KONTOOR BRANDS, INC RESTRICTED SUBSTANCE LIST 2026

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Section 1: Introduction

The Restricted Substance List (RSL) applies to all Products[1], including but not limited to apparel, footwear, equipment, accessories and other products of value for Wrangler and Lee (collectively, "Kontoor Brands" or "Kontoor Brands, Inc."). The RSL also applies to all raw materials[2], parts, trims, sundries, and other goods supplied or used in the manufacture of Kontoor Brands Products.

The RSL is an integral part of quality and manufacturing control programs in chemical management, and must be shared with all vendors, suppliers and other players throughout the product supply chain.

We require our suppliers and business partners to study this document carefully, implement management processes in their operations to comply with these requirements (including a verification process), and communicate the information to their internal teams and raw material suppliers.

Should you have any questions or concerns about this document, please do not hesitate to contact Global Product Stewardship Team, or the general RSL mailbox (rsl@kontoorbrands.com).

Global Product Stewardship
Kontoor Brands, Inc.

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1 Kontoor Brands Products encompass all raw materials, including all chemical substances, and all other goods, provided to Kontoor Brands or its suppliers or finishing contractors for use in the manufacture or assembly of any finished product manufactured for, labelled by, offered for sale by, sold by, or distributed by, Kontoor Brands or any of its subsidiaries. These include apparel, non-apparel, footwear, accessories, equipment and all other items sold by, for, or on behalf of Kontoor Brands, Inc. or one if its subsidiaries.

2 Raw Materials are defined by any material or intermediary material used in the manufacture of a Kontoor Brands Product. Examples of Raw Materials include fabrics (natural or synthetic), leather, plastics, metals, chemicals, paint, rope, string, buttons, zippers, snaps, or any other goods used in the production of a Kontoor Brands Product.

Section 2: Kontoor Brands 2026 RSL Compliance Agreement

Kontoor Brands requires each supplier of Kontoor Brands Products or Raw Materials to confirm its understanding of the Kontoor Brands Restricted Substance List (RSL) by executing the following Kontoor Brands RSL Supplier Compliance Agreement. Each supplier of a Kontoor Brands Product or Raw Material represents and warrants that each of its materials (whether a Product or Raw Material) complies with all provisions of the RSL (including, but not limited to, the RSL prohibitions, restrictions and other requirements) for both accessible and inaccessible components on Kontoor Brands Products and that the supplier will indemnify and hold harmless Kontoor Brands from any claim, loss, damage or other detriment arising out of such supplier's non-compliance.

We require each of our suppliers of Kontoor Brands Products or Raw Materials to certify their compliance to Kontoor Brands RSL by executing the Supplier RSL Compliance Agreement and sending the executed agreement to your respective Kontoor Brands sourcing manager.

The effective implementation date of this document is May 1, 2026. All suppliers are required to fill out all information fields at the bottom part of the Kontoor Brands RSL Compliance Agreement (p.5).

Kontoor Brands 2026 RSL Supplier Compliance Agreement

We understand that Kontoor Brands Restricted Substance List program is an important aspect of the business of Kontoor Brands, Inc. and its subsidiaries for the brands Wrangler and Lee, (collectively, "Kontoor Brands") and adds significant value to Kontoor Brands. Accordingly, we hereby declare and agree that:

- We have received, read, fully understand and will keep fully apprised of Kontoor Brands Restricted Substance List, including its prohibitions, limitations and requirements, as published in 2026 and as it may be amended from time to time, hereafter the "RSL";
- Compliance with the RSL is a condition to and incorporated in each and every order placed by Kontoor Brands ; each shipment constitutes our warranty that the materials, parts, chemicals and other goods shipped by us fully comply with the RSL;
- We understand and agree that every order Kontoor Brands gives us is in reliance on this Agreement;
- We certify that each current and future material, part, chemical and other goods that we supply or otherwise deliver to Kontoor Brands meets, and will continue to meet, each prohibition, limitation and other requirement of the RSL;
- Kontoor Brands reserves the right, but not the obligation, to test, by the RSL-specified method, or other appropriate method, any ordered material, part, chemical and other good, at any time or stage of production;
- We agree to keep available for at least ten (10) years from the delivery date of any order to Kontoor Brands, all information concerning any substances we use in manufacturing Kontoor Brands orders.
- Failure to comply with the RSL is a material breach of any agreement we have with Kontoor Brands, notwithstanding any other term of that agreement;
- We do and will continue to hold Kontoor Brands, its agents and its employees harmless against, and will defend and indemnify Kontoor Brands, its agents and its employees against, any and all claims, losses, liabilities, expenses, and damages, including reasonable attorney's fees and costs, arising out of our failure to comply with any prohibition, limitation or other requirement of the RSL or this Agreement.

This RSL and the Agreement are governed by, and will be construed in accordance with, the laws of the State of Delaware, without giving effect to any choice-of-law or conflict-of-laws rules that would require the application of the laws of any other jurisdiction. The federal courts of the United States and the state courts located in the State of Delaware shall have exclusive jurisdiction over any dispute arising out of or relating to this RSL or the Agreement. Each party irrevocably submits to the personal jurisdiction of such courts and waives any objection to venue or to the convenience of the forum, including any objection based on the doctrine of *forum non conveniens*. The United Nations Convention on Contracts for the International Sale of Goods does not apply to this RSL or the Agreement. The undersigned is an owner, director, officer or managing agent, authorized to agree to and sign this Agreement on behalf of the company identified below.

Printed Name: _____ Position: _____

Company: _____

Address: _____

E-mail: _____

Signature: _____ Date: _____

Send the executed Compliance Agreement to the attention of Kontoor Brands Product Stewardship Team e-mail at rsl@kontoorbrands.com.

Section 3: Substances Which May Be Found in Products

3.1 Restricted Substances in Textile Products

This section lists the substances which may be found in Kontoor Brands Products and are of primary focus for Kontoor Brands. The substances, KTB limits and test methods listed in this section shall be diligently studied and understood by each supplier of a Kontoor Brands Product or Raw Material. Each supplier must develop a management system to ensure all materials produced meet each and every requirement of this Section.

This section contains limits on the following groups of substances or substance restrictions based on product type:

- Azo-amines and Arylamine Salts
- Disperse Dyes and Other Dyes
- Metals
- Phthalates
- Formaldehyde
- Chlorinated Paraffins
- Siloxanes
- Dimethyl Fumarate
- Perfluorinated and Polyfluorinated Chemicals (PFAS)
- Organotin Compounds
- Alkylphenols (APs) and Alkylphenol Ethoxylates (APEOs)
- Polycyclic Aromatic Hydrocarbons (PAHs)
- Solvents and Volatile Organic Compounds (VOCs)
- Chlorinated Phenols
- Chlorinated Benzenes and Toluenes
- Flame Retardants
- N-Nitrosamines
- UV-Absorbers and Stabilizers
- Monomers
- Bisphenols
- Other Restricted Substances
- Restriction in Packaging
- Restriction in Electrical and Electronic Equipment
- Restriction in Food Contact Materials
- Phase-Out and Unintentionally Present Substances

Recycled Materials

Products manufactured with recycled materials (fibers, polymers, down) have to fulfil the requirements defined by this RSL. Vendors and suppliers must set in place and agree with Kontoor Brands on an appropriate testing program to guarantee compliance on all production and batches of recycled materials.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(A) Azo-amines and Arylamine Salts [29 Substances]				
4-Aminoazobenzene	60-09-3	20 [each]	**Textile:** ISO 14362-1 ISO 14362-3 **Leather:** ISO 17234-1 ISO 17234-2 **Products for China market: Textile:** GB/T 17592 GB/T 23344 **Leather:** GB/T 19942	5 [each]
o-Aminoazotoluene	97-56-3			
4-Aminodiphenyl	92-67-1			
2-Amino-4-nitrotoluene	99-55-8			
o-Anisidine	90-04-0			
Benzidine	92-87-5			
p-Chloroaniline	106-47-8			
4-Chloro-o-toluidine	95-69-2			
p-Cresidine	120-71-8			
2,4-Diaminoanisole	615-05-4			
4,4´-Diamino-diphenylmethane	101-77-9			
3,3´-Dichlorobenzidine[5]	91-94-1			
3,3´-Dimethoxybenzidine	119-90-4			
3,3´-Dimethylbenzidine	119-93-7			
3,3´-Dimethyl-4,4´-diamino-diphenylmethane	838-88-0			
4,4´-Methylene-bis-(2-chloroaniline)	101-14-4			
2-Naphthylamine	91-59-8			
4,4´-Oxydianiline	101-80-4			
4,4´-Thiodianiline	139-65-1			
2,4-Toluenediamine	95-80-7			
o-Toluidine	95-53-4			
2,4,5-Trimethylaniline	137-17-7			
2,4-Xylidine	95-68-1			
2,6-Xylidine	87-62-7			
4-Chloro-o-toluidinium chloride	3165-93-3			
2-Naphthylammoniumacetate	553-00-4			
4-Methoxy-m-phenylene diammonium sulphate	39156-41-7			
2,4,5-Trimethylaniline hydrochloride	21436-97-5			
Aniline	62-53-3	Reporting		

[3] The concentration limit is set for each substance as measured on the final product and represents the maximum allowable amount of the respective substance which is allowable in an RSL-compliant product. Any reference to the term “Usage Ban” indicates that the substance for which there is a usage ban is prohibited from intentional use but that a trace amount up to the specific trace value (“TR”) is allowed as contaminated. Any reference to the term “Not Detected” indicates that the substance must not be detected in the raw material or product.

[4] For dated test methods, only the edition cited applies. For undated references, the harmonized test method or the latest edition of the test methods (including any amendments) applies.

[5] 3,3’-Dichlorobenzidine has been reported to be found when printing using a combination of Pigment Black 7 with either Pigment Orange 13 or Pigment Orange 34. This combination of pigments shall be avoided.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(B) Disperse Dyes and Other Dyes				
(B1) Disperse Dyes [29 Substances]				
Disperse Blue 1	2475-45-8	Not Detected	DIN 54231	15 [each]
Disperse Blue 3	2475-46-9			
Disperse Blue 7	3179-90-6			
Disperse Blue 26	3860-63-7			
Disperse Blue 35	12222-75-2			
Disperse Blue 102	12222-97-8			
Disperse Blue 106	12223-01-7			
Disperse Blue 124	61951-51-7			
Disperse Brown 1	23355-64-8			
Disperse Orange 1	2581-69-3			
Disperse Orange 3	730-40-5			
Disperse Orange 11	82-28-0			
Disperse Orange 37/ 59/ 76	12223-33-5, 13301-61-6, 51811-42-8			
Disperse Orange 149	85136-74-9			
Disperse Red 1	2872-52-8			
Disperse Red 11	2872-48-2			
Disperse Red 17	3179-89-3			
Disperse Red 151	61968-47-6			
Disperse Yellow 1	119-15-3			
Disperse Yellow 3	2832-40-8			
Disperse Yellow 7	6300-37-4			
Disperse Yellow 9	6373-73-5			
Disperse Yellow 23	6250-23-3			
Disperse Yellow 39	12236-29-2			
Disperse Yellow 49	54824-37-2, 6858-49-7			
Disperse Yellow 56	54077-16-6			
Disperse Yellow 64	10319-14-9	Reporting		
Disperse Violet 1	128-95-0			
Disperse Violet 93	122463-28-9			

