

tapestry

TAPESTRY, INC. SUPPLIER CODE OF CONDUCT



Tapestry, Inc., including all of its brands, subsidiaries and affiliates (the "Company", "Tapestry", "we" or "our"), operates a global business. The Company is committed to conducting its business, and procuring products and services around the world in accordance with applicable laws and regulations, as well as ethical business practices. The Company expects the companies and individuals from whom it procures products and services to comply with all applicable laws and regulations, and to be socially responsible citizens in the countries and communities in which they operate.

We have enacted the following **Supplier Code of Conduct** (the "Supplier Code of Conduct" or "Code"), and expect our suppliers to comply with this Code. Under this Code, "suppliers" are any third parties that provide goods or services, including raw materials, to the Company, act on behalf of the Company, such as contractors and joint venture partners, or are authorized to represent the Company, such as licensees, distributors, re-sellers, department stores and landlords. This Supplier Code of Conduct specifies what we require from our suppliers, their subcontractors and other business partners, and supersedes any prior Supplier Code of Conduct of the Company.

This Code makes references to internationally recognized standards, including the standards set forth in the International Labor Organization's Conventions.

1. Ethical Standards

Suppliers must embrace high standards of ethical business behavior and demonstrate commitment to those standards through rigorous practices.

2. Legal Requirements

Suppliers must comply with all applicable laws, codes, rules and regulations of the countries, states and regions in which they operate. This includes, but is not limited to, laws and regulations relating to environmental, occupational health and safety, and labor practices. In some instances, our Supplier Code of Conduct may establish standards more rigorous than those of the local country, state and/or region in which our suppliers operate. We expect our suppliers to comply with the Company standard if it is more rigorous than the local country, state, and/or regional standards.

3. Anti-Corruption

Suppliers must conduct business in an honest and transparent way. In accordance with the U.S. Foreign Corrupt Practices Act of 1977 (as amended) and other applicable anti-corruption laws, suppliers must not pay bribes or otherwise make improper payments, whether directly or through third-party intermediaries. This means that Tapestry suppliers must not, directly or indirectly, offer, pay, promise to pay, or authorize the payment of, any money, financial or other advantage, or anything else of value, to any person, including any government official, for the purpose of securing an improper advantage for the supplier or the Company. This includes any attempt to

impact the objectivity of Tapestry or third-party representatives in supplier selection and onboarding processes, carrying out safety, health or quality inspections or compliance audits, or in allocating orders or business of any kind. The term "anything of value" is to be read broadly; it includes anything that has value, whether tangible or intangible, to the recipient, including cash or cash equivalents in any amount, a gift, or additional discount. Tapestry's guidance on complying with anti-corruption laws is detailed in the Company's Anti-Corruption Policy, which can be found at www.tapestry.com/investors/ under the Global Business Integrity Program section.

4. Trade Compliance

Our suppliers are expected to ensure compliance with the applicable international trade control laws and regulations, including import/customs laws, sanctions, export controls, and anti-boycott laws in all jurisdictions in which we operate. Suppliers must not transact with individuals or entities if they know, should have known, or suspect that such transactions violate applicable import/customs laws, sanctions or export controls.

In addition to not transacting with sanctioned persons or entities, no supplier may deal, directly or indirectly, with a sanctioned territory in connection with the supplier's business with Tapestry. Territories currently subject to comprehensive sanctions by the U.S. government are the Crimea region, Cuba, Donetsk People's Republic, Iran, Luhansk People's Republic, North Korea, and Syria (subject to change). If you have questions or are uncertain about whether a particular individual, entity, territory or transaction could be subject to trade control regulations or sanctions, please contact Tapestry at globalcompliance@tapestry.com.

Suppliers are required to maintain import/export-related documentation for five (5) years or as required by local law, whichever period is longer. This includes any documentation related to cross border activity, special trade preference programs, supply chain security protocols, and country of origin information related to the materials they source.

