Komen Deutschland) (Germany)
- Associazione Italiana per la Ricerca sul Cancro (AIRC) (Italy)
- CRIS Contra el Cancer (Spain)
- Foundation AVEC (France)
- Ligue Genevoise Contre Le Cancer (Switzerland)
- The Royal Marsden Cancer Charity (United Kingdom)
- The Swedish Breast Cancer Association (Sweden)

Asia-Pacific

SUPPORTED THROUGH THE COMPANY

- Breast Cancer Foundation (Singapore)
- Cancer Australia (Australia)
- Children's Cancer Foundation (Hong Kong)
- Hong Kong Cancer Fund (Hong Kong)
- The Japan Cancer Center (Japan)
- Korea Breast Cancer Foundation (Korea)
- Shanghai Cancer Recovery Club (China)
- Taiwan Breast Cancer Foundation (Taiwan)

Special Pink Pony Fund Partnerships

The Pink Pony Fund of the Polo Ralph Lauren Foundation has benefited from a number of special partnerships, such as:

L'Oréal

During October 2016, L'Oréal donated 100% of the profits from sales of the Ralph Lauren Romance and Midnight Romance Pink Pony Limited Edition fragrances to the Pink Pony Fund of The Polo Ralph Lauren Foundation. This donation percentage was equal to approximately 15% of the retail price of each fragrance, with a minimum guaranteed donation amount of \$100,000. Ralph Lauren Romance Pink Pony Limited Edition and Ralph Lauren Midnight Romance Pink Pony Limited Edition were available for sale through Macy's, Macys.com, Ralph Lauren stores, Polo Ralph Lauren stores, and RalphLauren.com.

Macy's

Macy's has been an important partner in the United States for the Pink Pony Fund of The Polo Ralph Lauren Foundation. Pink Pony apparel has been sold in select Macy's stores since 2013 with 25% of the purchase price going to the Pink Pony Fund of The Polo Ralph Lauren Foundation. Additionally, Macy's introduced an exclusive Pink Pony Pin program in all locations in 2013 and, since then, at least 70% of the purchase price of the pin has gone to the Pink Pony Fund of The Polo Ralph Lauren Foundation. This program continues to be one of the most significant donation sources for the Pink Pony Fund. In 2016, Macy's launched for the first time a limited-edition Pink Pony Bracelet in lieu of the pin, exclusively sold in store at all Macy's full-line locations across the country. The bracelet is decorated with a pink enameled iconic Polo Pony charm and engraved with Ralph Lauren script logo on the back. Since the launch of this exclusive partnership in 2013, approximately \$7.8 million has been raised.

SoulCycle

For the past four years, the Company has partnered with SoulCycle in New York City for Ride for a Cause, an exclusive employee-only ride during the month of October. 100% of the purchase price of participation was donated to the Pink Pony Fund of The Polo Ralph Lauren Foundation.



HOW WE DO MORE

The Company and Foundation are proud of their support for global and local causes important to communities where we live and work. In the aggregate, from Fiscal 2011 through Fiscal 2017, the Company's philanthropic contributions and products have totaled close to \$30 million.

COMMUNITIES WHERE WE LIVE AND WORK

SUPPORTED THROUGH THE COMPANY

Protecting the Environment

We are regularly looking for ways to make our products more sustainable and our facilities and logistics more efficient, as well as to enable our employees and customers to be better stewards of the environment. In May 2016, Mr. R. Lauren, along with Leonardo DiCaprio, accepted one of the highest honors from Riverkeeper, New York's most influential clean water advocacy organization, which is part of the global Waterkeeper Alliance.

The Company has had a relationship with Riverkeeper and the Waterkeeper Alliance for almost 20 years. Since July 2015, 100% of the profits (a minimum of \$5.34 per bag) from the sale of the Polo Factory Store green pony tote bag has been donated to the Waterkeeper Alliance. Additionally, Ralph Lauren Corporation and the Waterkeeper Alliance recently partnered on a limited-edition bracelet made with Bionic Yarn, containing plastic recovered from shorelines and coastal communities. 100% of the profits from the sale of the bracelet benefited the Waterkeeper Alliance.