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(B2) Other Dyes [17 Substances]				
Acid Red 26	3761-53-3	Not Detected	DIN 54231	15 [each]
Acid Red 114	6459-94-5			
Acid Violet 49	1694-09-3			
Basic Red 9	569-61-9			
Basic Green 4	569-64-2, 2437-29-8, 10309-95-2			
Basic Violet 3	548-62-9			
Basic Violet 14	632-99-5			
Basic Blue 26	2580-56-5			
Direct Black 38	1937-37-7			
Direct Blue 6	2602-46-2			
Direct Blue 15	2429-74-5			
Direct Red 28	573-58-0			
Direct Brown 95	16071-86-6			
Solvent Blue 4	6786-83-0			
4,4'-Bis(dimethylamino)-4''-(methylamino)trityl alcohol	561-41-1			
4-Dimethylaminoazobenzene (Solvent Yellow 2)	60-11-7			
Blue Colorants	Not allocated	1,000		50
(C) Metals				
(C1) Total Metal Content				
Cadmium (Cd)	7440-43-9	40	EN 16711-1	10
Lead (Pb)	7439-92-1	90	**Metal:** CPSC-CH-E1001-08.3 **Non-metal:** CPSC-CH-E1002-08.3 **Paint and surface coating:** CPSC-CH-E1003-09.1	10

Substance	CAS No.	KTB Limit[3] [mg/kg]		Test Method[4]	Reporting Limit [mg/kg]
(C2) Nickel Release					
Nickel (Ni), non-pierced	7440-02-0	0.5 µg/cm²/week		EN 1811[6] EN 16128[7]	0.1 µg/cm²/week
Nickel (Ni), pierced	7440-02-0	0.2 µg/cm²/week			
(C3) Extractable Metal Content		**Non-Leather**	**Leather**		
Antimony (Sb)	7440-36-0	30	30	**Non-Leather:** EN 16711-2 Cr(VI) confirmation: ISO 17075-1 **Leather:** For all listed metals: ISO 17072-1 For Cr(VI): ISO 17075-2	1
Arsenic (As)	7440-38-2	Usage Ban [TR=0.2]	Usage Ban [TR=0.2]		0.2
Barium (Ba)	7440-39-3	1,000	1,000		100
Cadmium (Cd)	7440-43-9	Usage Ban [TR=0.1]	Usage Ban [TR=0.1]		0.1
Chromium VI (Cr(VI))	18540-29-9	0.5	Not Detected		Textile: 0.5 / Leather: 2
Chromium (Cr)	7440-47-3	1	N/A		0.5
Cobalt (Co)	7440-48-4	1	4		0.5
Copper (Cu)[8]	7440-50-8	25	50		5
Lead (Pb)	7439-92-1	Usage Ban [TR=0.2]	Usage Ban [TR=0.2]		0.2
Mercury (Hg)	7439-97-6	Usage Ban [TR=0.02]	Usage Ban [TR=0.02]		0.02
Nickel (Ni)[8]	7440-02-0	1	1		0.5
Selenium (Se)	7782-49-2	100	100		50

[6] For metallic parts without a surface coating or plating, test in accordance with method EN 1811. For metallic parts with a surface coating or plating, perform EN 12472 then test in accordance with method EN 1811. The same limit applies regardless of the test method used.

[7] Method EN 16128 is for those parts of spectacle frames and sunglasses intended to come in close and prolonged contact with the skin. Kontoor Brands accept as proof of conformity only test results based on the EN 12472 simulation of wear and subsequent migration test according to EN 16128. Results based on the EIS coating test won't be considered valid.

[8] Materials used for RFID applications may contain copper and/or nickel serving a functional purpose. The limits listed may not be applicable. Please contact Product Stewardship Team for further guidance.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(C4) Soluble Metal Content (For Toys and Products with Play Value)[9] [19 Substances]				
Aluminium (Al)	7429-90-5	28,130	EN 71-3	50
Antimony (Sb)	7440-36-0	60		10
Arsenic (As)	7440-38-2	25		10
Barium (Ba)	7440-39-3	1,000		50
Boron (B)	7440-42-8	15,000		50
Cadmium (Cd)	7440-43-9	17		5
Chromium III (Cr(III))	Various	60		5
Chromium VI (Cr(VI))	18540-29-9	0.053		0.2
Cobalt (Co)	7440-48-4	130		10
Copper (Cu)	7440-50-8	7,700		50
Lead (Pb)	7439-92-1	23		10
Manganese (Mn)	7439-96-5	15,000		50
Mercury (Hg)	7439-97-6	60		10
Nickel (Ni)	7440-02-0	930		10
Selenium (Se)	7782-49-2	460		10
Strontium (Sr)	7440-24-6	56,000		50
Tin (Sn)	7440-31-5	180,000		10
Zinc (Zn)	7440-66-6	46,000		50
Organic tin	Various	12 [sum]		0.5 [each]
Methyltin (MeT)	Various			
Dimethyltin (DMT)	Various			
Butyltin (BuT)	Various			
Dibutyltin (DBT)	Various			
Tributyltin (TBT)	Various			
Tetrabutytin (TeBT)	Various			
Monooctyltin (MOT)	Various			
Dioctyltin (DOT)	Various			
Dipropyltin (DPrT)	Various			
Diphenyltin (DPhT)	Various			
Triphenyltin (TPhT)	Various			

[9] Limits refer to the combined limits from EN 71-3 category III and ASTM F963 for toys, toy components and toy materials. In addition, toys are also subject to pass strict mandatory mechanical and product safety testing. Please contact Kontoor Brands Product Stewardship Team for appropriate requirements.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(D) Phthalates [25 Substances]				
Bis(2-ethylhexyl) phthalate (DEHP)	117-81-7	Usage Ban [TR=500 each; 1,000 sum]	CPSC-CH-C1001-09.4	50 [each]
Bis(2-methoxyethyl) phthalate (DMEP)	117-82-8			
Butyl benzyl phthalate (BBP)	85-68-7			
Dibutyl phthalate (DBP)	84-74-2			
Dicyclohexyl phthalate (DCHP)	84-61-7			
Di-heptyl, nonyl, undecyl phthalate (DHNUP)	68515-42-4			
1,2-Benzenedicarboxylic acid, dihexyl ester, branched and linear	68515-50-4			
Di-iso-butyl phthalate (DIBP)	84-69-5			
Di-iso-decyl phthalate (DIDP)	26761-40-0 68515-49-1			
1,2-Benzenedicarboxylic acid, di-C6-8-branched alkyl esters, C7-rich (DIHP)	71888-89-6			
Di-iso-nonyl phthalate (DINP)	28553-12-0 68515-48-0			
Di-iso-hexyl phthalate (DIHEXP)	71850-09-4			
Di-n-hexyl phthalate (DnHP or DHEXP)	84-75-3			
Di-n-octyl phthalate (DNOP)	117-84-0			
N-pentyl-iso-pentyl phthalate (NPIPP)	776297-69-9			
1,2-Benzenedicarboxylic acid, dipentylester, branched & linear	84777-06-0			
Di-iso-pentyl phthalate (DIPP)	605-50-5			
Di-n-pentyl phthalate (DnPP or DPENP)	131-18-0			
1,2-Benzenedicarboxylic acid, mixed decyl and hexyl and octyl diesters	68648-93-1			
1,2-Benzenedicarboxylic acid, di-C6-10-alkyl esters	68515-51-5			
Diethyl phthalate (DEP)	84-66-2			
Diisooctyl phthalate (DIOP)	27554-26-3			
Dipropyl phthalate (DPRP)	131-16-8			
Dimethyl phthalate (DMP)	131-11-3			
Bis(2-propylheptyl) phthalate (DPHP)	53306-54-0	Reporting		
Other esters of orthophthalic acid[10]	Various			

[10] The testing laboratory shall report all other detected phthalate(s).

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(E) Formaldehyde				
Formaldehyde	50-00-0	**Children:** 16 **Adults:** 75 **FR Products:**[11] 300	**Textile:** ISO 14184-1 **Leather:** ISO 17226-1 **Products for China market:** GB/T 19941	16
(F) Chlorinated Paraffins [2 Substances] [12]				
Short-chain chlorinated paraffins (SCCP) (C10-C13)	85535-84-8	1,000 [each]	**Leather:** ISO 18219-1 (SCCP) ISO 18219-2 (MCCP) **Textiles and other materials:** ISO 22818	100 [each]
Medium-chain chlorinated paraffins (MCCP) (C14-C17)	85535-85-9			
(G) Siloxanes [3 Substances]				
Octamethylcyclotetrasiloxane (D4)	556-67-2	1,000 [each]	Extraction in TBME or acetone sonication for 30 min at 40°C / GC-MS	100 [each]
Decamethylcyclopentasiloxane (D5)	541-02-6			
Dodecamethylcyclohexasiloxane (D6)	540-97-6			
(H) Dimethyl Fumarate (DMFu)				
Dimethyl fumarate (DMFu)	624-49-7	Usage Ban [TR=0.1]	ISO 16186	0.1

[11] This exceptional limit is applied to flame-resistant (FR) clothing for North America Market only.
[12] Limit applies to uses other than flame retardant, which is Usage Ban.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(I) Perfluorinated and Polyfluorinated Chemicals (PFAS) [13]				
All Perfluorinated and Polyfluorinated Chemicals (PFAS) – Total Organic Fluorine	Various	Usage Ban [TR=50]	EN 14582 / ASTM D7359 / EN 17813	20
(I1) Perfluorohexane sulfonic acid (PFHxS) and its related substances				
Perfluorohexane sulfonic acid (PFHxS) and its salts[14]	Various	Usage Ban [TR=0.025 sum]	**Textiles:** EN 17681-1:2025 **Leather:** ISO 23702-1 **Polymer (synthetic coated fabrics & polymers, plastics, foams, rubber):** ISO 23702-1 using THF extraction followed by methanol precipitation (1:1)	0.025 [each]
N-Methylperfluoro-1-hexanesulfonamide (N-Me-FHxSA)	68259-15-4	Usage Ban [TR=1 sum]		1 [each]
Perfluorohexane sulfonamide (PFHxSA)	41997-13-1			
Other PFHxS-related substances[15]	Various			
(I2) Perfluorohexanoic acid (PFHxA) and its related substances				
Perfluorohexanoic acid (PFHxA) and its salts	Various	Usage Ban [TR=0.025 sum]		0.025 [each]
1H,1H,2H,2H-Perfluorooctyl acrylate (6:2 FTA)	17527-29-6	Usage Ban [TR=1 sum]		1 [each]
1H,1H,2H,2H-Perfluorooctyl methacrylate (6:2 FTMA)	2144-53-8			
1H,1H,2H,2H-Perfluorooctanesulfonic acid (6:2 FTS)	27619-97-2			
1H,1H,2H,2H-Perfluorooctanol (6:2 FTOH)	647-42-7			
Other PFHxA-related substances[16]	Various			

[13] Defined as a class of fluorinated organic chemicals containing at least one fully fluorinated carbon atom. The testing laboratory must test All PFAS including those listed in Table 3(I1) to Table 3(I5) for completeness. All PFAS are prohibited to be used intentionally in any raw material and product for Kontoor Brands, Inc. See Section 3.5(C) for detail.

[14] List of PFHxS-salts including but not limited to PFHxS-K (3871-99-6), PFHxS-Li (55120-77-9), PFHxS-Na (82382-12-5), PFHxS-NH_4 (68259-08-5).

[15] The testing laboratory shall report all other detected PFHxS-related substances(s).

[16] The testing laboratory shall report all other detected PFHxA-related substance(s).

