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Kontoor Chemical Standard Operating Procedure (Standard)

Owner: Product Stewardship

AVAILABLE TRANSLATIONS:

☐ Chinese	☐ Polish	☐ Dutch	☐ Spanish	☐ German
☐ French	☐ Italian	☐ Other	☐	☐

I. Purpose

The purpose of this document is to ensure that Kontoor Brands, Inc. ("Kontoor") complies with relevant global chemical regulations, protects consumer health and safety, and promotes environmental sustainability throughout its supply chain. This standard guides the selection, use, and management of chemicals in our products and manufacturing processes.

II. Background

Kontoor's sustainability strategy is grounded in the areas where we have the greatest impact. Periodically, we conduct a double materiality assessment to continue addressing our most critical impacts, and their associated risks and opportunities. Through the assessment, we engaged relevant stakeholders to identify our most material topics, and the impacts, risks and opportunities related to those topics, which included Chemical Management.

III. Scope

Kontoor is a global company with a value chain across the Americas, EMEA (Europe, Middle East and Africa), and APAC (Asia-Pacific). This document applies to all legal entities and employees of Kontoor, including its subsidiaries, manufacturing facilities, distribution centers, retail stores, and office spaces. It also applies to relevant stages of Kontoor's supply chain including raw material production, fabric and trim manufacturing, and garments manufacturing and finishing.

IV. Key Actions

There are a wide variety of chemicals needed across our value chain that may impact the health of people and the planet, including through pollution pathways to water bodies and soils that can create risks to ecosystems and species. Through our supplier engagement, factory compliance program and Product Stewardship Team, we work meet or exceed regulatory requirements to limit the usage of substances of concern and to mitigate biodiversity impacts associated with pollution-intensive operations. Kontoor is committed to complying with all relevant chemical regulations and to promoting transparency in its chemical management practices. Our approach prioritizes the use of ZDHC MRSL-conformant chemicals and strengthens controls across relevant processes (e.g., dyeing, finishing, washing) to restrict the usage of substance of concern, reduce ecotoxicity risks, prevent contamination of aquatic and terrestrial habitats, and limit disruption of wildlife. These commitments are integral to our goal to achieve and maintain a minimum of 90% ZDHC MRSL compliant chemicals.

1. Regulatory Compliance

We adhere to relevant regulations, including but not limited to REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals), Persistent Organic Pollutants Regulation (POPs), and The Toxic Substances Control Act (TSCA).

2. *Chemical Management Program*

We maintain a robust Chemical Management Program (CMP), that requires suppliers to manage their chemical inventories, production and discharge in three modules – ZDHC MRSL Conformance, Higg FEM Verified Report, and ZDHC Wastewater Guidelines - through a 3rd Party Chemical Inventory Platform. We provide our CMP Guidelines to our vendors and suppliers.

To facilitate the integration of the Helly Hansen supply chain into Kontoor Brands CMP, any Helly Hansen supplier facility holding the valid bluesign® system partner certification, at the time of the acquisition, is recognized as meeting the intent of Kontoor CMP requirements. Given the alignment of the bluesign® system with ZDHC principles and its recognition within the ZDHC Supplier to Zero Programme, Chemicals from bluesign® certified facilities can be considered as conforming ZDHC MRSL standard, subject to verification of valid certification status. Where applicable, such facilities will be exempted from chemical inventory submissions, unless otherwise required for data transparency, risk assessment, or regulatory compliance.

3. *Restricted Substances List (RSL)*

We maintain and at least annually update a Restricted Substances List (RSL) that identifies chemical substances prohibited or restricted in our products. Our RSL covers global compliance derived from regulatory requirements or more restrictive requirements based on our own or industry expertise. Kontoor's RSL is guided, in part, by the Apparel and Footwear International RSL Management (AFIRM) Group RSL Guidance for suppliers and is communicated to all suppliers and integrated into our supply chain management processes. Specific RSL test programs are applied to raw materials, in-process and finished goods to ensure compliance with the RSL.

We maintain brand-specific Restricted Substances Lists (RSLs) across our portfolio: one RSL for *Wrangler*®, and two for Helly Hansen—one covering apparel and accessories, and one specifically for footwear.

