

Conflict Minerals Policy Kontoor Brands, Inc.

In 2012, the U.S. Securities and Exchange Commission (SEC) adopted rules intended to address the exploitation and trade of conflict minerals by armed groups to finance violent conflict in the Democratic Republic of Congo and neighboring countries in Africa (the DRC region). These rules impose disclosure and due diligence requirements on publicly-traded companies that manufacture products containing certain minerals designated as “conflict minerals” (gold, columbite-tantalite (coltan), cassiterite, wolframite, and their derivatives, tantalum, tin and tungsten (together, with gold, 3TG)) that have been mined in the DRC region.

As one of the world’s largest apparel companies, we take our social responsibilities seriously. Kontoor is committed to sourcing product and materials from companies that share our values around human rights, ethics and environmental responsibility. To achieve this goal and facilitate compliance with the SEC rules, Kontoor will look to the ‘OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas’ to inform the measures we seek to implement in our supply chain regarding trade in conflict minerals.

Our supply chain is complex. While we do not directly purchase 3TG from any source, we are working closely with our suppliers to determine the origin of 3TG in our products. Kontoor expects all suppliers of our products and materials to cooperate with our conflict minerals procedures. We further expect all suppliers to seek to purchase 3TG materials from sources determined not to be involved in funding conflict in the DRC region.