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(I) Perfluorinated and Polyfluorinated Chemicals (PFAS) (Cont'd)				
(I3) Perfluorooctane sulfonic acid (PFOS) and its related substances				
Perfluorooctane sulfonic acid (PFOS) and its salts[17]	1763-23-1, Various	Usage Ban [TR=0.025 sum]	**Textiles:** EN 17681-1:2025 **Leather:** ISO 23702-1 **Polymer (synthetic coated fabrics & polymers, plastics, foams, rubber):** ISO 23702-1 using THF extraction followed by methanol precipitation (1:1)	0.025 [each]
N-Ethylperfluoro-1-octanesulfonamide (N-Et-FOSA)	4151-50-2	Usage Ban [TR=1 sum]		1 [each]
N-Methylperfluoro-1-octanesulfonamide (N-Me-FOSA)	31506-32-8			
2-(N-Ethylperfluoro-1-octanesulfonamido)-ethanol (N-Et-FOSE)	1691-99-2			
2-(N-Methylperfluoro-1-octanesulfonamido)-ethanol (N-Me-FOSE)	24448-09-7			
Perfluoro-1-octanesulfonyl fluoride (POSF)	307-35-7			
Perfluorooctane sulfonamide (PFOSA)	754-91-6			
Other PFOS-related substances[18]	Various			
(I4) Perfluorooctanoic acid (PFOA) and its related substances				
Perfluorooctanoic acid (PFOA) and its salts[19]	335-67-1, Various	Usage Ban [TR=0.025 sum]		0.025 [each]
1H,1H,2H,2H-Perfluorodecanesulfonic acid (8:2 FTS)	39108-34-4	Usage Ban [TR=1 sum]		1 [each]
Methyl perfluorooctanoate (Me-PFOA)	376-27-2			
Ethyl perfluorooctanoate (Et-PFOA)	3108-24-5			
2-Perfluorooctylethanol (8:2 FTOH)	678-39-7			
1H,1H,2H,2H-Perfluorodecyl acrylate (8:2 FTA)	27905-45-9			
1H,1H,2H,2H-Perfluorodecyl methacrylate (8:2 FTMA)	1996-88-9			
2H,2H-Perfluorodecanoic acid (H2PFDA)	27854-31-5			
Other PFOA-related substances[18]	Various			

[17] List of PFOS-salts including but not limited to PFOS-K (2795-39-3), PFOS-Li (29457-72-5), PFOS-NH_4 (29081-56-9), PFOS-$NH(OH)_2$ (70225-14-8), PFOS-$N(C_2H_5)_4$ (56773-42-3), PFOS-$N(C_{10}H_{21})_2(CH_3)_2$ (251099-16-8).

[18] The testing laboratory shall report all other detected PFOS and PFOA salts, their derivatives and related substances.

[19] List of PFOA-salts including but not limited to PFOA-Na (335-95-5), PFOA-K (2395-00-8), PFOA-Ag (335-93-3), PFOA-F (335-66-0), APFO (3825-26-1).

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(I) Perfluorinated and Polyfluorinated Chemicals (PFAS) (Cont'd)				
(I5) C9-C14 Perfluorocarboxylic acids (PFCA) and their salts				
Heptadecafluorononanoic acid (PFNA)	375-95-1	Usage Ban [TR=0.025 sum]	**Textiles:** EN 17681-1:2025 **Leather:** ISO 23702-1 **Polymer (synthetic coated fabrics & polymers, plastics, foams, rubber):** ISO 23702-1 using THF extraction followed by methanol precipitation (1:1)	0.025 [each]
Nonadecafluorodecanoic acid (PFDA)	335-76-2			
Henicosafluoroundecanoic acid (PFUnDA)	2058-94-8			
Tricosafluorododecanoic acid (PFDoDA)	307-55-1			
Pentacosafluorotridecanoic acid (PFTrDA)	72629-94-8			
Heptacosafluorotetradecanoic acid (PFTeDA)	376-06-7			
Perfluoro-3,7-dimethyloctanecarboxylate (PF-3,7-DMOA)	172155-07-6			
Other C9-C14 PFCA salts	Various			
(I6) C9-C14 Perfluorocarboxylic acids (PFCA)-related substances				
1H,1H,2H,2H-Perfluorododecyl acrylate (10:2 FTA)	17741-60-5	Usage Ban [TR=0.26 sum]		0.1 [each]
1H,1H,2H,2H-Perfluorododecyl methacrylate (10:2 FTMA)	2144-54-9			
1H,1H,2H,2H-Perfluorododecanol (10:2 FTOH)	865-86-1			
2H,2H,3H,3H-Perufloroundecanoic acid (H4PFUnA)	34598-33-9			
1H,1H,2H,2H-Perfluorotetradecan-1-ol (12:2 FTOH)	39239-77-5			
1H,1H,2H,2H-Perfluorododecane sulacid (10:2 FTS)	120226-60-0			
1H,1H,2H,2H-Perfluorododecyl iodide (10:2 FTI)	2043-54-1			
1H,1H,2H,2H-Perfluorotetradecyl iodide (12:2 FTI)	30046-31-2			
Other C9-C14 PFCA-related substances[20]	Various			

[20] The testing laboratory shall report all other detected C9-C14 PFCA-related substance having a perfluoro group with the formula C_nF_{2n+1}- that it is not directly attached to another carbon atom, where n = 9, 10, 11, 12, 13 or 14 as one of the structural elements, including their salts and any combinations thereof.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(J) Organotin Compounds [18 Substances]				
Tributyltin (TBT)	Various	0.5 [each]	ISO 22744-1	0.05 [each]
Triphenyltin (TPhT)	Various			
Tricyclohexyltin (TCyT)	Various	1 [each]		
Trimethyltin (TMT)	Various			
Trioctyltin (TOT)	Various			
Tripropyltin (TPrT)	Various			
Dibutyltin (DBT)	Various			
Dimethyltin (DMT)	Various			
Dioctyltin (DOT)	Various			
Diphenyltin (DPhT)	Various			
Dipropyltin (DPrT)	Various			
Monobutyltin (MBT)	Various			
Monomethyltin (MMT)	Various			
Monooctyltin (MOT)	Various			
Monophenyltin (MPhT)	Various			
Tetrabutyltin (TeBT)	1461-25-2			
Tetraethyltin (TeET)	597-64-8			
Tetraoctyltin (TeOT)	3590-84-9			
Other organotins[21]	Various	Reporting		

[21] The testing laboratory shall report all other detected organotin compound(s).

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(K) Alkylphenols and Alkylphenol Ethoxylates (APs and APEOs) [4 Substances]				
Nonylphenol (NP)	Various	Usage Ban [AP: TR=10 sum] [AP and APEO: TR=100 sum]	**Textiles and Leather:** ISO 21084 **Down:** GB/T 14272 Clause 5.6.2	3 [each of AP]
Octylphenol (OP)	Various			
Nonylphenol ethoxylate (NPEO)	Various		**Textiles:** ISO 18254-1 **Leather:** ISO 18218-1 **Down:** GB/T 14272 Clause 5.6.2	20 [each of APEO]
Octylphenol ethoxylate (OPEO)	Various			
(L) Polycyclic Aromatic Hydrocarbons (PAHs) [18 Substances]				
Benzo[a]pyrene	50-32-8	**Toys and childcare article:** 0.5 [each] **Others:** 1 [each]	AfPS GS 2019:01	0.2 [each]
Benzo[e]pyrene	192-97-2			
Benzo[a]anthracene	56-55-3			
Chrysene	218-01-9			
Benzo[b]fluoranthene	205-99-2			
Benzo[j]fluoranthene	205-82-3			
Benzo[k]fluoranthene	207-08-9			
Dibenzo[a,h]anthracene	53-70-3			
Acenaphthene	83-32-9	10 [sum of 18 PAHs]		
Acenaphthylene	208-96-8			
Anthracene	120-12-7			
Benzo[g,h,i]perylene	191-24-2			
Fluoranthene	206-44-0			
Fluorene	86-73-7			
Indeno[1,2,3-cd]pyrene	193-39-5			
Naphthalene	91-20-3			
Phenanthrene	85-01-8			
Pyrene	129-00-0			

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(M) Solvents and Volatile Organic Compounds (VOCs) [43 Substances]				
Benzene	71-43-2	Usage Ban [TR=5]	**DMF, DMAC, NMP:** **Textiles:** EN 17131 **All other materials:** ISO 16189 **Other VOCs:** Solvent extraction / GC-MS or LC-MS	1
N,N-Dimethylformamide (DMF)	68-12-2	500		50
Styrene	100-42-5	500		50
N,N-Dimethylacetamide (DMAC)	127-19-5	1,000 [sum]		50 [each]
N-Methylpyrrolidone (NMP)	872-50-4			
Ethylbenzene	100-41-4			
Toluene	108-88-3			
Trichloromethane (Chloroform)	67-66-3			
Tetrachloromethane	56-23-5			
1,2-Dichloroethane	107-06-2			
1,1,1-Trichloroethane	71-55-6			
1,1,2-Trichloroethane	79-00-5			
1,1,1,2-Tetrachloroethane	630-20-6			
1,1,2,2-Tetrachloroethane	79-34-5			
Pentachloroethane	76-01-7			
1,1-Dichloroethylene	75-35-4			
Trichloroethylene (TCE)	79-01-6			
Tetrachloroethene (Perchloroethylene)	127-18-4			
Carbon disulfide	75-15-0			
Cyclohexanone	108-94-1			
Xylenes (all isomers)	1330-20-7, 108-38-3, 95-47-6, 106-42-3			

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(M) Solvents and Volatile Organic Compounds (VOCs) (Cont'd)				
1,2,3-Trichloropropane	96-18-4	Reporting	Solvent extraction / GC-MS or LC-MS	100 [each]
1,2,Dichloropropane	78-87-5			
1-Bromopropane	106-94-5			
2-(2-Methoxyethoxy)ethanol	111-77-3			
2-Ethoxyethanol	110-80-5			
2-Ethoxyethyl acetate	111-15-9			
2-Ethylhexane acid	149-57-5			
2-Methoxyethanol	109-86-4			
2-Methoxypropan-1-ol	1589-47-5			
2-Methoxypropyl acetate	70657-70-4			
Aniline	62-53-3			
Bis(2-methoxyethyl)ether	111-96-6			
Dichloromethane (Methylene chloride)	75-09-2			
EGDME (Ethylene glycol dimethyl ether)	110-71-4			
EGMEA (Ethylene glycol monomethyl ether acetate)	110-49-6			
Hexachloroethane	67-72-1			
Isophorone	78-59-1			
Naphthalene	91-20-3			
n-Hexane	110-54-3			
Phenol	108-95-2			
Tetrahydrofuran (THF)	109-99-9			
TEGDME (Tetraethylene glycol dimethyl ether)	112-49-2			

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(N) Chlorinated Phenols [10 Substances]				
Pentachlorophenol (PCP)	87-86-5	Not Detected	EN 17134-2	0.5 [each]
2,3,4,5-Tetrachlorophenol (2,3,4,5-TeCP)	4901-51-3			
2,3,4,6-Tetrachlorophenol (2,3,4,6-TeCP)	58-90-2			
2,3,5,6-Tetrachlorophenol (2,3,5,6-TeCP)	935-95-5			
2,3,4-Trichlorophenol (2,3,4-TCP)	15950-66-0			
2,3,5-Trichlorophenol (2,3,5-TCP)	933-78-8			
2,3,6-Trichlorophenol (2,3,6-TCP)	933-75-5			
2,4,5-Trichlorophenol (2,4,5-TCP)	95-95-4			
2,4,6-Trichlorophenol (2,4,6-TCP)	88-06-2			
3,4,5-Trichlorophenol (3,4,5-TCP)	609-19-8			

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(O) Chlorinated Benzenes and Toluenes [29 Substances]				
Chlorobenzene	108-90-7	1 [sum]	EN 17137	0.1 [each]
1,3-Dichlorobenzene	541-73-1			
1,4-Dichlorobenzene	106-46-7			
1,2,3-Trichlorobenzene	87-61-6			
1,2,4-Trichlorobenzene	120-82-1			
1,3,5-Trichlorobenzene	108-70-3			
1,2,3,4-Tetrachlorobenzene	634-66-2			
1,2,3,5-Tetrachlorobenzene	634-90-2			
1,2,4,5-Tetrachlorobenzene	95-94-3			
Pentachlorobenzene	608-93-5			
Hexachlorobenzene	118-74-1			
2-Chlorotoluene	95-49-8			
3-Chlorotoluene	108-41-8			
4-Chlorotoluene	106-43-4			
2,3-Dichlorotoluene	32768-54-0			
2,4-Dichlorotoluene	95-73-8			
2,5-Dichlorotoluene	19398-61-9			
2,6-Dichlorotoluene	118-69-4			
3,4-Dichlorotoluene	95-75-0			
2,3,6-Trichlorotoluene	2077-46-5			
2,4,5-Trichlorotoluene	6639-30-1			
2,3,4,5-Tetrachlorotoluene	76057-12-0			
2,3,4,6-Tetrachlorotoluene	875-40-1			
2,3,5,6-Tetrachlorotoluene	1006-31-1			
Pentachlorotoluene	877-11-2			
p-Chlorobenzotrichloride (α,α,α,4-Tetrachlorotoluene)	5216-25-1			
Benzotrichloride (α,α,α-Trichlorotoluene)	98-07-7			
Benzyl chloride (α-Chlorotoluene)	100-44-7			
1,2-Dichlorobenzene	95-50-1	10		1

