

# Policy on Responsible Materials Sourcing

## Kontoor Brands, Inc.

### Scope

This policy outlines requirements for all materials used in all Kontoor Brands, Inc. ("Kontoor") products, including trims, unless otherwise noted.

### Overview

Kontoor is committed to the responsible sourcing of all materials. Ensuring quality, on-time delivery, ensuring worker well-being, and providing chain of custody documentation with full traceability for all raw materials is the fundamental requirement of all direct and indirect suppliers. The intent of this policy is to ensure all vendors and materials suppliers are clear with the requirement and achieve these objectives successfully.

Kontoor's vendors and material suppliers must adhere to the Kontoor Brands Global Responsible Materials Policies under Kontoor Brands standard Terms of Engagement (available [here](#)).

### Documentation & Materials Claims

Claims related to attributes of any material made by Kontoor's vendors and material suppliers must include documentation that substantiate the claims reasonably satisfactory to Kontoor. Examples of claims include but are not limited to non-mulesed wool, conflict-free metals, country of origin, RDS-certified, RWS-certified, organic, recycled, FSC, PEFC, quality, and Fair Trade. Third-party certification and corresponding documentation are required in most instances. Kontoor's vendors and material suppliers are required to provide the documentation to ensure compliance with all legal requirements for product marketing and labeling.

### Policies

#### 1. Restricted Substance List

Kontoor's Restricted Substance List (RSL) is designed to uphold our commitment to protect consumers, workers, and the environment to ensure all products adhere to the global product safety requirements. We require all Kontoor vendors and material suppliers to certify compliance with the Kontoor RSL by executing the Supplier RSL Compliance Agreement (available [here](#)).

#### 2. Cotton Fiber Sourcing

Vendors and material suppliers shall ensure that all cotton used in Kontoor's products adheres to the Cotton Fiber Sourcing Policy (available [here](#)).

#### 3. Conflict Minerals & Trade Sanctions

Kontoor's vendors and material suppliers shall ensure that materials and products supplied to Kontoor do not contain conflict minerals originating from conflict zones. All vendors and material suppliers must agree:

- (1) To ensure that materials and products supplied to Kontoor do not contain conflict minerals from sources involved in funding conflict.
- (2) To undertake the necessary inquiries of its suppliers (at any tier in the supply chain) to support and inform Kontoor's efforts to comply with any rules related to conflict minerals.
- (3) To complete any training, surveys, or other diligence inquiries required by Kontoor to comply with conflict minerals rules, regulations, and standards.

(4) To maintain auditable records that support vendor's due diligence inquiries.

(5) Kontoor may utilize and disclose conflict minerals information provided by vendors and material suppliers to satisfy Kontoor's disclosure obligations under any conflict minerals rules.

Kontoor will not engage with, nor shall Kontoor's vendors and material suppliers engage with or use, directly or indirectly with persons identified from time to time by any government or legal authority having jurisdiction over Kontoor or its affiliates, including, without limitation, as a result of:

(a) the U.S. Department of Treasury's Office of Foreign Assets Control (OFAC) List of Specially Designated Nationals and other blocked persons (including terrorists and narcotics traffickers);

(b) similar restricted party listings, including those maintained by other governments pursuant to applicable United Nations, regional or national trade, or financial sanctions, including, without limitation, those listed on the European Union designated person list;

(c) embargos or other sanctions or controls imposed by the United States government, the European Union, or other governments.

#### **4. Animal Derived Materials**

We believe in treating animals with care and respect. Kontoor's vendors and material suppliers shall ensure that animal-derived materials ("ADM") come from animals that were treated in the most humane way possible. Kontoor's vendors and material suppliers raising, harvesting, and processing ADMs shall comply with or surpass all local laws and regulations. Suppliers of ADM to Kontoor shall not outsource to suppliers who do not adhere to Kontoor's ADM policy. ADMs shall only come from domesticated animals. A farm or ranch that raises livestock destined for use in a Kontoor product shall not engage in parallel production. The policy contains specific details on the criteria required to achieve this and can be found under Kontoor's Policies & Standards section (available [here](#)).


#### **5. Forest Derived Materials**

Kontoor is committed to the sustainable use of forest products and avoiding the issues associated with deforestation and forest degradation, including loss of forests, loss of biodiversity and habitat, forced labor, and loss of indigenous peoples and local community rights and/or claims. Manmade cellulosic fibers should not contain cellulosic materials that come from ancient and endangered forests. Materials such as hangtags, hangers, shopping bags, tissue paper, gift boxes, corrugate, store fixtures, and solid wood furniture shall combine Recycled Content and/or Third-Party Certified Content. These Materials shall come from sources deemed non-controversial. Kontoor also requires the use of chlorine-free paper throughout its value chain. The policy contains specific details on the criteria required to achieve this and can be found under Kontoor's Policies & Standards section (available [here](#)).

#### **6. Forced Labor Prohibition**

Kontoor will not knowingly work with vendors and material suppliers that use forced or involuntary labor in any location. Per the UK Modern Slavery Act 2015, the actions taken to prevent modern slavery and human trafficking in our supply chain are published yearly.

Kontoor reserves the right to modify any parts of its Global Responsible Materials Policies at any time. Although Kontoor will use commercially reasonable efforts to notify Kontoor's vendors and material suppliers of any updates or changes to Kontoor's Global Responsible Materials Policies, it is the responsibility of all Kontoor's vendors and material suppliers to remain current with the updated policies. Suppose any dispute or ambiguity arises from or in connection with Kontoor's Global Responsible Materials Policies. In that case, Kontoor reserves the right of final decision on interpreting Kontoor's Global Responsible Materials Policies. Any violation or perceived violation of one or more of these policies may



lead to suspension or permanent termination of the business relationship between Kontoor and the vendor and materials supplier.