



## **Environmental Policy**

Carter's, Inc. (along with its subsidiaries, "Carter's") is committed to a sustainable world and believes in contributing to a better future for generations to come. Carter's recognizes the emerging risks that climate change can pose for people and businesses everywhere. To do its part in leaving behind a world where children can thrive, Carter's is committed to the continual reduction of the environmental impacts of its products and operations.

To this end, Carter's is committed to the following principles:

- Carter's will operate in compliance with all applicable environmental laws and regulations, and in a way that is protective of the health and safety of its employees and the surrounding communities and environment. Where appropriate, we apply more stringent criteria than those required by law.
- Carter's will communicate these principles to all employees and other staff, and will promote a workplace in which all employees are properly trained to comply with applicable environmental laws, regulations, and procedures, to meet environmental program goals and to take personal responsibility for protecting the environment. Each employee has an individual responsibility to understand and support this Policy.
- Carter's will monitor, review, and scrutinize its operations, including the third-party factories that manufacture its products, on a regular basis, and shall establish goals for continuous environmental improvement. Carter's will require its vendors to provide access to sites and access to relevant data to support this principle.
- Carter's will report regularly on environmental topics of most interest to our stakeholders through a recurring Environmental, Social and Governance ("ESG") report and other channels.
- Carter's will drive and measure the integration of environmental considerations into business planning and decisions, including product design, procurement, production, and facilities management.
- Carter's will work with its customers in ascertaining and meeting their environmental needs and goals consistent with Carter's environmental compliance and management programs.

Carter's is committed to decreasing the environmental impact of its operations, including by focusing on the following areas:

- Chemicals: Minimize or avoid restricted chemicals as much as possible in Carter's products
- Energy and Green House Gas Emissions: Implement measures to reduce energy consumption and greenhouse gas emissions in our operations
- Waste: Divert waste from landfills while minimizing overall waste generated in our corporate offices, retail stores, and distribution centers
- Water: Reduce water used in our operations and by our vendors
- Raw Materials: Incorporate materials certified to third-party sustainability standards, such as Oeko-Tex Standard 100 and the Global Organic Textile Standard, into Carter's products
- Supply Chain: Engage our supply chain partners to reduce its overall environmental impact

Our Board of Directors provides oversight of our business, and the Nominating and Corporate Governance Committee of our Board of Directors provides oversight of the Company's ESG initiatives, including environmental matters. Carter's management is responsible for ensuring that this policy is adhered to by all employees and subcontractors. This policy applies to all our global operations, inclusive of our corporate offices, distribution centers, warehouses, and retail stores, and the employees and contractors who work in them, including anyone working with, or on behalf of Carter's, including our business partners, vendors, and suppliers.