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(P) Flame Retardants				
(P1) All Products [23 Substances]				
Short-chain chlorinated paraffins (SCCP) (C10-C13)	85535-84-8	Usage Ban [TR=100 each]	**SCCP/MCCP:** **Leather:** ISO 18219-1 (SCCP) ISO 18219-2 (MCCP) **Textiles and other materials:** ISO 22818 **Others:** ISO 17881-1 ISO 17881-2	100 [each]
Medium-chain chlorinated paraffins (MCCP) (C14-C17)	85535-85-9			
Dechlorane Plus (DP)	13560-89-9, 135821-03-3, 135821-74-8	Usage Ban [TR=1,000]		100
1,1'-(Ethane-1,2-diyl)bis[pentabromobenzene] (DBDPE)	84852-53-9			5
Hexabromocyclododecane (HBCDD)[22]	25637-99-4	Usage Ban [TR=5 each]		5 [each]
Polybrominated biphenyls (PBBs)	59536-65-1			
Tetrabromodiphenyl ether (tetraBDE)	5436-43-1, 40088-47-9			
Pentabromodiphenyl ether (pentaBDE)	32534-81-9			
Hexabromodiphenyl ether (hexaBDE)	68631-49-2, 207122-15-4, 36483-60-0			
Heptabromodiphenyl ether (heptaBDE)	446255-22-7, 207122-16-5, 68928-80-3			
Octabromodiphenyl ether (octaBDE)	32536-52-0			
Decabromodiphenyl ether (decaBDE)	1163-19-5			
Tetrabromobisphenol A (TBBP A)	79-94-7			
Tri-o-cresyl phosphate	78-30-8			
Tris(2,3-dibromopropyl) phosphate (TRIS)	126-72-7			
Bis(2,3-dibromopropyl) phosphate	5412-25-9			
Tris(2-chloroethyl) phosphate (TCEP)	115-96-8			
Tris(1-aziridinyl)-phosphine oxide (TEPA)	545-55-1			
Tris (1,3-dichloro-2-propyl) phosphate (TDCPP)	13674-87-8			

[22] Hexabromocyclododecane includes hexabromocyclododecane (25637-99-4), 1,2,5,6,9,10-hexabromocyclo-dodecane and its main diastereoisomers (3194-55-6): alpha-hexabromocyclododecane (134237-50-6); beta-hexabromocyclododecane (134237-51-7); and gamma-hexabromocyclododecane (134237-52-8).

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(P) Flame Retardants (Cont'd)				
2,2-Bis(bromomethyl)-1,3-propanediol	3296-90-0	Usage Ban [TR=5 each]	ISO 17881-1 ISO 17881-2	5 [each]
Trimethyl phosphate (TMP)	512-56-1			
Trixylyl phosphate (TXP)	25155-23-1			
Tris(1-chloro-2-propyl) phosphate (TCPP)	13674-84-5			
All other polybrominated diphenyl ethers (PBDEs)[23]	Various	Reporting		
(P2) Additional for Children's Products [7 Substances]				
2-Ethylhexyl 2,3,4,5-tetrabromobenzoate (TBB)	183658-27-7	Usage Ban [TR=5 each]	ISO 17881-1 ISO 17881-2	5 [each]
Bis(2-ethylhexyl)-2,3,4,5-tetrabromophthalate (TBPH)	26040-51-7			
Triphenyl phosphate (TPP)	115-86-6			
2,2-Bis(chloromethyl) trimethylene bis[Bis(2-Chloromethyl) phosphate] (V6)	38051-10-4			
4-(tert-Butyl)phenyl diphenyl phosphate (MDPP)	56803-37-3			
Di-tert-Butylphenyl phenyl phosphate (DBPP)	65652-41-7			
Tris(4-tert-butylphenyl) phosphate (TBPP)	78-33-1 28777-70-0			
Other Organohalogen Flame Retardants[24]	Various			
Other Flame Retardants[25]	Various	Reporting		
(P3) Upholstered Furniture and Juvenile Products for Residential Use[26]				
All Flame Retardants[27]	Various	Usage Ban [TR=5 each]	ISO 17881-1 ISO 17881-2	5 [each]

[23] The testing laboratory shall report the presence of these substances when testing for flame retardants.
[24] The testing laboratory shall report the presence of any organohalogen flame retardant with specific substance name and CAS No.
[25] The testing laboratory shall report the presence of any flame retardant chemical detected in any raw material, including any chemical substance, or any other goods, intended for use in any product.
[26] The design and bill of materials for each type of upholstered product and juvenile product intended to be manufactured, labelled, offered for sale, sold or distributed by Kontoor Brands, must be pre-approved by the Product Stewardship Team before any of these activities occur. The approval process will include a screening program test intended to determine whether there is any flame retardant present in the product which would result in any non-compliance with applicable law.
[27] The testing laboratory shall report the presence of any flame retardant chemical detected in any raw material, including any chemical substance, or any other goods, intended for use in any product.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(Q) N-Nitrosamines [9 Substances]				
N-Nitrosodimethylamine (NDMA)	62-75-9	Not Detected	ISO 19577 LC-MS/MS for confirmation	0.5 [each]
N-Nitrosodiethylamine (NDEA)	55-18-5			
N-Nitrosodipropylamine (NDPA)	621-64-7			
N-Nitrosodibutylamine (NDBA)	924-16-3			
N-Nitrosopiperidine (NPIP)	100-75-4			
N-Nitrospyrrolidine (NPYR)	930-55-2			
N-Nitrosomorpholine (NMOR)	59-89-2			
N-Nitroso-N-methylaniline (NMPhA)	614-00-6			
N-Nitroso-N-ethylaniline (NEPhA)	612-64-6			
(R) UV-Absorbers and Stabilizers [6 Substances]				
UV 328	25973-55-1	100	ISO 24040 Extraction in THF (with stabilizer) / GC-MS	50
UV 320	3846-71-7	1,000 [each]		100 [each]
UV 326	3896-11-5			
UV 327	3864-99-1			
UV 329	3147-75-9			
UV 350	36437-37-3			
(S) Monomers				
Vinyl chloride monomer	75-01-4	1	ISO 6401	0.5
Styrene, Free	100-42-5	500	Extraction in methanol sonication for 60 min at 60°C / GC-MS	50

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(T) Bisphenols [5 Substances]				
Bisphenol A (BPA)	80-05-7	10	**Textiles and all other materials** Extraction: 1 g sample/20 mL THF, sonication for 60 min. at 60°C. Methanol or acetone precipitation. Measurement: LC-MS **Leather** ISO 11936	0.1
Bisphenol B (BPB)	77-40-7	Textiles: 200 [each] Leather: 500 [each] Other materials: 200 [each]		1 [each]
Bisphenol F (BPF)	620-92-8			
Bisphenol S (BPS)	80-09-1			
Bisphenol AF (BPAF)	1478-61-1			
(U) Other Restricted Substances				
p-Phenylenediamine	106-50-3	Usage Ban [TR=20]	ISO 14362-1, modified without cleavage	5
2-Phenyl-2-propanol	617-94-7	50	Acetone or methanol extraction, sonication for 30 min at 60°C / GC-MS	10
Acetophenone	98-86-2	50		10
Quinoline	91-22-5	50	DIN 54231	10
Ortho-phenylphenol (OPP)	90-43-7	1,000	EN 17134-2	100
Formamide	75-12-7	200	**Textiles** EN 17131 **All other materials** ISO 16189	50

3.2 Restriction in Packaging

All packages, packaging components and packaged retail-ready Products supplied to Kontoor Brands or otherwise used in the delivery of Kontoor Brands Products shall be in compliance with the following packaging restrictions. A signed RSL Compliance Agreement serves as the packaging supplier's certification and the Kontoor Brands Product supplier's certification that associated packaging materials are in compliance with the packaging restrictions outlined herein.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(A) Restriction in Packaging				
Cadmium (Cd)	7440-43-9	Usage Ban [TR=100 sum]	CEN/TR 13695-1	10
Lead (Pb)	7439-92-1			10
Chromium VI (Cr(VI))	18540-29-9			3
Mercury (Hg)	7439-97-6			10
PVC	9002-86-2	Usage Ban	Beilstein Test for screening, FTIR for confirmation	N/A
Dimethyl fumarate (DMFu)	624-49-7	Usage Ban [TR=0.1]	ISO 16186	0.1
Phthalates, according to Section 3.1(D)	Various	Usage Ban [TR=500 each; 1,000 sum]	CPSC-CH-C1001-09.4	See Section 3.1(D)
Perfluorinated and Polyfluorinated Chemicals (PFAS), according to Section 3.1(I)	Various	See Section 3.1(I)	EN 14582 / EN 17681-1:2025 / ISO 23702-1	See Section 3.1(I)
Butylated Hydroxytoluene (BHT)	128-37-0	Not Detected	ASTM D4275	5
Mineral Oil Hydrocarbons (MOH)				
Mineral Oil Aromatic Hydrocarbons (MOAH) consisting of 1 to 7 aromatic rings	Various	All: 1,000 [sum] MOAH compounds containing 3 to 7 aromatic rings: 1 [sum]	With reference to JRC GL 2019 (JRC115694), HPLC-GC-FID and GC-FID/MS	1-7 aromatic rings: 10 3-7 aromatic rings: 1
Mineral Oil Saturated Hydrocarbons (MOSH) consisting of 16 to 35 carbon atoms	Various	1,000 [sum]		10

3.3 Restriction in Electrical and Electronic Equipment

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(A) Restriction of the use of certain Hazardous Substances [RoHS]				
Cadmium (Cd)	7440-43-9	100	IEC 62321	10 [each]
Chromium VI (Cr(VI))	18540-29-9	1,000 [each]		
Lead (Pb)	7439-92-1			
Mercury (Hg)	7439-97-6			
Polybrominated biphenyls (PBB)	59536-65-1			
Polybrominated diphenyl ethers (PBDE)	Various			
Bis(2-ethylhexyl) phthalate (DEHP)	117-81-7	1,000 [each]		50 [each]
Butyl benzyl phthalate (BBP)	85-68-7			
Dibutyl phthalate (DBP)	84-74-2			
Di-iso-butyl phthalate (DIBP)	84-69-5			
(B) Batteries				
Cadmium (Cd)	7440-43-9	20	EN 16711-1	5 [each]
Lead (Pb)	7439-92-1	100		
Mercury (Hg)	7439-97-6	5		

3.4 Restriction in Food Contact Materials

All food contact products and materials must comply with food contact requirements in the countries where the Kontoor Brands Products are sold or marketed. Suppliers of products and materials intended for food contact applications agree to comply with applicable food contact regulations (such as in the US, EU or China). The substances listed below represent additional restrictions.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(A) Food Contact Materials				
Bisphenol A (BPA)	80-05-7	Usage Ban [TR=0.1]	**Textiles and all other materials** Extraction: 1 g sample/20 mL THF, sonication for 60 min. at 60°C. Methanol or acetone precipitation. Measurement: LC-MS **Leather** ISO 11936	0.1
Bisphenol B (BPB)	77-40-7	Textiles: 200 [each] Leather: 500 [each] Other materials: 200 [each]		1 [each]
Bisphenol F (BPF)	620-92-8			
Bisphenol S (BPS)	80-09-1			
Bisphenol AF (BPAF)	1478-61-1			
PVC	9002-86-2	Usage Ban	Beilstein Test for screening, FTIR for confirmation	N/A
Vinyl chloride monomer	75-01-4	1	ISO 6401	0.5
Phthalates, according to Section 3.1(D)	Various	Usage Ban [TR=500 each; 1,000 sum]	CPSC-CH-C1001-09.4	See Section 3.1(D)

3.5 Phase-Out and Unintentionally Present Substances

A: Phase-Out of Polyvinyl Chloride (PVC)

Kontoor Brands prohibits the use of PVC in all products. We recognize that transitioning away from PVC may present challenges, but our commitment is clear: PVC is no longer permitted in any aspect of Kontoor Brands products, including packaging and food-contact materials. We continue to encourage and support the use of safe, acceptable alternatives to PVC. Limited exceptions may be granted only under specific, pre-approved circumstances where no safe or viable alternatives exist.

