

AUSTRALIA MSA
Annual Report (CY2020)

1. Identification of Reporting Entity	
	RALPH LAUREN AUSTRALIA PTY LTD
2. Description of Reporting Entity Structure, Operations and Supply Chain	
	<p>RALPH LAUREN AUSTRALIA PTY LTD (hereinafter referred to as the “Company” or “RLA”) is an Australian Proprietary Company, with its principal registered office and place of business located at Ground Floor, 16-18 Grosvenor Street, The Rocks NSW 2000.</p> <p>RLA is a wholly-owned subsidiary of Ralph Lauren Corporation (“RLC”), a company incorporated in the United States of America, which designs, develops and contracts with third party suppliers to manufacture Ralph Lauren-branded products.</p> <p>The Company imports Ralph Lauren-branded fashion apparel and accessories, and its principal activities are the distribution and sale of “Ralph Lauren”-branded fashion apparel and accessories (“RL-product”) in Australia. The Company currently employs 306 employees.</p>
3. Description of Risks of Modern Slavery Practices in the Operations and Supply Chains of the reporting entity, and any entities that the reporting entity owns or controls;	
	<p>RLC works with a global network of suppliers, vendors, and factories, where it contracts with vendors who source materials from materials suppliers, such as textile from mills and dye plants. RLC does not directly manufacture products but rather it contracts for the manufacture of its products with third party vendors in 40 countries. These suppliers are independent entities subject to various legal jurisdictions with varying legal and regulatory frameworks in place to support efforts to eradicate modern slavery. To manage this variation, we have developed the RLC <i>Operating Standards</i> which forms the basis of our relationship with our suppliers, and sets forth our standards and expectations with respect to legal and ethical matters, human and labor rights (including modern slavery), animal welfare and environmental compliance. The RLC <i>Operating Standards</i> sets a benchmark of minimum acceptable conduct for all RL-suppliers. In addition, the RLC <i>Operating Standards</i> are supplemented by our <i>Foreign Migrant Worker Policy</i> to ensure fair employment terms for migrant and foreign workers who have been identified as being particularly vulnerable to some form of modern slavery (such as, debt bondage or forced overtime) in the apparel and footwear supply chain.</p>

4.	<p>Description of actions taken by entity, and any entity that reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes</p> <p>a. for example, development of policies and processes to address modern slavery risks, and providing training for staff about modern slavery</p>
	<p>RLC, its affiliates and subsidiaries, including RLA, are committed to conducting its global operations ethically and with respect for the dignity of all people who make RL-products. We respect universally accepted human rights and assess our supply chain for modern slavery risks, including forced labor, human trafficking, deceptive recruiting and child labor. In order to ensure our <i>Operating Standards</i> are understood and upheld, we have a social compliance program in place.</p> <p><i>Internal Team:</i> The RLC Global Citizenship department is responsible for administering the social compliance program for all RL-divisions. The social compliance program consists of supplier contractual agreements, including an obligation to adhere to the RLC <i>Operating Standards</i>, pre-production audits and required approvals, as well as ongoing monitoring and remediation. The RLC Global Citizenship department oversees the social compliance auditing and monitoring of factories that manufacture RL-product by utilizing third party auditors, including the ILO-Better Work program where available, as well as our own staff to conduct audits, all of whom are specifically trained to conduct social audits. Preventing modern slavery is a core pillar of our social compliance program. RLC strictly prohibits all forms of modern slavery including, but not limited to, forced labor, human trafficking, deceptive recruitment and child labor. During audits, our auditors are compelled to be vigilant and pay specific attention to red flags alerting us to potential modern slavery findings as we consider a modern slavery finding as a zero-tolerance violation. Audit results are reviewed by the RLC Global Citizenship team and, where applicable, a Corrective Action Plan is developed with the factory. <i>Supplier Engagement:</i> As mentioned above, the RLC <i>Operating Standards</i> forms the basis for our relationship with suppliers, and sets forth our standards and expectations across legal and ethical matters, human and labor rights, animal welfare and environmental compliance. As we enter into new or renew our existing contractual arrangements, suppliers are assessed for their business, quality, cargo security and social standards and capabilities. During the on-boarding process, all suppliers enter into written contractual agreements which include obligations to adhere to the RLC <i>Operating Standards</i>, pre-production and in-line production audits and approvals, and ongoing monitoring and remediation. The RLC Global Citizenship team provides regularly reports on supplier social compliance risk ratings to the Global Manufacturing and Sourcing teams. The supplier risk rating is a component of the Supplier Scorecard, a program used to review supplier performance and directly influences our sourcing and business decisions. Additionally, RLC's Supplier Engagement Strategy is</p>

centered on the maintenance of long-standing relationships with key and strategic suppliers, enabling us to partner closely and transparently for the benefit of the people who make RL-product. RLC organizes vendor summits, at regular intervals, to further engage with our suppliers by reiterating our expectations, share learnings and best practices, and foster regular interaction and communication as we work together to overcome our mutual challenges.

