

Kontoor Brands, Inc.

Global Responsible Sourcing and Purchasing Policy

Purpose

Our Purpose, Mission and Values serve as our North Star, guiding us to make every decision with our stakeholders in mind. We're the common thread that inspires people to live with passion and confidence. We grow our iconic brands through innovation, design, and sustainable performance to excite more and more consumers. We do the right thing. We embrace our unique differences. We stand for each other, our consumers, customers, partners, shareholders, community, and planet.

We are committed to operating responsibly in all areas of our business. Our relationships are built around a clear set of Policies and Standards that set out expectations for our suppliers in relation to human and labor rights, occupational safety, and the environment. However, supplier compliance is just one element of a shared responsibility to source ethically and this policy defines Kontoor' approach to responsible sourcing and purchasing practices. We are committed to working with our business partners, across our global and multi-layered supply chain, to ensure that sourcing and purchasing decisions, and other supporting processes, do not impede or conflict with our Code of Business Conduct, Terms of Engagement, and Global Compliance Principles.

Policy

Responsible sourcing and purchasing practices are to be embedded in the sourcing and procurement of all trade products. These practices support decision making and processes that are aligned with:

1. Kontoor's Terms of Engagement & Global Compliance Principles, Code of Business Conduct, Master Manufacturing Terms and Conditions agreement and any other policies and procedures that are applicable
2. Long-term financial sustainability of the suppliers
3. Long term business partnership through collaborative initiatives in capacity planning, quality, and on-time delivery improvement
4. National minimum wage requirement and promote living wage achievement by supporting collective bargaining and long-term retention of the workforce

Kontoor's responsible sourcing and purchasing policy is built on the foundation of Better Buying organization's 5 Responsible Purchasing Principles in Visibility, Stability, Time,

Financials and Shared Responsibility, with two added principles Kontoor has embedded in Manufacturing Practices and Training:

1. **Visibility:** Provide enough information about our planned business for strategic suppliers to act.
2. **Stability:** Give our suppliers predictable business across the year for our core products.
3. **Time:** Provide enough time for suppliers to complete all processes in compliance to laws and relevant codes of conduct.
4. **Financials:** Use fair financial practices with suppliers.
5. **Shared Responsibility:** Do our part to improve working conditions and environmental performance the supply chain.
6. **Manufacturing Practices:** Support suppliers on quality improvement and garment engineering to increase operational efficiency.
7. **Training:** Educate Kontoor employees and suppliers on Responsible Sourcing and Purchasing practices.

Roles and Responsibilities

At Kontoor, we are committed to ensuring that integrity is instilled in every aspect of our business. We take seriously our responsibility to maintain the storied reputation of our brands and to foster an innovative and collaborative culture committed to accountability, honesty, and transparency.

Kontoor employees working in product development, planning, costing, sourcing, and trade product procurement are expected to uphold this policy in their business dealings with the suppliers.

This policy will be reviewed from time to time by Kontoor's senior management to ensure its effectiveness and continuous alignment with industry evolution in responsible sourcing and purchase practices.