B: Prohibition of Alkyl Phenol Ethoxylates throughout Kontoor Brands Supply Chain

APEOs are a class of chemical substances that include nonylphenol ethoxylates (NPE or NPEOs) and octylphenol ethoxylates (OPE or OPEOs). APEOs are non-ionic surfactants commonly used as ingredients in chemical preparations such as detergents, degreasers, scouring agents, wetting agents, dyes, printing pastes, and spinning oils. APEOs and APEO containing preparations are prohibited from use throughout Kontoor Brands supply chain and manufacturing processes. Section 3.1(K) of this RSL details the product restrictions for residual APEO concentrations.

Kontoor Brands recommends its suppliers take the following actions to ensure APEOs are not used in their production:

1. If you are performing cut and sew operations, pass this along to your material suppliers and dye-houses.
2. If you are using chemical formulations, ask your chemical suppliers if the chemical preparations you currently use for apparel or footwear production or general cleaning are APEO-free.
3. If you are using chemical preparations that are not APEO-free, stop using those chemical preparations and identify APEO-free alternatives. There are many ways you can find replacements, including (but not limited to):
    a. Contacting your current chemical suppliers and asking for APEO-free formulations.
    b. Using the CleanGredients® database for surfactants to find substitutions for APEO surfactants used in detergents, http://www.cleangredients.org/
    c. Using products and processes reviewed under CHEM-IQ^{SM}, and bluesign® process and listed on the bluesign® bluefinder, http://www.bluesign.com/
    d. Using chemical formulations that meet the Global Organic Textiles Standard (GOTS).
    e. Using chemical formulations certified under the OEKO- TEX® Eco-Passport system.

Regardless of the certifications, ask your chemical supplier to confirm, preferably in writing, that ALL chemical formulations are APEO-free. We acknowledge APEOs may be present in residual concentrations in your chemical formulations and may not be currently communicated to you as present in the chemical formulations you purchase. Initiating this dialogue with your chemical suppliers is the only way to ensure the chemical formulations you purchase are indeed 100% APEO-free.

C: Phase Out of Intentionally Used Perfluorinated and Polyfluorinated Chemicals (PFAS)

PFAS are generally defined as chemicals containing at least one fully fluorinated methyl or methylene carbon atom (-CF_3). PFAS have been adopted by many industries, including for applications in textiles for water repellency, stain and oil resistance, and wrinkle resistant properties. Many jurisdictions have recently passed legislation addressing the use of PFAS chemicals. Kontoor Brands has phased out the use of intentionally added PFAS in light of these regulations. See Section 3.1(I) for full list of PFAS restrictions.

Various enamels, coatings, and paints used on hard and soft surfaces of trim components (e.g., zippers and labels) may contain PTFE or other PFAS to increase durability.

Any garments or components that claim to have one or more of the properties mentioned above must use non-PFAS based chemistries, effective immediately.

Section 4: Restricted Substances Not Likely Found

Substance	CAS No.	KTB Limit[3]	Test Method[4]	Reporting Limit
(A) Dioxins and Furans				
Group 1		Unavoidable traces acceptable up to 1 µg/kg for Group 1	U.S. EPA 8290	0.1 µg/kg [each]
2,3,7,8-Tetrachlorodibenzo-p-dioxin	1746-01-6			
1,2,3,7,8-Pentachloro-dibenzo-p-dioxin	40321-76-4			
2,3,7,8-Tetrachlorodibenzofuran	51207-31-9			
2,3,4,7,8-Pentachlorodibenzofuran	57117-31-4			
Group 2		Unavoidable traces acceptable up to 5 µg/kg for sum of Groups 1 & 2		
1,2,3,4,7,8-Hexachloro-dibenzo-p-dioxin	39227-28-6			
1,2,3,7,8,9-Hexachloro-dibenzo-p-dioxin	19408-74-3			
1,2,3,6,7,8-Hexachloro-dibenzo-p-dioxin	57653-85-7			
1,2,3,7,8-Pentachlorodibenzofuran	57117-41-6			
1,2,3,4,7,8-Hexachlorodibenzofuran	70648-26-9			
1,2,3,7,8,9-Hexachlorodibenzofuran	72918-21-9			
1,2,3,6,7,8-Hexachlorodibenzofuran	57117-44-9			
2,3,4,6,7,8-Hexachlorodibenzofuran	60851-34-5			
Group 3		Unavoidable traces acceptable up to 100 µg/kg for sum of Groups 1, 2, and 3		
1,2,3,4,6,7,8-Heptachloro-dibenzo-p-dioxin	35822-46-9			
1,2,3,4,6,7,8,9-Octachlorodibenzo-p-dioxin	3268-87-9			
1,2,3,4,6,7,8-Heptachlorodibenzofuran	67562-39-4			
1,2,3,4,7,8,9-Heptachlorodibenzofuran	55673-89-7			
1,2,3,4,6,7,8,9-Octachlorodibenzofuran	39001-02-0			
Group 4		Unavoidable traces acceptable up to 1 µg/kg for Group 4		
2,3,7,8-Tetrabromodibenzo-p-dioxin	50585-41-6			
1,2,3,7,8-Pentabromo-dibenzo-p-dioxin	109333-34-8			
2,3,7,8-Tetrabromodibenzofuran	67933-57-7			
2,3,4,7,8-Pentabromodibenzofuran	131166-92-2			
Group 5		Unavoidable traces acceptable up to 5 µg/kg for sum of Groups 4 & 5		
1,2,3,4,7,8-Hexabromo-dibenzo-p-dioxin	110999-44-5			
1,2,3,7,8,9-Hexabromo-dibenzo-p-dioxin	110999-46-7			
1,2,3,6,7,8-Hexabromo-dibenzo-p-dioxin	110999-45-6			
1,2,3,7,8-Pentabromodibenzofuran	107555-93-1			

Substance	CAS No.	KTB Limit[3]	Test Method[4]	Reporting Limit
(B) Asbestos – Including but not limited to:				
Actinolite	77536-66-4	Usage Ban	U.S. EPA/600/R-93/116	N/A
Amosite	12172-73-5			
Anthophyllite	77536-67-5			
Chrysotile	12001-29-5			
Crocidolite	132207-33-1			
Tremolite	14567-73-8 77536-68-6			
(C) Pesticides				
Aldicarb	116-06-3	Not Detected	U.S. EPA 8081B / 8151A / 8141B	0.5 mg/kg [each]
Aldrin	309-00-2			
Azinophosmethyl	86-50-0			
Azinophosethyl	2642-71-9			
Bromophos-ethyl	4824-78-6			
Captafol	2425-06-1			
Carbaryl	63-25-2			
Chlordane	57-74-9			
Chlordimeform	6164-98-3			
Chlorfenvinphos	470-90-6			
Coumaphos	56-72-4			
Cyfluthrin	68359-37-5			
Cyhalothrin	91465-08-6			
Cypermethrin	52315-07-8			
DEF	78-48-8			
Deltamethrin	52918-63-5			
1,2-Dibromo-3-Chloropropane (DBCP)	96-12-8			
p,p-Dichlorodiphenyl-dichloroethane (*p,p*-DDD)	72-54-8			
o,p-Dichlorodiphenyl-dichloroethane (*o,p*-DDD)	53-19-0			
p,p-Dichlorodiphenyl-dichloroethylene (*p,p*-DDE)	72-55-9			
o,p-Dichlorodiphenyl-dichloroethylene (*o,p*-DDE)	3424-82-6			
p,p-Dichlorodiphenyl-trichloroethane (*p,p*-DDT)	50-29-3			
o,p-Dichlorodiphenyl-trichloroethane (*o,p*-DDT)	789-02-6			

Substance	CAS No.	KTB Limit[3]	Test Method[4]	Reporting Limit
(C) Pesticides (Cont'd)				
2,4-Dichlorophenoxy-acetic acid, its salts and compounds (2,4-D)	94-75-7	Not Detected	U.S. EPA 8081B / 8151A / 8141B	**Methoxychlor:** 0.01 mg/kg **Others:** 0.5 mg/kg [each]
Diazinon	333-41-5			
Dichlorprop	120-36-2			
Dicrotophos	141-66-2			
Dicofol	115-32-2			
Dieldrin	60-57-1			
Dimethoate	60-51-5			
Dinoseb and salts	88-85-7			
Endosulfan , including alpha (959-98-8) and beta (33213-65-9)	115-29-7			
Endrin	72-20-8			
Ethylene dibromide (EDB)	106-93-4			
Esfenvalerate	66230-04-4			
Fenvalerate	51630-58-1			
Hexachlorobenzene	118-74-1			
Hexachlorocyclohexane (HCH), all isomers, including alpha-HCH, beta-HCH, delta-HCH, epsilon-HCH, gamma-HCH (Lindane)	608-73-1, 319-84-6 319-85-7, 319-86-8 6108-10-7, 58-89-9			
Heptachlor	76-44-8			
Heptachlor epoxide	1024-57-3			
Isodrin	465-73-6			
Kelevan	4234-79-1			
Kepone (Chlorodecone)	143-50-0			
Malathion	121-75-5			
MCPA	94-74-6			
MCPB	94-81-5			
Mecoprop	93-65-2 7085-19-0			
Metamidophos	10265-92-6			
Methoxychlor	72-43-5			
Methyl parathion	298-00-0			
Mirex	2385-85-5			
Monocrotophos	6923-22-4			
Paraquat	1910-42-5			

Substance	CAS No.	KTB Limit[3]	Test Method[4]	Reporting Limit
(C) Pesticides (Cont'd)				
Parathion	56-38-2	Not Detected	U.S. EPA 8081B / 8151A / 8141B	0.5 mg/kg [each]
Perthane	72-56-0			
Phosdrin/Mevinphos	7786-34-7			
Propethamphos	31218-83-4			
Profenophos	41198-08-7			
Quinalphos	13593-03-8			
Quintozene	82-68-8			
Strobane	8001-50-1			
Telodrin	297-78-9			
Timiperone (DTTB)	57648-21-2			
Toxaphene	8001-35-2			
2,4,5-Trichlorophenoxyacetic acid (2,4,5-T), salts, compounds	93-76-5			
2-(2,4,5-Trichlorophenoxy) propionic acid, salts, compounds	93-72-1			
Trifluralin	1582-09-8			
(D) Other Halogenated Organic Compounds				
Halogenated biphenyls, including: • Polychlorinated biphenyl (PCB)	1336-36-3 53469-21-9	Usage Ban [TR=1 mg/kg each]	Solvent extraction / GC-MS	1 mg/kg [each]
Halogenated diarylalkanes	Various			
Halogenated naphthalenes	Various			
Halogenated terphenyls, including: • Polychlorinated terphenyl (PCT)	Various			
Halogenated diphenyl methanes, including: • Monomethyl-dibromo-diphenyl methane (DBBT) • Monomethyl-dichloro-diphenyl methane (Ugilec 121, Ugilec 21) • Monomethyl-tetrachloro-diphenyl methane (Ugilec 141)	 99688-47-8 81161-70-8 76253-60-6			

Section 5: Air and Gas Filled Products

Fluorinated greenhouse gases and ozone depleting substances are prohibited from use in the air space in all Products.

