

KONTOOR BRANDS, INC. GLOBAL RESPONSIBLE MATERIALS POLICIES

Kontoor Brands, Inc. (hereinafter “Kontoor Brands”) is committed to the responsible sourcing of all materials that go into our products throughout the entire supply chain. Kontoor Brands Responsible Materials Policies shall ensure all Vendors and Materials Suppliers meet the necessary criteria to achieve this objective.

All of Kontoor Brands’ Vendors and Material Suppliers shall adhere to the Kontoor Brands Global Responsible Materials Policies under Kontoor Brands standard Terms of Engagement.

Documentation & Materials Claims:

If any claims related to the attribute of a product or materials are made by any of Kontoor’s Vendors and Material Suppliers, they shall provide sufficient documentation as required by VKontoor Brands at any time to verify these claims. Such claims could include but are not limited to non-mulesed wool, conflict free metals, country of origin, Better Cotton Initiative (BCI), RDS certified, RWS certified, organic, recycled, FSC, PEFC, and Fair Trade. Third party certification and corresponding documentation is required in many instances and always preferred. Kontoor Brands’ Vendors and Material Suppliers shall provide the required documentation to ensure compliance with all legal requirements for product marketing and labeling.

Policies:

1. Restricted Substance List

Kontoor Brands Restricted Substance List (RSL) is designed to uphold our commitment to protect consumers, workers and the environment and ensure all Kontoor Brands Products adhere to strict global product safety requirements. We require all Kontoor Brands Vendors and Material Suppliers of Kontoor Brands Products or Raw Materials to certify their compliance to the Kontoor Brands RSL by executing the Supplier RSL Compliance Agreement which can be found in Section One of the Kontoor Brands RSL. Current Kontoor Brands RSL can be found in Kontoor Brands’ Policies & Standards section.

2. Cotton Fiber Sourcing

Kontoor Brands’ Vendors and Material Suppliers shall ensure that all cotton grown or processed in Uzbekistan, Turkmenistan or Syria is not used in any materials or products for Kontoor Brands. The specific details and criteria of the Kontoor Brands Cotton Sourcing Policy can be found in Kontoor Brands’ Policies & Standards section.

3. Conflict Minerals

Kontoor Brands’ Vendors and Material Suppliers shall ensure that any materials/products supplied to Kontoor Brands do not contain conflict minerals from sources involved in funding conflict in the Democratic Republic of the Congo and adjoining countries. All of Kontoor Brands’ Vendors and Material Suppliers must agree (1) to ensure that any products supplied to Kontoor Brands do not contain conflict minerals from sources involved in funding conflict in the Democratic Republic of the Congo and adjoining countries; (2) to undertake the necessary inquiries of its suppliers (at any tier in the supply chain) to support and inform Kontoor Brands’ efforts to comply with any rules related to conflict minerals; (3) to complete any training, surveys or other diligence inquiries required by Kontoor Brands to comply with any conflict minerals rules; (4) to maintain records reviewable by Kontoor Brands to support Vendor’s due diligence inquiries; and (5) that Kontoor Brands may utilize and disclose conflict minerals information provided by Vendor in order to satisfy Kontoor Brands’ disclosure obligations under any conflict minerals rules. The specific details and requirements of Conflict Minerals can be found in Kontoor Brands’ Policies & Standards section.

4. Animal Derived Materials

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

5. Forest Derived Materials

Kontoor Brands is committed to the sustainable use of forest products and avoiding the issues associated with deforestation and forest degradation including loss of ancient and endangered forests, loss of biodiversity and habitat, forced labor and loss of indigenous peoples and local community rights. Manmade cellulosic fibers should not contain cellulosic materials that come from ancient and endangered forests. Materials such as hangtags, shoeboxes, hangers, shopping bags, tissue paper, gift boxes, corrugate, store fixtures and solid wood furniture shall be a combination of Recycled Content and/ or Third-Party Certified Content. These Materials shall come from sources deemed non-controversial. Paper product suppliers should process without chlorine or chlorine compounds. The policy contains specific details on the criteria required to achieve this and can be found in Kontoor Brands' Policies & Standards section.

6. North Korea Labor Prohibition

The United States has adopted measures that create a presumption that all goods produced in whole or in part by North Korean labor, wherever located geographically, involve the use of forced labor and may not be imported into the United States. Authorized Facilities and their supply chains for Kontoor Brands' goods may not use North Korean labor located anywhere, including outside of North Korea, unless it can be demonstrated by the Authorized Facility to our satisfaction in advance that the North Koreans employed in making the goods were not subject to conditions of forced labor. Goods acquired from Authorized Facilities may not consist of or contain, in whole or in part, materials, components or products from North Korea, including from any North Korean Special Economic Zone, and may not be wholly or partially assembled, processed, or manufactured in North Korea.

Kontoor Brands reserves the right to modify any parts of its Corporation Global Responsible Materials Policies at any time. Although Kontoor Brands will use reasonable effort to notify Kontoor Brands' Vendors and Material Suppliers of any updates or changes to Kontoor Brands' Global Responsible Materials Policies, it is the responsibility of any of Kontoor Brands' Vendors and Material Suppliers to keep themselves informed in respect of the updated policies. In the event of any dispute or ambiguity arising from or in connection with Kontoor Brands' Global Responsible Materials Policies, unless stated otherwise by any applicable local law, Kontoor Brands reserves the right of final decision on the interpretation of Kontoor Brands' Global Responsible Materials Policies.