Fashion Manufacturing Initiative

The Fashion Manufacturing Initiative (FMI) is a program of the Council of Fashion Designers of America (CFDA) and was started in 2013, in partnership with the New York City Economic Development Corporation. It is an investment fund to help revitalize New York City's garment industry. Since its inception, the FMI program has awarded more than \$2.3 million dollars in grants to 22 New York-based fashion firms. The Company is proud to support this program as a premier underwriter. For more about FMI, please visit cfda.com/resources/manufacturing-initiative.

Make-A-Wish Foundation

Throughout the year, the Company has granted numerous wishes to children with life-threatening medical conditions. From our retail and factory stores to our North Carolina

facilities, our teams have worked hard to make the Ralph Lauren experiences something that the children and families will not forget. Additionally, our North Carolina teams have sponsored events with the organization to continue to grant wishes to local children in need.

Product Donations

Throughout Fiscal 2017, we have donated more than \$1.5 million worth of product to numerous organizations. This year, K.I.D.S./Fashion Delivers, Materials for the Arts, and Fashion Institute of Technology are a few of the organizations that have received product donations from the Company.

Autism Speaks

Like previous years, the Ralph Lauren men's flagship mansion at 867 Madison Avenue in New York City celebrates Light It Up Blue to raise awareness of autism in honor of World Autism Awareness Day on April 2. During Autism Awareness Month, Autism Speaks aims to light the world blue—city by city, region by region, country by country—to raise autism awareness in communities across the globe and help to change the future for all who struggle with autism spectrum disorders. The mansion joined other prominent buildings across North America and the world, including the Empire State Building in New York City, the Leaning Tower of Pisa in Italy, the Great Buddha in Kobe, Japan, and the Sydney Opera House in Australia.

SUPPORTED THROUGH THE POLO RALPH LAUREN FOUNDATION

National Museum of the American Indian

We have a long-standing history of celebrating the rich history, importance, and beauty of our country's Native American heritage. In 2015, Ralph Lauren Corporation established an advisory relationship and ongoing dialogue with the National Museum of the American Indian, with a specific focus on educating the design and advertising teams about Native American culture and community. The Polo Ralph Lauren Foundation committed to a three-year pledge to support the National Museum of the American Indian's Engaging Native Constituents initiative.

Hetrick-Martin Institute (HMI)

The Polo Ralph Lauren Foundation has been working with the HMI since 2006 in support of their mission to provide a safe and supportive environment for LGBTQ+ youth. The Foundation has specifically supported Cafe HMI for over five years, a critically needed program that allows HMI

IN THIS SECTION: GIVE BACK | BUILD STRATEGIC RELATIONSHIPS

counselors to enroll youth in clinical services, counseling, academic enrichment services, and more.

American Heroes Fund

The American Heroes Fund was established in 2001 by the Polo Ralph Lauren Foundation to provide scholarships for post-secondary study to the children of those persons killed or permanently disabled during the September 11th terrorist attacks on America. The Fund is a 20-year commitment between the Polo Ralph Lauren Foundation and Citizens' Scholarship Foundation of America, with annual scholarships being given to children of September 11th victims, including airplane crews and passengers, World Trade Center and Pentagon employees and visitors, and first responders.

SUPPORTED THROUGH THE COMPANY AND FOUNDATION

Disaster Relief

The Company and The Polo Ralph Lauren Foundation have a tradition of responding when disaster strikes and contributing to relief efforts following major tragedies worldwide. Collectively, The Polo Ralph Lauren Foundation and the Company have helped victims of major hurricanes, earthquakes, and other natural disasters. Since 2005, support has been provided through Company product donations, Foundation giving, employee fundraising, and more toward relief efforts for the Nepal Earthquake, Hurricanes Sandy and Katrina, the Indian Ocean tsunami and earthquake, and the devastation in Haiti and Japan, to name a few. Most recently, the Company, employees and Foundation, came together to help those impacted by Hurricanes Harvey, Irma and Maria. In addition to donations and fundraising, employees and their families were offered interest-free, direct loans to assist with ongoing challenges brought by hurricanes.