Substance	CAS No.	KTB Limit[3] [mg/kg]	Test Method[4]	Reporting Limit [mg/kg]
(A) Fluorinated Greenhouse Gases				
See Regulation (EU) 2024/573 for a complete list	Various	Not Detected	Sample preparation: Purge and trap — thermal desorption or SPME Measurement: GC-MS	0.1 [each]
(B) Ozone Depleting Substances				
See Regulation (EU) 2024/590 for a complete list	Various	Not Detected	GC-MS headspace 120 °C for 45 minutes	0.1 [each]

Section 6: Liquid Filled Products

Products containing any liquid, gel or other liquid-type substance must meet the following restrictions:

1. Hazardous liquids shall not be used as the filling liquid in any liquid filled product. Hazardous liquids are those which are classified as toxic (acute or chronic), carcinogenic, reproductive toxic, flammable, explosive, irritants or sensitizers.
2. Bacteria growth must not occur. The following limits apply to the liquid of all liquid filled products.

Bacteria	Limit Value
Staphylococcus aureus	No contamination (<500 CFU/g or CFU/ml)
Escherichia coli (E-coli)	
Pseudomonas aeruginosa	
Salmonella	
All other bacteria	1,000 CFU/g or CFU/ml (total)

Section 7: RSL Product Testing Guidance

Product testing requirements can be found in the Kontoor Brands specific product testing manuals. Tests specified in testing manuals are mandatory. Kontoor Brands may also provide guidance on chemical management and RSL compliance relating to its subsidiaries. Contact Product Stewardship for copies of the manuals or for more information.

The table in this section provides general guidance on product testing for various material types. The table is not intended to replace the mandatory Kontoor Brands specific testing requirements; however, it is meant to provide additional guidance to our suppliers to assist in their internal chemical management programs.

Kontoor Brands currently maintains various product testing programs to validate RSL compliance. Notwithstanding Kontoor Brands' testing programs, the supplier shall be fully responsible for obtaining all necessary knowledge and information required to understand and execute business processes that ensure RSL compliance. The supplier is also responsible for performing analytical testing and any other testing and analysis on Products as necessary to verify the Product's compliance to all RSL requirements.

Products should be tested as prescribed in the guidance in this section, which provides guidance regarding the most appropriate tests to conduct in relevant materials, including both accessible and inaccessible materials. However, nothing in the guidance below shall be construed to relieve a supplier from their duty to provide Products compliant with the full RSL. In addition to the testing guidance provided in this section, Kontoor Brands may at any time request additional testing from supplier to validate Product compliance with the RSL. All costs associated with Product testing are the responsibility of the supplier.

RESTRICTED SUBSTANCE	MATERIAL TYPE														
	NATURAL FIBERS	SYNTHETIC FIBERS	BLENDED FIBERS	SYNTHETIC LEATHER	NATURAL LEATHER	FEATHER & DOWN	POLYMERS, PLASTICS, AND OTHER SYNTHETIC MATERIALS	COATING & PRINTING	NATURAL MATERIALS *Including horns, bones, cork, wood, paper, and straw*	METAL	PORCELAIN, CERAMIC, GLASS, CRYSTAL	ADHESIVES	PACKAGING MATERIALS	DESICCANTS	(DURABLE) WATER REPELLENT, STAIN RELEASE, STAIN OR OIL REPELLENT/RESISTANT
Azo-amines and Arylamine Salts	X (1)	X (1)	X (1)	X (1)	X	X (1)		X (1)	X (1)						
Disperse Dyes		X (1)	X (1)	X (1)											
Other Dyes	X (1)	X (1)	X (1)	X (1)											
Total Lead				X	X		X	X		X	X				
Total Cadmium				X	X		X	X		X	X				
Nickel Release *(direct & prolonged skin contact)*										X					
Extractable Metals	X	X	X	X	X			X							

RESTRICTED SUBSTANCE	MATERIAL TYPE														
	NATURAL FIBERS	SYNTHETIC FIBERS	BLENDED FIBERS	SYNTHETIC LEATHER	NATURAL LEATHER	FEATHER & DOWN	POLYMERS, PLASTICS, AND OTHER SYNTHETIC MATERIALS	COATING & PRINTING	NATURAL MATERIALS *Including horns, bones, cork, wood, paper, and straw*	METAL	PORCELAIN, CERAMIC, GLASS, CRYSTAL	ADHESIVES	PACKAGING MATERIALS	DESICCANTS	(DURABLE) WATER REPELLENT, STAIN RELEASE, STAIN OR OIL REPELLENT/RESISTANT
Chromium VI					X										
Soluble Metals (2)	X	X	X	X	X		X	X		X	X				
Phthalates				X			X	X				X	X		
Formaldehyde	X	X	X	X	X		X (3)	X	X			X			
Chlorinated paraffins (SCCP / MCCP)				X	X		X								
Siloxanes (D4, D5, D6)	X	X	X	X	X		X (9)	X (9)				X (9)			
Dimethyl Fumarate (DMFu)														X	
Perfluorinated and Polyfluorinated Chemicals (PFAS)	X (11)	X (11)	X (11)	X (11)	X (11)		X (13)	X (13)		X (13)	X (13)		X (13)		X
Organotin Compounds		X	X	X	X		X	X							
AP (NP, OP) and APEO (NPEO, OPEO)	X	X	X	X	X	X		X	X						
Polycyclic Aromatic Hydrocarbons (PAHs)							X								
Solvents & VOCs				X	X		X	X				X			
Chlorinated Phenols	X	X	X	X	X			X							
Chlorinated Benzenes and Toluenes		X	X	X											
Flame Retardants	X (4)	X (4)	X (4)				X (5)								
N-Nitrosamines							X (6)								
UV-Absorbers and Stabilizers	X	X	X	X			X								
Monomers							X					X			
Bisphenols (BPA, BPB, BPF, BPS, BPAF)		X	X	X	X		X	X							
p-Phenylenediamine	X	X	X	X	X			X				X			

RESTRICTED SUBSTANCE	MATERIAL TYPE														
	NATURAL FIBERS	SYNTHETIC FIBERS	BLENDED FIBERS	SYNTHETIC LEATHER	NATURAL LEATHER	FEATHER & DOWN	POLYMERS, PLASTICS, AND OTHER SYNTHETIC MATERIALS	COATING & PRINTING	NATURAL MATERIALS *Including horns, bones, cork, wood, paper, and straw*	METAL	PORCELAIN, CERAMIC, GLASS, CRYSTAL	ADHESIVES	PACKAGING MATERIALS	DESICCANTS	(DURABLE) WATER REPELLENT, STAIN RELEASE, STAIN OR OIL REPELLENT/RESISTANT
2-Phenyl-2-propanol / Acetophenone							X (7)								
Formamide							X (7)								
Quinoline		X	X												
Ortho-phenylphenol (OPP)	X	X	X	X	X										
Pesticides	X		X		X										
Metals in Packaging													X	X	
Butylated Hydroxytoluene (BHT)													X (10)		
Mineral Oil Hydrocarbons (MOH) (MOAH and MOSH)													X (12)		

(1) Test for dyed materials only. White or undyed materials are not required
(2) For toys and products with play value
(3) Test for foam materials only
(4) Test for textiles treated with flame retardant finishes
(5) Test for foam materials used in children products according to Section 3.1(P)
(6) Shoe sole materials, latex, rubber
(7) Test for EVA only
(8) Test for PVC only
(9) Test for silicone-based materials
(10) Test for polybags and polymeric packaging materials (e.g. hangers, size clips)
(11) Trace amounts of PFAS may be found in recycled materials. In these cases, Product Stewardship will review to determine if samples can be accepted or not.
(12) Inks on packaging materials only
(13) PFAS-containing chemicals could be used, in addition to WR/DWR/SR finishing, such as auxiliaries in metal, plastic and packaging production.

Section 8: REACH - EU's Regulation Concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals

A: REACH–European Regulation No 1907/2006

REACH is the comprehensive regulatory framework for chemicals (including consumer products) in the European Union (EU). It is intended to improve consumer safety and environmental protection while enhancing competitiveness, by improving knowledge and transparency along the value chains that involve chemicals.

REACH is regulated by EU Regulation No 1907/2006. It is a European law applying to individuals, particular authorities and companies. REACH does not only apply on Substances, but also on Preparations and on Articles.

- **Substances** are defined as pure chemicals.
- **Mixtures** are defined as mixtures or solutions composed of two or more substances.
- **Articles** are defined by their geometrical form rather than the chemical/ physical properties of the substance.

There are specific provisions in REACH related to:

- **Substances** in Articles.
- **Intended Release** of Substances contained in Article.

The Basic Principle of REACH is that all chemical substances – pure, in preparations and/or in articles – are treated the same way. Import, usage and selling in Europe are only allowed for those substances for which adequate chemical information is available.

B: Ownership and Key Elements of REACH

The central part of the REACH administration is the European Chemical Agency (ECHA) located in Helsinki, Finland. The ECHA manages the **R**egistration, **E**valuation, **A**uthorisation and the Restriction of the **CH**emical substances.

- **Registration**: any new substance placed on the EU market in excess of 1 ton/year.
- **Evaluation**: review of information submitted in the dossier of each registered substance.

Authorisation or Restriction procedures will be applied by the ECHA on those substances that are found to be particularly hazardous.

- **Authorisation**: allowing hazardous substances in strictly defined applications only. Outside the Registration process, EU member states may suggest candidate **S**ubstances of **V**ery **H**igh **C**oncern (SVHC) for authorisation or restriction by the ECHA (see also REACH Annex XIV and the Candidate SVHC list).
- **Restriction of Chemicals**: substances that are banned from their use in certain applications or restricted, having maximum limits (see also REACH Annex XVII).

C: Obligations under REACH

A company's obligations under REACH depend strongly on its role in the value chain and its particular business setup. There are 4 basic roles, each having its own obligations.

Manufacturers or Importers of Chemicals are only allowed to market (pre-) registered substances in the EU. They must register any substances with the ECHA, as soon as they pass the 1 ton/year limit. They also have an information duty to their downstream users and customers. This involves providing them with essential

safety information under the form of completed Safety Data Sheets (SDS), applying Common Labelling Practice (CLP) and when applicable, communicating any content of SVHC's above the 0.1% (w/w) in their chemicals.

Formulators of Chemicals, mixing substances to be marketed in the EU, need to make sure that every single one of the substances used are (pre-) registered with the ECHA by the Manufacturers or Importers. They are required to take adequate precautions when handling hazardous substances, to keep all the SDS's updated and current and when their preparations do contain SVHC's or candidate SVHC's in a concentration above 0.1% (w/w), they also have an information duty towards their business customers, without being asked.

Manufacturers or Importers of Articles, brands have the duty to inform their business customers in the EU if their articles contain (candidate) SVHC's in levels above 0.1% (w/w). They are obliged to do this without being asked for such information. Towards the ECHA, there is an additional notification duty in those cases where those SVHC's would exceed the value of 1 ton/year, via that particular article import. Towards individual end consumers, there is an obligation to respond within 45 days to questions on the presence of SVHC's above the 0.1% (w/w) threshold level, but only when being asked.

Retailers are also required to respond within 45 days to all questions from individual consumers on the presence of SVHC's above the 0.1% (w/w) threshold value when being asked. If your supplier informed you that some of their products do contain more than 0.1% SVHC's, you may also need to pass on the adequate safety information to the end consumer upon request.

The information above is by no means exhaustive and does not replace official or professional advice on this matter. More information on the above can be found on the regulation section of the ECHA website.

D: Substances of Very High Concern

Substances of Very High Concern (SVHC)[28] are the most hazardous substances according to REACH. Article 57 of REACH states their criteria. All SVHC's are listed in 'Candidate' list, being proposed by either the European Commission or the EU Member states. The SVHC list is called the Candidate list, because from the moment onwards a substance is listed, it becomes a candidate for Authorisation.

