

## Kontoor Brands Policy on Cotton Fiber Sourcing

Kontoor Brands Inc. policy to prohibit the use of cotton grown in Uzbekistan, Turkmenistan and Syria as well as to prevent the use of forced labor involved with growing or harvesting cotton in any country. Suppliers to Kontoor Brands and/or its brands are required to certify their adherence to this policy.

In the countries of Uzbekistan and Turkmenistan, forced labor and/or child labor practices continue to be administered by the government. In both countries, state-controlled cotton production systems force farmers to grow cotton and produce quotas. Citizens of these countries may be forced by their governments to participate in cotton harvesting, primarily field work.

In Syria, militant groups are alleged to control much of the cotton production. The money generated from the sale of cotton is potentially used to fund extremists' activities.

Kontoor Brands acknowledges the complexity of the global cotton supply chain and recognizes the challenges suppliers face when tracking the cotton origin and flow through each stage of their cotton supply chain. Nevertheless, we require suppliers to follow the steps below to ensure that no cotton from these countries or forced labor as defined in our Terms of Engagement, is used in the production of Kontoor Brands and/or its brands products.

1. **Sub-supplier Disclosure** – All product suppliers to Kontoor Brands shall maintain a record of all suppliers involved in the cotton supply chain for products manufactured for Kontoor Brands and its brands, including weaving, knitting, dyeing, finishing, and yarn spinning operations. Kontoor Brands also requires suppliers to, where possible, maintain a record of cotton fiber suppliers in the cotton supply chain, which may include cotton traders, cotton gins, cotton conglomerates or other associations.
2. **Process** – All suppliers and sub-suppliers to Kontoor Brands shall implement a protocol to document (a) the origin of all incoming cotton-based material, (b) the destination of the corresponding outgoing material, and (c) the connection linking incoming raw materials and export products.
3. **Documentation** – Suppliers and sub-suppliers shall maintain the following documents, for a minimum of five years, verifying the country of origin for all cotton fiber used in the production of Kontoor Brands' products:
  - Executed declarations from all sub-suppliers of cotton-based materials declaring no cotton from Uzbekistan, Turkmenistan or Syria, or forced labor, as defined in our Terms of Engagement, is used in the manufacture of Kontoor Brand products or raw materials used to manufacture Kontoor Brands products;
  - Documentation supporting the processes outlined in Step No. 2 above;
  - Invoices and Purchase Orders for lint cotton, cotton yarn, and fabric; and,
  - Country of Origin certificates and/or Bills of Laden with country of origin information for lint cotton.
4. **Assessment** – Kontoor or its designated third party may at any time audit our suppliers' or sub-suppliers' adherence to this policy. Audits may include documentation requests, onsite assessments, or other activities deemed necessary to validate adherence to this policy.

Suppliers are required to certify, to the best of their ability, that production of Kontoor Brands or its brand products at any of their respective operational facilities do not utilize cotton originating from Uzbekistan, Turkmenistan or Syria. Suppliers must also certify that they comply with Steps No. 1-4 above.

Violation of this cotton policy by Kontoor Brands suppliers may result in disciplinary action by Kontoor Brands, including up to termination of the business relationship.