U.S. Olympic Committee

Polo Ralph Lauren has been an official outfitter of the U.S. Olympic and Paralympic Teams since 2008, through designed iconic parade uniforms and an authentic sportswear collection of commemorative pieces for men, women, and children.

To further support and celebrate Team USA, The Polo Ralph Lauren Foundation launched the Like to Light campaign on social media. For every post shared or liked on Instagram, Twitter, or Facebook using the hashtag #LikeToLight from July 29, 2016, until August 6, 2016, The Polo Ralph Lauren Foundation donated \$1 (up to a

maximum of \$100,000) to the United States Olympic Committee's Athlete Career and Education (ACE) program—a program dedicated to making the transition from elite competition to life after sport easier and more meaningful for all members of Team USA. Through career counseling, job placement services, tuition assistance and networking opportunities, ACE supports currently competing and retired U.S. athletes.

CHILDREN'S LITERACY

SUPPORTED THROUGH THE COMPANY

The Ralph Lauren Children's Literacy Program, founded on the belief that books have the power to transform lives, began in 2014 and proudly supports children's literacy worldwide. The program was launched at the annual Children's Fashion Show at The New York Public Library. The childrenswear collection featured a new Polo Pony designed to highlight literacy in 12 languages. 20% of the purchase price of the Global Literacy Capsule Collection sold benefits Reach Out and Read Inc. in the U.S., BookTrust in the U.K., and multiple other charity partners around the world. The money donated to Reach Out and Read Inc. provides books from the Scholastic Possible Fund to children in need.

RESTORATION

SUPPORTED THROUGH THE COMPANY

Save America's Treasures

Hillary Clinton awarded Mr. R. Lauren with the James Smithson Bicentennial Medal in June 2014 for his and the Company's commitment to preserving and protecting the Star-Spangled Banner, the flag that inspired Francis Scott Key to pen the U.S. national anthem. The conservation efforts were part of Save America's Treasures, a public-private partnership that includes the National Trust for Historic Preservation, the National Park Service, the President's Committee on the Arts and the Humanities, and other federal cultural agencies. The project took nearly a decade and required a team of highly skilled professionals. Today, the beloved American icon is on display at the Smithsonian National Museum of American History in a gallery specially created to provide the proper temperature, humidity, light, and oxygen levels.

École Nationale Supérieure des Beaux-Arts

The Company made a restoration commitment in 2013 to L'École des Beaux-Arts in Paris, one of the most influential

IN THIS SECTION: GIVE BACK | BUILD STRATEGIC RELATIONSHIPS

art schools in France. Funds donated by the Company were designated to restore the Amphithéâtre d'Honneur, the semi-circular lecture theater at the heart of the school. Restorative work began in December 2015 and was completed in Fall 2016. The detailed and careful renovation helped bring the institution's teaching capabilities into the 21st century while also preserving the classical Beaux-Arts style for future generations. The theater was fully updated to include state-of-the-art audiovisual equipment and improved stadium seating.

East Hampton Historical Society

Through a partnership with the East Hampton Historical Society, the Company made a four-year commitment to the preservation of the Mulford Farm homestead, one of the oldest still-standing structures in the nation. The donation assisted the East Hampton Historical Society in completing the restoration of the farm to its Revolutionary War-era glory. In addition, the Company designed a limited-edition East Hampton Historical Society product as a part of this partnership, which benefited the restoration of the barns and landscape at Mulford Farm. Over a period of five years (2014-2019), the Company has fulfilled a second commitment to the East Hampton Historical Society. This donation helps to fund the transport and restoration of the Hedges Barn, a historic barn that will reside on the Mulford Farm property.

THE FIGHT AGAINST AIDS

SUPPORTED THROUGH THE COMPANY

Design Industries Foundation Fighting AIDS (DIFFA)

The Company has been a proud supporter of the Design Industries Foundation Fighting AIDS (DIFFA) and their fight against HIV/AIDS for almost 20 years. Each year, the Company is a sponsor of DIFFA's annual Dining By Design event, which brings together internationally celebrated designers and architects to create three-dimensional dining installations that inspire awe and delight. These extraordinary dining environments set the stage for five days of fun and fundraising. DIFFA raises and grants funds for U.S. organizations that fight HIV/AIDS to provide treatment and direct care services for people living with or impacted by the disease, offer preventative education programs targeted to populations at risk of infection, or to support public policy initiatives.