Of particular note for REACH is the speed at which new substances may become listed as a SVHC. To ensure all Products supplied to Kontoor Brands comply with REACH at the time of market, each supplier is obligated to track and monitor all SVHC's in their supply chain and to keep up to date with official Candidate List on the ECHA website, where all regular updates are posted. Suppliers shall map each step in their supply chains, including the sourcing and processing of raw materials, parts, chemicals and other product ingredients.

Vendors and suppliers must comply with the requirements of REACH Regulation. In addition, Kontoor Brands does not allow the presence of SVHC above 0.1% (w/w) in all materials and packaging.

[28] SVHC are defined in article 57 of the Regulation (EC) No 1907/2006 and include substances which are CMR 1, CMR 2, PBT or vPvB or identified, on a case-by-case basis, from scientific evidence as causing probable serious effects to human health or the environment of an equivalent level of concern as those mentioned before.

E: Useful Links

Stage prior to Pre-candidate list
Following-up the Current Intentions with the “Registry of current Restriction proposal intentions”
https://echa.europa.eu/registry-of-svhc-intentions

Pre-Candidate list
Look under Annex XV dossiers submitted “Registry of submitted SVHC proposal intentions”
https://echa.europa.eu/substances-of-very-high-concern-identification

SVHC or Candidate list
Chemicals for which the REACH 0.1 % w/w threshold applies
https://echa.europa.eu/candidate-list-table

Annex XV list
Look under Annex XV dossiers submitted “Registry of submitted Restriction proposal intentions”, substances for which there is an intention for immediate restriction - **SUNSET DATE**
https://echa.europa.eu/registry-of-restriction-intentions

Annex XVII list
Bundling all chemical restrictions from the EU member states
https://echa.europa.eu/substances-restricted-under-reach

Section 9: Biocides

Biocides are chemical substances that are used to suppress or control biological organisms such as mold and bacteria. Products are typically treated with biocides to preserve the product itself or to create a function such as odor control or insect repellency.

An article that has been treated with or intentionally incorporates a biocidal product, with a view to protect its properties or function or extend its durability or shelf life is **an article having a Biocidal Property** *(i.e. leather goods treated with fungicides to prevent mold or mildew or carpets treated with insecticides against moth damage).*

An article treated with a biocidal product, with the intention not to protect the article itself or its function, but to introduce an additional function which is biocidal, is considered to be **an article with a Primary Biocidal Function** *(i.e. an insecticide impregnated bed net or anti-bacterial wipes).*

Biocides and their permitted use are becoming increasingly regulated worldwide. Therefore, proficiency regarding which biocides are allowed for use in specific applications is needed.

In addition to the information below, Kontoor Brands has established an internal procedure, including a required questionnaire that must be completed prior to approving the use of Biocides in Kontoor Brands Products. Please consult with Kontoor Brands Product Stewardship team for more information and to ensure compliance.

A: Biocidal Products Regulation (BPR) – EU Regulation No. 528/2012

Biocides and biocide use are regulated in the European Union by the EU Biocidal Products Regulation (EU) No. 528/2012.

A1: Scope of the BPR

The BPR applies to biocidal products and treated articles.[29] Biocidal products are only allowed on the EU market if they have been authorised under the BPR for the intended use.

A2: Product Types (PT)

Biocides are divided into 4 main groups under the BPR, with each group subdivided into different Product Types, as listed below:

- **Group 1:** Disinfectants, PT 1 to PT 5
- **Group 2:** Preservatives, PT 6 to PT 13
- **Group 3:** Pest Control, PT 14 to PT 20
- **Group 4:** Other Biocidal Products, PT 21 to PT 22

The PT describes the application area of the biocide (as an example, preservatives used on wood are listed in Group 2, Preservatives, and in Product Type 8, Wood Preservatives).

Use of biocides on Kontoor Brands Products shall conform to the EU BPR, permitting only authorised biocidal products for the intended function.

[29] Ref. definition 'treated article' in Section 9 A3.

A3: Definitions within the BPR

Similar to REACH, the EU BPR applies to both Chemical Substances, Mixtures and Articles. Important definitions within the BPR are below:

- **Articles** are defined by their geometrical form rather than the chemical/ physical properties of the substance**.**
- **Treated Article** means any substance, mixture or article which has been treated with, or intentionally incorporates one or more biocidal products.
- **Biocidal Products** are defined as:
    - any substance or mixture, in the form in which it is supplied to the user, consisting of, containing or generating one or more active substances, with the intention of destroying, deterring, rendering harmless, preventing the action of, or otherwise exerting a controlling effect on, any harmful organism by any means other than mere physical or mechanical action,
    - any substance or mixture, generated from substances or mixtures which do not themselves fall under the first indent, to be used with the intention of destroying, deterring, rendering harmless, preventing the action of, or otherwise exerting a controlling effect on, any harmful organism by any means other than mere physical or mechanical action.
    - a treated article that has a primary biocidal function

Under the BPR, when an article has been treated to create a primary biocidal function, that article shall be defined as a biocidal product for compliance to the BPR.

A4: Important aspects of the BPR

Rules for the use of treated articles

When determining the allowable biocide to create a specific function, only authorised substances listed in the BPR shall be used. Authorised substances include those listed in:

- the Approved Substances List
- Annex I of the BPR
- the Review Program and non-inclusion decisions

EU regulations for treated articles

"A treated article shall not be placed on the market unless all active substances contained in the biocidal products that it was treated with or incorporates are included in the list drawn up in accordance with Article 9(2) *(list of authorised substances)*, for the relevant product-type and use, or in Annex I *(substances for simplified authorisation of the biocidal product),* and any conditions or restrictions specified therein are met".[30]

Labelling requirement for treated articles

Treated articles containing a biocidal product require labelling if:

- a claim is made by the manufacturer of that treated article regarding the biocidal properties of the article, or
- in relation to the active substance(s) and the substance potential to contact humans or release into the environment, specific authorisations may require associated labelling.

[30] Article 58.2 of Regulation (EU) No. 528/2012

Label requirements:

When required, the label shall provide the following information:

- a statement that the treated article incorporates biocidal products;
- where substantiated, the biocidal property attributed to the treated article;
- the name of all active substances contained in the biocidal products;
- the name of all nanomaterials contained in the biocidal products, followed by the word 'nano' in brackets; and
- any relevant instructions for use, including any precautions.[31]

Information duty for treated articles

Similar to REACH, the BPR obligates the treated product supplier to provide information to any consumer, upon request, within 45 days and free of charge, with information regarding the biocidal treatment of the treated article.

A5: Important Links

Regulation concerning the making available on the market and use of biocidal products
https://echa.europa.eu/regulations/biocidal-products-regulation/legislation

B: US biocide regulation: Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA)

The full text of the regulation is available directly from the EPA website.

The Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA) is the Federal statute that governs the registration, distribution, sale, and use of pesticides in the United States.

B1: Scope of FIFRA

FIFRA enforcement is focused on the sale, distribution, and use (which can include disposal) of pesticides. Generally, before a pesticide may be sold or distributed in the United States, it must be registered with the EPA. Before, the applicant must show, among other things, that using the pesticide according to specifications "will not generally cause unreasonable adverse effects on the environment."[32]

B2: Antimicrobial products

Antimicrobial pesticides are substances or mixtures of substances used to destroy or suppress the growth of harmful microorganisms whether bacteria, viruses, or fungi on inanimate objects and surfaces.

Antimicrobial pesticide products are categorized as either "public health" or "non-public health", depending on the specific claims made on each product's labelling.

Public health antimicrobial pesticide products are those products that bear a claim to control pest microorganisms that pose a threat to human health, and whose presence cannot readily be observed by the user.

[31] It is advisable to check the Safety Data Sheet (SDS) of the biocidal products used and to contact the chemical supplier for additional information and advice.

[32] https://www.epa.gov/enforcement/federal-insecticide-fungicide-and-rodenticide-act-fifra-and-federal-facilities

B3: Exemption qualification of treated articles to the regulation

EPA published a Pesticide Registration Notice 2000-1 that specifies the exemption qualification of treated articles to the regulation. Treated articles with **Non-Public Health Claims** are exempted from registration, but a label with the non-public health claim must be provided.

As long as products don't make public health claims that extend beyond the protection of the article itself, they qualify for the treated articles exemption.[33]

To qualify for the treated articles exemption, both conditions stated below must be met.

- the incorporated pesticide is registered for use in or on the article or substance, and
- the sole purpose of the treatment is to protect the article or substance itself.

If both are not met, the article or substance does not qualify for the exemption and is subject to regulation under FIFRA.

Examples of labelling claims, the Agency is likely to consider **Acceptable** under the exemption for **Odor Resistant Claims**:

- This product contains an antimicrobial agent to control odors.
- This product contains an antimicrobial agent to prevent microorganisms from degrading the product.
- Resists Odors - This product has been treated to resist bacterial odors.
- Inhibits the growth of bacterial odors.
- Resists microbial odor development.
- Retards the growth and action of bacterial odors.
- Guards against the growth of odors from microbial causes.
- Guards against degradation from microorganisms.
- Reduces odors from microorganisms.
- Odor-resistant.
- Acts to mitigate the development of odors.

These examples, instead, represent examples of labelling claims that the Agency is likely to consider **Unacceptable** under the exemption for a treated article and that would lead to a requirement to register the article as a pesticide product:

- Antibacterial.
- Bactericidal.
- Germicidal.
- Kills pathogenic bacteria.
- Effective against E. coli and Staphylococcus.
- Provides a germ-resistant surface.
- Provides a bacteria-resistant surface.
- Surface kills common gram positive and negative bacteria.
- Surface controls both gram positive and negative bacteria.
- Surface minimizes the growth of both gram positive and negative bacteria.
- Reduces risk of cross-contamination from bacteria.
- Controls allergy causing microorganisms.

[33] Treated Articles Exemption, 40 CFR 152.25(a)

Section 10: CPSIA - United States Consumer Product Safety Improvement Act

The Consumer Product Safety Improvement Act of 2008 (CPSIA) reauthorizes the Consumer Product Safety Commission (CPSC) and expands the Commission's role in ensuring the safety of all consumer products, but in particular, it imposes additional requirements to enhance the safety of products designed for children 12 years of age or younger.

Kontoor Brands has established programs and procedures to comply with CPSIA and other applicable legal requirements. These include product design requirements, manufacturing specifications, and product testing programs, among other procedures as mentioned in the Kontoor Brands' Product Safety Manual. All product suppliers are required to deliver products that comply with applicable legal requirements and specifications, including, but not limited to, those listed in this manual. Compliance with CPSIA requires suppliers to maintain a reasonable product testing program, quality control systems, auditing, and product tracking procedures at every production lot level.

A: Scope

CPSIA mandates testing for children's and adult products for which the CPSC has established a safety requirement. This includes, but is not limited to, testing for small parts (as per Title 16 CFR 1501), testing for sharp edges / points, flammability, Total Lead, etc.

For certain children's products, CPSIA also permanently bans eight phthalates (DEHP, DBP, BBP, DINP, DPENP, DHEXP, DCHP and DIBP). The RSL reflects these restrictions.

CPSIA mandates safety testing for every lot of products intended for children 12 years of age and younger. Suppliers are also required to label products with specific traceability information to allow tracking in case of a product recall.

B: Certifications

A Children's Product Certificate (CPC) must be issued for children's products manufactured overseas and domestically covered by CPSC rules. A General Conformity Certificate (GCC) must be issued for every non-children's (general use) product covered by CPSC rules and manufactured in or imported into the United States. CPC / GCC must be issued by the importer or domestic (US) manufacturer, not the supplier. However, the importer of the product (Kontoor Brands or Kontoor Brands subsidiary, for example) must rely upon the supplier's product safety and compliance procedures, along with the supplier's product testing reports, to ensure that the Product conforms to applicable requirements.