We conduct social audits to assess the working conditions of supplier locations and, post-audit, continue to engage with our suppliers to ensure implementation of corrective actions and appropriate remediation, where applicable.

Where we find a supplier in violation of our standards, the supplier is expected to promptly and adequately remediate the issue before any production orders are placed. Where applicable, our social auditing protocol also includes foreign migrant worker interviews to verify compliance with our *Foreign Migrant Worker Policy*. If we identify and validate a noncompliance with our requirements related to eradicating slavery or human trafficking, we will work with that supplier to make immediate changes; otherwise we will cease business relations.

We recognize that engagement is an ongoing process. Accordingly, we conduct ongoing monitoring of suppliers to ensure that suppliers maintain compliance with our program of auditing, remediation, monitoring, supplier engagement and capability building. We also support the efforts of a growing number of nongovernmental organizations and local and national governments to shed light on human trafficking, slavery and child labor in the supply chain.

The RLC Global Citizenship internal staff continually works with our internal cross-functional teams and suppliers, to educate them about the definition of forced labor and modern slavery, areas of risk, red flags, and escalation processes.

Due Diligence: RLC conducts risk assessments to assess its operations and the likelihood and extent of human rights impacts of our business. We base our due diligence measures, in all material respects, on the framework set forth in the *OECD Due Diligence Guidance for Responsible Supply Chains in the Garment & Footwear Sector*. Additionally, we utilize various resources such as public indicators on country risk levels and salient risks in the industry to help assess social and human rights risks, such as: U.S. State Department Trafficking in Person Report; U.S. Department of Labor List of countries producing goods using Child Labor/Forced Labor; ITUC Global Rights Index; Transparency Perception Index; and the UNDP Human Development Report. We constantly assess our supply chain for existing and potential risks and take a proactive approach to address issues raised. Additionally, we leverage our membership in various industry associations such as the American Apparel and Footwear Association (“AAFA”), US Fashion Industry Association (“USFIA”), and Businesses for

	<p>Social Responsibility (“BSR”) to inform us of risks, combined with the collaboration, resources and tools provided by these associations, as well intelligence and expert analysis from on-the-ground stakeholders in the social compliance industry such as third party auditing firms and the ILO-Better Work program. The results of our risk assessments are incorporated into our mitigation strategies, and are utilized to keep our Board of Directors updated on any issues raised.</p>
5.	Assessment of the effectiveness of such actions
	<p>RLC maintains records and tracks the results of our social audits. We work with suppliers to ensure our actions are addressing forced labor and other social compliance risks. We continue to vet all new factories and audit existing factories on a regular basis. In all cases, when a factory has an issue or is not making visible remediation progress or improvements, RLC’s escalation process includes Global Manufacturing and Sourcing, and discussions that will drive business decisions. If a factory still does not respond, RLC will discontinue business with that factory.</p> <p>Additionally, RLC receives industry updates and information and actively collaborates and participates with mutli-stakeholder forums regarding forced labor and modern slavery risks.</p>
6.	Description of the process of consultation with any entities that the reporting entity owns or controls
	<p>As discussed above, the RLC Global Citizenship department oversees the auditing and monitoring of all factories for all RL-divisions. We apply the same process, standards, and programs for all areas of the business. In addition to our social compliance program and active participation in industry association working groups, discussed, above, RLC is a signatory to the AAFA and Fair Labor Association’s Commitment to Responsible Recruitment, a proactive industry effort which seeks to address potential forced labor risks for migrant workers in the global supply chain. As a signatory, RLC is “...committed to the fair treatment of workers in the apparel, footwear and travel goods supply chains [whose priority is] working together to eliminate conditions that can lead to forced labor in the countries from which we source products...”</p>
7.	Any other information that the reporting entity considers relevant.
	n/a

SIGNATURES

Pursuant to the requirements of the *Commonwealth Modern Slavery Act 2018*, the registrant has duly caused this report to be signed on its behalf by the duly authorized undersigned.

RALPH LAUREN AUSTRALIA PTY LTD
ABN 61 118 847 359



By: _____
Name: Richard Barrett
Title: Director

Date: December 29th, 2020