SUPPORTED THROUGH THE POLO RALPH LAUREN FOUNDATION

Elton John AIDS Foundation

The Polo Ralph Lauren Foundation has been supporting the Elton John AIDS Foundation since 2011. Its mission is to help end the AIDS epidemic by seeking to ensure everyone has the information and means to prevent infection, and by providing all people living with HIV access to high-quality medical care and treatment. Sir Elton John created the Foundation nearly 25 years ago (in the United States in 1992 and the United Kingdom in 1993) in response to the urgent need for philanthropic support to address the global AIDS crisis and provide assistance to people living with or dying from AIDS.

New York City AIDS Memorial

The Polo Ralph Lauren Foundation proudly supports the establishment of the first significant AIDS memorial in New York City and its mission to remember, reflect, and renew. The memorial honors more than 100,000 New York City men, women, and children who have died from AIDS, and commemorates and celebrates the efforts of the caregivers and activists who responded heroically to the crisis. Located in the historic West Village at the site of the former St. Vincent's Hospital campus, which housed the city's first and largest AIDS ward, the memorial inspires action by current and future generations through educational programming. The donation by The Polo Ralph Lauren Foundation was made in Fiscal 2016, and the memorial had a public dedication on World AIDS Day, December 1, 2016, and opened permanently to the public in February 2017.

"The New York City AIDS Memorial is an important and meaningful tribute not only to all those lost to the AIDS epidemic, but also to the caregivers and activists who continue to make such a difference. This beautiful park and its emotional centerpiece are important reminders to continue our vigilance and, most of all, to educate new generations about the history of AIDS to ensure a future without it."

Ralph Lauren

POLITICAL CAMPAIGN CONTRIBUTIONS AND EXPENDITURES

As noted in Ralph Lauren Corporation's Code of Business Conduct and Ethics, consistent with United States Federal law, the Company does not make political contributions to United States candidates for federal office, national political party committees, or other federal political committees. The Company prohibits donations to political action or legislative advocacy groups or any other organizations whose prime purpose is to influence legislation. In addition, the Company requires that any donation that it may make to an organization that has a division that supports political action or influences legislation not be used to support these initiatives. The Company does not have a political action committee.

The Company's policies with respect to donations and charitable contributions specify that nonprofit organizations without a current status as a recognized charity under Section 501(c)(3) of the Internal Revenue Code, as amended, or the local equivalent internationally, are not eligible to receive donations from the Company. In addition, the Company's policies prohibit it from providing financial or in-kind support for partisan political organizations, campaigns, committees, or candidates and public office holders.

The Company respects and supports its employees' right to participate in the political process. If employees choose to contribute their personal time, money, or resources to any political activity, under the Code of Business Conduct and Ethics, such employees should make clear at all times that their views and actions are their own and not those of the Company.

THE POLO RALPH LAUREN FOUNDATION

Established in April 2001, The Polo Ralph Lauren Foundation is a charitable organization with a mission to support programs for cancer care and prevention, education and community building in underserved areas, and areas it determines may require relief or assistance.

Select Beneficiaries

- Alight
- American Composers Orchestra
- American Red Cross
- amfAR
- Avera McKennan Hospital and University System/
Walking Forward
- Breast Cancer Research Foundation
- City Harvest
- City Parks Foundation
- Dubin Breast Center of the Tisch Cancer Institute
- East Harlem School
- Ellen Hermanson Foundation
- Elton John AIDS Foundation
- Free Arts for Abused Children
- Friends of Hudson River Park
- God's Love We Deliver
- Habitat for Humanity
- Hands in for Youth
- Harold P. Freeman Patient Navigation Institute
- Hetrick Martin Institute
- Leukemia & Lymphoma Society
- Memorial Sloan Kettering Cancer Center
- Michael J. Fox Foundation
- Moses H. Cone Memorial Hospital
- National Museum of the American Indian
- New York Academy of Medicine
- Nina Hyde Center for Breast Cancer Research
- Ralph Lauren Center for Cancer Care
- Robin Hood Foundation
- Room to Grow
- Scholarship America
- SeriousFun Children's Network
- UNICEF
- University of Chicago Cancer Research Foundation

BUILD STRATEGIC RELATIONSHIPS

Exert a positive influence on the communities where we live and work. Leverage our voices, relationships, and position to be good global corporate citizens.