Vendors must apply and generate GCC or CPC through Kontoor Brands Infocenter prior to shipment (login credential is required). Please contact your respective Kontoor Brands sourcing manager for details.

Section 11: Kontoor Brands Chemical Management Program (CMP)

At Kontoor Brands, eliminating hazardous chemicals from our supply chain is critical to ensure that all chemicals used in the production processes are safe and do not pose risks to consumer health or to the environment. To align with Kontoor Brands Sustainability Goal of maintaining 90% preferred chemistry, all vendors and suppliers with wet processing in production, including but not limited to garment vendors, laundries, fabric mills, printers and tanneries, are mandated to implement this Chemical Management Program in their manufacturing facilities.

The CMP composes of three (3) Modules – INPUT, PROCESS, OUTPUT.

MODULE	ACTION	FREQUENCY
INPUT	- Upload factory chemical inventory list (CIL) and check for chemical conformity - Corrective action to those non-conformance chemicals	Monthly
PROCESS	Upload Higg FEM 3.0 assessment report and results	Annually
OUTPUT	Upload ZDHC wastewater test report and results	Annually

INPUT

All vendors and suppliers are requested to register an account with our nominated chemical management system and upload their chemical inventories to the system on a monthly basis. Vendors and suppliers can track and evaluate their chemical conformity against *ZDHC Manufacturing Restricted Substance List (MRSL)*, and eliminate any identified hazardous substances used in manufacturing. This also allows us to understand and increase the transparency of chemical usage within Kontoor Brands supply chain.

All chemicals must be compliant with the ZDHC MRSL standard. Vendors and suppliers are requested to eliminate those chemicals which are identified as non-conformance or “Unverified Chemicals” in the system and replace them with safer alternatives.

PROCESS

Process management is an important step for achieving sustainable chemical management and to reduce the impact of chemicals on the environment. Kontoor Brands has adopted the Higg Facility Environmental Module (FEM) to measure the overall environmental impacts of each manufacturing facility. It helps us to identify the strengths and weaknesses, and to prioritize opportunities for continuous sustainability improvement.

The Higg FEM measures the following:

- Environmental Management Systems
- Energy Use and Greenhouse Gas Emissions
- Water Use
- Wastewater
- Air Emissions
- Waste Management
- Chemical Management

Vendors and suppliers are requested to upload their Higg FEM self-assessment and verification reports to the system annually.

OUTPUT

Water is one of the essential resources in our production. In addition to the material and product RSL testing regime in this RSL standard, we require our vendors and suppliers to monitor their wastewater treatment and verify the discharge of wastewater compliant with local regulatory requirements and Kontoor Brands Industrial Wastewater Standards.

Vendors and suppliers are required to conduct wastewater testing against ZDHC Wastewater Guidelines at a minimum, once per calendar year, to ensure the wastewater is properly treated before discharge. Wastewater testing can be used to confirm that MRSL substances are not intentionally used and to validate the discharged wastewater is free of hazardous substances. The wastewater testing is also one of Kontoor Brands compliance audit requirements.

To learn more about Kontoor Brands Sustainability Goals, please visit Kontoor Brands Sustainability Program.

Appendix A: Definitions

Accessories – Products other than a standard shirt, shoe or pant. These may include both apparel and non-apparel products such as belts, caps, wallets, handbags, socks, eyewear, watches, and more. All accessories carrying Kontoor Brands or its brand logo or manufactured for Kontoor Brands, Inc. shall comply with the Kontoor Brands Restricted Substance List (RSL).

Article – An object which during production is given a special shape, surface or design which determines its function to a greater degree than does its chemical composition.

Authorisation – One of the pillars of the European REACH regulation, where producers and importers of hazardous chemicals require a special permission to place these chemicals on the European market.

Bioaccumulative – Bioaccumulative is property causing the substances to build up (accumulate) in the body. Such substances build up in fat tissue in the body and cannot be excreted by the body.

Candidate List – A list of substances meeting the criteria of Substances of Very High Concern as defined within REACH, and proposed by either the European Commission or the EU Member States. These substances are candidates for Authorisation.

Carcinogenic – A carcinogenic substance causes cancer.

Chemical Abstract Service (CAS) Number – The CAS number is a unique number that identifies a particular chemical structure. While there may be various synonyms and different naming conventions for a chemical, there is only one CAS number. Mixtures of chemicals do not have CAS numbers; only individual chemical components have CAS numbers. When there is doubt about the chemical name used in the RSL, always check the CAS number.

Childcare Articles – Childcare articles shall mean any product intended to facilitate sleep, relaxation, hygiene, the feeding of children or sucking on the part of children.

Children's Products – Children's products are products designed or intended primarily for children 12 years of age or younger.

CMR1 and CMR2 – **Carcinogenic, Mutagenic and Repro-toxic** chemicals, abbreviated as **CMR** chemicals, make up the first and most toxic category of the toxicity classes into which hazardous chemicals can be subdivided, according to EU legislation. Carcinogenic chemicals can cause or promote cancers. Mutagenic chemicals can cause genetic mutations. Repro-toxic chemicals can damage the reproductive process.

CPSIA – The United States Consumer Product Safety Improvement Act of 2008, which expands the Consumer Product Safety Commission's role in ensuring the safety of consumer products distributed throughout the United States of America. Detailed information can be found at https://cpsc.gov/.

ECHA – The European Chemicals Agency, located in Helsinki, Finland, and the administering body for REACH. Detailed information can be found at https://echa.europa.eu/.

Evaluation –The second part of REACH where information submitted to the European Chemicals Agency by producers and importers during the Registration phase is examined and evaluated.

Flame Retardant – Any chemical or chemical compound for which a functional use is to resist or inhibit the spread of fire. Flame Retardant Chemicals include, but are not limited to, halogenated, phosphorous based, nitrogen based, and nanoscale flame retardants.

Food Contact Materials – Any product that is intended to be used to carry, hold or otherwise store food or liquid for drinking. Examples include water bottles, hydration packs, coolers and more.

Limit Value – The concentration limit is set for each substance as measured on the final product and represents the maximum allowable amount of the respective substance which is allowable in a RSL-compliant product. The concentration limit is shown in the Limit Value column. The limit is specified as the amount of the substance found or released from a specified substrate Concentration limits are applicable to any single part, or homogeneous part, of a product.

MRSL – Manufacturing Restricted Substances List. It is the list of restricted substances with acceptable limits in chemical formulations which are used in the material and product manufacturing processes. MRSL in this document refers to ZDHC MRSL.

N/A - Not Applicable.

Packaging and Packaging Materials - Means any container providing a means of marketing, protecting, or handling a product from its point of manufacture to its sale or transfer to a consumer, including a unity package, an intermediate package or a shipping container, as defined in the specification ASTM D996. Packaging also includes, but is not limited to, unsealed receptacles, including carrying cases, crates, cups, pails, rigid foil and other trays, wrappers, sand wrapping films, bags, boxes, tape, and tubs.

PBT – Substances that are Persistent, Bioaccumulative and Toxic are substances that do not easily break down, instead they build up in nature and in the fatty tissue of mammals, with a potential to cause serious and long-term irreversible effects. Part of the REACH Substances of Very High Concern.

Persistent – A persistent substance will not break down or degrade in humans, animals or nature. This means that they will stay for a very long time once produced.

Polyvinyl Chloride (PVC) – Polyvinyl chloride, or PVC for short, is a hard plastic that may be found in packaging materials, trims, footwear, and screen-printing applications. PVC is prohibited from use in all Kontoor Brands products, as well as packaging and food contact products with certain exceptions.

Products – all raw materials, including all chemical substances, and all other goods, provided to Kontoor Brands or its suppliers or finishing contractors for use in the manufacture or assembly of any finished product manufactured for, labelled by, offered for sale by, sold by, or distributed by, Kontoor Brands or any of its subsidiaries.

Raw Material - any material or intermediary material used in the manufacture of a Kontoor Brands Product. Examples of Raw Materials include fabrics (natural or synthetic), leather, plastics, metals, chemicals, paint, rope, string, buttons, zippers, snaps, or any other goods used in the production of a Kontoor Brands Product.

Reporting Limit (RL) – The reporting limit is the lowest concentration of a substance the laboratory is allowed to report. If the laboratory detects an amount of the substance below the RL, the laboratory shall state their findings in the laboratory test report as Not Detected.

Registration – The first phase of the REACH process where all chemicals manufactured in or imported into the European Union in volumes above one ton per year, have to be registered to the European Chemicals Agency (ECHA).

RoHS Electrical and Electronic Equipment – The RoHS restrictions cover the actual electronic parts and ancillary portions of the final electrical or electronic product. Products covered by this requirement include:

- Large and small household appliances
- IT equipment
- Telecommunications equipment (although infrastructure equipment is exempt in some countries)
- Consumer equipment
- Lighting equipment - including light bulbs
- Electronic and electrical tools
- Toys, leisure, and sports equipment
- Medical devices (currently exempt)
- Monitoring and control instruments (currently exempt)
- Automatic dispensers

In addition, the components of the above products must meet the RoHS requirements. Examples include:

- Paints and pigments
- PVC (vinyl) cables as a stabilizer (e.g. power cords, USB cables)
- Solders
- Printed circuit board finishes, leads, internal and external interconnects
- Glass in television and photographic products (e.g. CRT television screens and camera lenses)
- Metal parts
- Lamps and bulbs

Sunset Date – A date where after a substance subject to Authorisation may not be used anymore, unless an Authorisation has been granted by the European Commission.

SVHC – An abbreviation for Substances of Very High Concern and referring to the most hazardous substances according to article 57 of REACH.

Toxic – Toxicity is an intrinsic property of a substance rendering it to harm, impair or damage living organisms.

Toxic for Reproduction – A substance which is toxic for reproduction will impair the ability to have children or cause irreversible harm to the offspring itself.

Trace Amount (TR) – The trace amount is the allowable unavoidable trace presence of a substance that has been identified with a usage ban. While a substance may not be used in the production of a product, a small acceptable trace amount is allowed to be found on a RSL-compliant product due to minor contamination or atmospheric absorption.

Usage Ban – A usage ban is the prohibition of the intentional use of the respective substance during any stage of production of the Product or any Raw Material.

vPvB – Substances which are very Persistent and very Bioaccumulative. Even when such substances would not be categorized as toxic, they are still considered to be Substances of Very High Concern according to REACH because they persist in the environment and accumulate in the food chain for a long period of time.

Appendix B: Change Log

The following revisions are made versus KTB RSL 2025:

Section	Test Item	Change
3.1(B2)	Other Dyes	Added Acid Violet 49
3.1(G)	Siloxanes	Updated Test Method
3.1(I)	Perfluorinated and Polyfluorinated Chemicals (PFAS)	Updated Test Methods
3.1(M)	Solvents and Volatile Organic Compounds (VOCs)	• Moved Formamide to Section 3.1(U) • Removed 2,4-toluene diisocyanate
3.1(P)	Flame Retardants	Added Dechlorane Plus (DP) and 1,1'-(Ethane-1,2-diyl)bis [pentabromobenzene] (DBDPE)
3.1(R)	UV-Absorbers and Stabilizers	• Revised KTB Limit and Reporting Limit for UV 328 • Updated Test Method
3.1(T)	Bisphenols	• Revised KTB Limits • Revised Test Method for Textiles and All Other Materials
3.1(U)	Other Restricted Substances	Added Formamide with updated KTB Limits
3.2(A)	Restriction in Packaging	Revised Test Method for PFAS
3.4(A)	Food Contact Materials	Revised KTB Limits and Test Method for Bisphenols
3.5(A)	Phase-Out of Polyvinyl Chloride (PVC)	Updated Kontoor Brands requirement for PVC
4(C)	Pesticides	Updated Reporting Limit for Methoxychlor
7	RSL Product Testing Guidance	Updated testing matrix for Formamide
11	Kontoor Brands Chemical Management Program	Content Updated

- END -