

Kontoor Human Rights Standard Operating Procedure (Standard)

Owner: Sustainability & Responsible Sourcing Departments

AVAILABLE TRANSLATIONS:

<input type="checkbox"/> Chinese	<input type="checkbox"/> Polish	<input type="checkbox"/> Dutch	<input type="checkbox"/> Spanish	<input type="checkbox"/> German
<input type="checkbox"/> French	<input type="checkbox"/> Italian	<input type="checkbox"/> Other	<input type="checkbox"/>	<input type="checkbox"/>

I. Purpose

The purpose of this document is to set forth the Kontoor Brands, Inc. (“Kontoor”) commitment for Human Rights and to comply with all applicable laws, rules, and regulations. It reaffirms our commitment to identify, prevent and mitigate adverse human rights impacts.

II. Background

Kontoor’s sustainability strategy is grounded in the areas where we have the greatest impact. Periodically, we engage relevant stakeholders to conduct a double materiality assessment to continue addressing our most critical impacts, and their associated risks and opportunities. Topics related to Workers in our Value Chain and our Own Workforce are considered material.

III. Scope

Kontoor is a global company with a value chain across the Americas, EMEA (Europe, Middle East and Africa), and APAC (Asia-Pacific). This document applies to all legal entities and employees of Kontoor, including its subsidiaries, manufacturing facilities, distribution centers, retail stores, and office spaces. It also applies to Kontoor’s supply chain including raw material production, fabric and trim manufacturing, garment manufacturing and finishing, and dormitories that are provided to workers by suppliers.

IV. Key Actions

Doing the right thing for people means acting in alignment with Kontoor’s values across both our operations and our supply chain. Our ethos insists on fairness, dignity, and respect for everyone involved in the creation of our products.

Kontoor implements comprehensive due diligence steps to identify, manage, and mitigate negative human rights impacts. These steps include establishing comprehensive policies aligned with international frameworks such as the United Nations’ (UN) International Bill of Human Rights and the International Labor Organization’s (ILO) Core Conventions as outlined in the Declaration of Fundamental Principles & Rights at Work. Additionally, Kontoor is committed to conducting human rights due diligence in accordance with the UN’s Guiding Principles on Business & Human Rights (2012), Guidance for Responsible Supply Chains in the Garment and Footwear Sector (2017), and the Organization for Economic Co-operation and Development’s (OECD) Due Diligence for Responsible Business Conduct (2018).

For our operations and supply chain, Kontoor identifies high-risk areas for human rights violations through risk-based mapping and stays informed about emerging risks and trends by regularly reviewing relevant industry analyses and reports. Regular compliance audits are conducted, including interviews with workers and management, and facility guidelines are periodically reviewed and updated to meet current standards. An ethics helpline provides a confidential reporting mechanism for concerns, and

case-specific investigations are conducted thoroughly when violations are reported. Additionally, annual supplier training ensures that suppliers are well-versed in human rights policies and standards.

1. *Policies and Standards*

Our policies and standards, such as our Conflict Minerals Policy, Global Responsible Materials Policy, Code of Business Conduct, Terms of Engagement and Global Compliance Principles, complement our efforts to foster safe, inclusive, and respectful workplaces across our operations and value chain. Where national law and international human rights standards differ, we will follow the higher standard; where they are in conflict, we will adhere to national law. We always seek to uphold the values of international human rights.

2. *Salient Human Rights Impacts*

We regularly conduct stakeholder engagements to identify and prioritize our salient human rights impacts. Stakeholders include, but are not limited to, suppliers, factory workers, NGOs, inter- and governmental bodies, industry associations, industry peers, and consumers. These efforts have led us to establish nine key areas of focus for our human rights due diligence:

- Forced Labor (including human trafficking)
- Child Labor
- Hours of Work
- Verbal and Physical Abuse
- Discrimination
- Living Wages
- Freedom of Association and Collective Bargaining
- Safe Working Conditions
- Sanitary Facilities
- Worker Well-being.

By integrating stakeholder engagement into our processes, we should detect potential impacts early, foster positive relationships, and ensure our decisions reflect stakeholder interests.

3. *Committed to Continual Improvement*

We recognize that human rights due diligence is an ongoing process that requires consistent attention at specific phases in our business activities. Once aware, we are committed to remedying any adverse human rights impacts directly or indirectly linked to our business. We incorporate due diligence findings into our policies and standards, act on them, track our actions, and communicate with stakeholders about our impact and mitigation efforts.

V. Responsibilities, Compliance, and Enforcement

Successful implementation of this standard requires cooperation from our global supply chain partners. Kontoor's Sustainability Governance Council is responsible for governing this standard with cooperation from Kontoor's Responsible Sourcing and Sustainability Departments and for enforcing its provisions.

It must be updated by the Kontoor Sustainability and Responsible Sourcing Departments when required to keep it up to date with any changes to applicable laws, rules or regulations. However, it is

the responsibility of each employee and supplier to comply with this document and consider it a condition of employment.

This document is available to all relevant stakeholders on the Kontoor Brands website. At Kontoor Brands, we hold our contracted factories to the same high standards found in our own facilities. We evaluate potential contracted factories against our rigorous standards and require them to agree to our [Terms of Engagement and Global Compliance Principles](#), and relevant policies prior to entering our supply chain. Additionally, we offer training to our supply chain partners, emphasizing the importance of adhering to this SOP as well as our other policies and standards.

As part of this ongoing commitment of safeguarding human rights, Kontoor provides a free, confidential and accessible [Ethics Helpline, available 24/7, in 22 languages](#) for anyone in our value chain who wishes to raise a concern about a potential violation of our policies and standards or the law at any time. All concerns are taken seriously and investigated promptly and thoroughly, maintaining our steadfast commitment to human rights within our global operations and supply chain.

VI. Amendments

The Kontoor Sustainability and Responsible Sourcing Departments will periodically review this document and its procedures, and this standard may need to be amended from time to time to comply with applicable laws, rules and regulations and at Kontoor's sole discretion.