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UK Slavery Act Statement

Doc. ref.: Kontoor Brands ("Kontoor") – UK Slavery Act Statement – February 2025

1. Anti-slavery and human trafficking principles

All Kontoor Brands employees are governed by the Kontoor Code of Business Conduct, which forbids the use of forced or involuntary labor in any of our locations or in the operations of facilities that produce goods for us.

We evaluate potential contracted factories against our rigorous standards and require them to agree to Kontoor's Terms of Engagement & Global Compliance Principles prior to entering our supply chain. This document provides clear guidance on Kontoor's expectations and address topics such as child labour, forced labour, legal wages, discrimination, and harassment-free workplace policies. They also prohibit contracted factories from engaging subcontractors to produce Kontoor goods without the written permission of Kontoor.

Kontoor will not knowingly work with factories that use forced labour. We use our own trained factory compliance auditors as well as accredited third-party auditors to ensure compliance with our Terms of Engagement & Global Compliance Principles. We also have signed various public pledges demonstrating our firm opposition to the use of forced child and adult labour.

2. Organisation Structure and supply chains

Kontoor Brands is a global lifestyle apparel company, with a portfolio of some of the world's most iconic denim brands: Wrangler® and Lee®. We sell our products through Kontoor-owned retail stores, through digital platforms, to retail accounts and through a mix of independent distributors, licensees and sales representatives in many countries around the world.

LeeWrangler UK Ltd. is the UK subsidiary of Kontoor Brands, Inc. who is responsible for selling, distributing and marketing products in the UK. LeeWrangler UK Ltd. has a branch in Ireland, LeeWrangler UK Ltd. (Irish branch).

At Kontoor Brands, we own and operate world-class manufacturing sites and contract with more than 200 supplier factories to produce our products. Kontoor discloses all factories, including Kontoor Brands-owned and operated factories in an interactive map, which is updated quarterly and which fluctuates over time to reflect the seasonality of Kontoor Brands' business and corresponding production: Kontoor Factories List.

Kontoor's Factories List is also available on Open Supply Hub, an open data platform that aims to enhance human rights and environmental conditions in factories by sharing supply chain data. The platform provides structured datasets under an open data to transform inconsistent data and promote supply chain transparency.

3. Risk assessment and due diligence

At Kontoor, the issue of where potential slavery and human trafficking risks may lie in our operations and supply chain and how Kontoor assesses and manages those risks are addressed through our due diligence and audit processes. Before conducting business with Kontoor, each contracted factory must undergo a rigorous Factory Compliance Audit. Our on-site audit process includes scheduled and unannounced audits by our trained factory compliance auditors and third-party audit companies. We inspect for evidence of health and safety concerns, wage and social compliance, forced labour, child labour issues, harassment-free workplace policies, and environmental issues. To receive a "Green" rating, a factory must not have any serious health, safety or labour issues in its facility. A factory receiving an accepted rating is authorized to produce our products for eighteen months, at which time it must undergo an annual review. A factory receiving a "Blue" rating may still produce our products, but will be audited again every nine months and must show continuous improvement in health, safety, and labour issues. A factory with persistent safety, health, or labour issues that fails to remediate issues within 180 days will be rejected as our supplier and unauthorized to supply products for Kontoor.

4. Training

Kontoor employees receive assignments to complete online and facilitator-led training on our Code of Business Conduct during their first thirty days and sign an agreement to abide by its principles, including those related to human trafficking and forced labour. For our associates and management who have direct responsibility for monitoring, auditing and enforcing our Global Compliance Principles, we provide additional training conducted by

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our staff or a third party. Training includes topics such as identifying child labour, involuntary or forced labour and preventing human trafficking.

5. Enforcement

All Kontoor employees must comply with our Code of Business Conduct, which includes principles relating to human trafficking and forced labour. Violation of our Code of Business Conduct by one of our associates can result in disciplinary action, including termination of employment. Consistent with internationally recognized labour standards, our Global Compliance Principles specify minimum working conditions for employees of our suppliers, helping to support the principle that our values are reflected in our products. A contract factory's breach of the Terms of Engagement can result in Kontoor taking corrective action, including termination as an approved contracted factory.

All Kontoor-owned and operated factories also undergo independent certification by a non-profit organization that promotes global ethics in manufacturing.

6. Effectiveness

The Kontoor Code of Business Conduct, our Ethics Helpline and the compliance principles listed in this statement aim to help ensure that the use of forced or involuntary labor in our supply chain is prevented. Our Terms of Engagement, Global Compliance Principles, along with our actions through due diligence, risk assessment, audits and training seek to ensure that our contracted factories are free of known labor or employment supplied by or through slavery, forced or compulsory labor or the product of human trafficking

This statement was approved by the Board of Directors of LeeWrangler UK Ltd. on 5 February 2025 and signed by the undersigned, a director of those entities, on 5 February 2025.

Signed by:
Cecile Regnard
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Cecile Regnard – Director