



OVERVIEW

CREATE TIMELESS STYLE

PROTECT THE ENVIRONMENT

CHAMPION BETTER LIVES

GLOBAL CITIZENSHIP & SUSTAINABILITY

Design the Change is a commitment and a journey to accelerate our work across citizenship and sustainability at Ralph Lauren. It is based on our belief that, together with our industry, we can deliver the change required to create a positive impact in society and a more sustainable future.

Our renewed strategy includes a new set of 16 ambitious goals that focus on three areas where we can make the greatest contributions: [Create Timeless Style](#), [Protect the Environment](#), [Champion Better Lives](#)

Ralph Lauren 2019 Global Citizenship & Sustainability Report

2019 Standards Supplement





The following list provides a summary of priority areas and goals for Global Citizenship & Sustainability at Ralph Lauren.



SUSTAINABLE PRODUCT DESIGN

By 2020, all of our design, product development, and merchant teams will receive annual training on sustainable, circular, inclusive and culturally aware design

CHEMICAL MANAGEMENT

By 2025, we will eliminate the use of hazardous chemicals in our supply chain

- By 2020, we will achieve 100% transparency of chemical usage in production and adopt a manufacturing restricted substances list (MRSL)

SUPPLIER ENGAGEMENT

By 2022, 80% of our business will be with strategic and key suppliers

SUSTAINABLE MATERIALS

By 2025, 100% of our key materials will be sustainably sourced

- By 2025, 100% of our cotton will be sustainably sourced, including: Better Cotton Initiative (BCI), US grown cotton, organic, recycled, and transitional cotton
- By 2025, 100% of the polyester we source will be recycled polyester
 - Ralph Lauren commits to using 170 million recycled plastic bottles in our products and packaging by 2025
- By 2025, 100% of our viscose will be sustainably sourced and verified through Canopy Style audits
- By 2025, 100% of our leather will be sourced from Leather Working Group (LWG) certified tanneries, with the aim that all tanneries achieve LWG Gold certification by 2030

ANIMAL WELFARE

By 2025, 100% of animal-derived materials—as covered in our [Animal Welfare Policy](#)—will be certified or traceable to safeguard animal welfare

- By 2023, all down, including down sourced by licensees for Ralph Lauren products, will be RDS and/or TDS certified
- By 2025, 100% of the wool we source will be either recycled or certified by the Responsible Wool Standard
- By 2025, all cashmere will be certified by the Sustainable Fibre Alliance



GHG & RENEWABLE ENERGY

By 2020, we will set science-based greenhouse gas (GHG) reduction targets for our operations and supply chain

By 2019, we will set a 100% renewable energy goal for our owned and operated facilities

WATER STEWARDSHIP

By 2025, we will achieve at least a 20% reduction in total water use across our operations and value chain

WASTE MANAGEMENT

By 2023, we will achieve zero waste to landfill across our distribution centers

PACKAGING REDUCTION

By 2025, 100% of our packaging material will be recyclable or sustainably sourced



VOLUNTEERING

By 2025, we will increase our volunteer hours by 25% compared to a FY18 baseline

INCLUSION AND DIVERSITY

By 2023, we will achieve gender parity with equal representation in leadership positions at the VP level and above

By 2025, we will increase female representation in factory management by 25%

WORKER EMPOWERMENT AND WELL-BEING

By 2023, we will roll out our Wage Management Strategy to all of our strategic suppliers to address fair and timely compensation for factory workers

By 2030, we will make empowerment and life-skills programs available to 250,000 workers across our supply chain

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