4. *Supplier Requirements*

Suppliers must comply with our RSL and CMP and provide documentation demonstrating compliance utilizing our 3rd Party Chemical Inventory Platform. We conduct regular audits and assessments of suppliers to ensure adherence to our chemical policies.

5. *Training and Awareness*

We work to provide regular training to employees that interact in product development and manufacturing processes, and to suppliers on chemical safety, regulatory requirements, and our chemical management practices.

6. *Continuous Improvement*

We will continuously review and improve our chemical standards and practices based on the latest scientific research, regulatory changes, and industry best practices.

V. Definitions

REACH: The European Union's regulation concerning the Registration, Evaluation, Authorization and Restriction of Chemicals aims to improve the protection of human health and the environment chemical substances and products. REACH regulation must be met for all articles entering the EU.

POPs Regulation: Persistent organic pollutants (POPs) are organic substances that persist in the environment, accumulate in living organisms and pose a risk to health and environment. POPs are regulated by the Stockholm Convention and the Aarhus Protocol. The European Union implements these international treaties by the POPs Regulation.

TSCA: The Toxic Substances Control Act is a U.S. law that regulates chemicals not regulated by other U.S. federal statutes.

Chemical Management Program (CMP): A systematic approach to managing chemicals within an organization to ensure compliance with regulatory requirements and promote safety.

Restricted Substances List (RSL): A list of chemicals that are prohibited or restricted in products.

Manufacturing Restricted Substances List (MRSL): An MRSL establishes concentration limits for substances in chemical formulations used within manufacturing facilities. MRSL limits are designed to eliminate the possibility of intentional use of restricted substances by addressing process chemicals used to produce materials, but that may not end up in the finished product.

Zero Discharge of Hazardous Chemicals (ZDHC) Programme: ZDHC Foundation oversees the ZDHC Programme. Their aim is to advance towards zero discharge of hazardous chemicals in the textile, leather, and footwear value chain to improve the environment and peoples' well-being. The Programme includes an industry-aligned MRSL, Wastewater Guidelines, and a Gateway for the distribution of chemical and wastewater quality data.

Higg FEM: Higg Facility Environmental Module. An environmental performance assessment of factory facilities in seven areas: Environmental Management System, Energy Use and Greenhouse Gas Emissions, Water Use, Wastewater, Emission of Air, Waste Management and Chemical Management.

VI. Related Documents

Kontoor Brands Restricted Substances List (RSL) (*Wrangler*®)
Helly Hansen Restricted Substances List (RSL) for Apparel and Accessories
Helly Hansen Footwear Restricted Substances List (RSL)

VII. Responsibilities, Compliance, and Enforcement

Successful implementation of this standard requires cooperation from all employees across Kontoor. Kontoor's Sustainability Governance Council is responsible for governing this standard with cooperation from Kontoor's Product Stewardship, Sustainability, Procurement, and Sourcing Departments. The Product Stewardship team develops and oversees the implementation and enforcement of the CMP policy, conducts audits, and ensures regulatory compliance. The Procurement and Sourcing teams ensure suppliers comply with the RSL, CMP and chemical requirements.

This document is available to all relevant stakeholders on the Kontoor Brands website. At Kontoor Brands, we hold our contracted factories to the same high standards of environmental responsibility found in our own facilities. We evaluate potential contracted factories against our rigorous standards and require them to agree to our Terms of Engagement, our Global Compliance Principles, and relevant policies prior to entering our supply chain.

Suppliers shall follow the guidelines and procedures outlined in this document and report any non-compliance issues. Non-compliance with this document may result in disciplinary actions, including termination of contracts with suppliers and employees, financial penalties, and potential legal action. Continuous non-compliance by any party will be addressed through corrective measures.

VIII. Amendments

The Kontoor Brands Product Stewardship Team will periodically review this standard and its procedures. This document may need to be amended from time to time to comply with applicable laws, rules and regulations and at Kontoor's sole discretion.

IX. Note

On June 2, 2025, Kontoor announced that it had completed the acquisition of *Helly Hansen*® and *Musto*®, collectively known as "Helly Hansen". Unless otherwise notes, the use of the term "Helly Hansen" includes both brands.