As a truly global member of the fashion industry for the last 50 years, Ralph Lauren Corporation's reach extends from the design world in our New York City offices into a web of interconnected industries—agriculture, artisans, production, logistics, transportation, retail, digital, and more. We have chosen to use our extensive reach and position to work with others both in our industry and in the connected fields to have a positive impact on our interconnected worlds.

Our work with charitable partners was detailed earlier in the "Give Back" section. Here we share information on the relationships we have built in the areas of general/fashion industry sustainability, (product) transportation, and local (N.Y.C.) manufacturing.

SUSTAINABILITY

BUSINESS FOR SOCIAL RESPONSIBILITY (BSR)

A non-governmental organization with extensive expertise in social and environmental issues, BSR works with global and local non-governmental organizations, government agencies, and businesses across industries and regions. The organization's mission is to catalyze change within businesses by integrating sustainability into strategy and operations and by promoting collaboration among companies and their stakeholders for systemic progress toward a just and sustainable world. BSR is 25 years old and Ralph Lauren Corporation has been a BSR member for 20 years.

AMERICAN APPAREL AND FOOTWEAR ASSOCIATION (AAFA)

A national trade association, AAFA represents the interests of the apparel and footwear industries, their suppliers, and service providers. It provides a collaborative forum for companies to discuss and formulate actionable solutions in the areas of global trade, product safety, intellectual property, social responsibility, and sustainability. Ralph Lauren Corporation is actively involved in AAFA's Environmental and Social Responsibility Committees.

TRANSPORTATION

Collaboration is essential to addressing some of the challenges the industry faces in the transportation space. In the area of product transportation, we work together with shipping companies, freight forwarders, freight carriers, government agencies, customers, and non-profit organizations.

CLEAN CARGO WORKING GROUP (CCWG)

We are longtime members of the CCWG, an initiative organized by BSR. This group of shippers and container ship carriers works to improve the environmental performance of ocean container transport through measurement, evaluation, and reporting. Shipper and carrier members share best practices and work together to set industry standards for environmental reporting. CCWG provides carbon accounting methodology that results in industry-best, carrier-specific carbon accounting for ocean transport. Since 2011, 100% of our ocean carrier partners have been CCWG members.

U.S. ENVIRONMENTAL PROTECTION AGENCY'S SMARTWAY

We have also participated in the U.S. Environmental Protection Agency's SmartWay partnership since 2009. This program helps freight shippers, carriers, and logistics companies improve fuel efficiency and reduce environmental impact. As part of our participation in the program, we are committed to using SmartWay carriers and to making continuous improvements, such as no-idling truck policies. As of Fiscal 2017, we are a proud SmartWay Transport Partner with 85% of Company-controlled North American ground shipment mileage moving via SmartWay carriers.

LOCAL MANUFACTURING

COUNCIL OF FASHION DESIGNERS OF AMERICA (CFDA)

The CFDA's Fashion Manufacturing Initiative (FMI) program aims to support local fashion manufacturing while promoting growth in the New York City region. Ralph Lauren Corporation participates in the FMI selection

committee that reviews and evaluates candidates (New York City-based production facilities) for participation in the FMI grant program. Participation in FMI encourages and supports local businesses and craftsmanship.

LOOKING FORWARD

Going forward, we are looking to further expand our collaborative efforts. We want to strengthen our position as a global company by being true good corporate citizens in the places and in the fields where we operate.

For example, in Fiscal 2018 we are planning to join the Textile Exchange, a global nonprofit organization that works to make the textile industry more sustainable. It promotes best practices regarding farming, materials, and processing for impact reduction of natural resources. As we become a member, Textile Exchange will offer educational opportunities and the chance to work with other industry partners on responsible sourcing standards/principles for different key materials.