5. Forced or Compulsory Labor & Human Trafficking

Suppliers, and their sub-suppliers, are prohibited from utilizing forced or compulsory labor, whether in the form of slave, prison, indentured, or bonded labor, and from permitting the trafficking in persons for the purposes of forced or compulsory labor. To that end, suppliers, and their sub-suppliers, must not require workers to lodge a deposit, original passport, or original identity papers as a condition of employment. Employee's freedom of movement must be respected. Suppliers, and their sub-suppliers, must ensure that work is voluntary and employees are free to end their employment without penalty after providing reasonable notice. Suppliers, and their sub-suppliers, must make full disclosure to workers about the terms and conditions of their employment.

Suppliers, and their sub-suppliers, must also ensure that no fees or costs have been charged, directly or indirectly, in whole or part, to job-seekers and workers for services directly related to recruitment or job placement. For example, to obtain employment, workers must not be required to pay the employer's or the employer's agents' recruitment fees or other similar fees that are not the legal responsibility of the worker. Suppliers, and their sub-suppliers, must also ensure that the third-party recruitment agencies (including any labor brokers) they use satisfy the requirements set forth in this Code. To the extent that a supplier, or sub-supplier, uses workers that are employed through an agency, the supplier, and their sub-suppliers, must ensure that the agency complies with all applicable labor laws and regulations.

Tapestry is committed to not using suppliers that employ forced or compulsory labor or support human trafficking. You can find the Company's policies at: <https://www.tapestry.com/california-transparency-act-uk-modern-slavery-act-statement/>. No goods mined, produced, or manufactured, wholly or in part, by forced or compulsory labor should be provided to the Company. Suppliers must ensure that no forced or compulsory labor is used in the manufacture of any raw materials or finished goods or any services provided to the Company.

6. Subcontracting Requirements

Suppliers may not subcontract all, or any part, of the work on our products or the goods or services they provide without the Company's written consent, which will require the subcontractor to meet the requirements set forth in this Code. In addition, suppliers authorized to manufacture Company finished goods must register the subcontractor with the Company. Suppliers must provide information about their subcontractors and service and material suppliers used in the Company's products and their country of origin to the Company upon request.

7. Employment Practices

This section is inclusive of all types of labor, such as full or part-time, shift, migrant and/or seasonal, contractors, consultants, and anyone else employed by any means of compensation.

Working Hours: Employees shall not work more than the regular and overtime hours permitted under the applicable laws of the country, state or region where they are employed. Except in exceptional circumstances, the total of regular and overtime hours worked in a week by a worker cannot exceed 60 hours and daily overtime cannot exceed 12 hours, even if permitted under applicable law. Workers must have at least 24 consecutive hours of rest in every seven-day period.

Underage Labor: Workers and employees of our suppliers must be at least 15 years old or over the age required for completion of compulsory education in the country, state or region in which they are working, whichever is higher.

Migrant Workers/Ethical Recruitment: Suppliers must verify worker eligibility prior to employment. Employees and other workers of suppliers must not be charged any fee or cost related to their recruitment, directly or indirectly, in whole or in part. Suppliers should communicate to migrant workers the terms of their employment in the worker's native language prior to departure from their home country.

Discrimination: Suppliers must not discriminate in any aspect of the employment relationship, including, but not limited to, with regard to recruitment, hiring, compensation, advancement, discipline, termination and retirement, whether on the basis of personal characteristics or beliefs, such as age, race, color, creed, ethnicity, nationality, alienage, citizenship, social origin, gender, religion, marital status, sexual orientation, genetic characteristics, maternity status, disability, or political beliefs, or any other legally-recognized protected basis prohibited by applicable law.

Harassment & Disciplinary Practices: Tapestry suppliers must treat all workers with respect and dignity. Workers must not be subject to corporal punishment, or physical, sexual, psychological, or verbal harassment or abuse. In addition, suppliers must not use monetary fines as a disciplinary practice.

Health & Safety: The Company believes in doing business with those suppliers who have demonstrated concern for and commitment to the health and safety of their employees. Suppliers must provide a safe and healthy workplace, which is maintained to prevent accidents, illness and injuries arising out of or occurring during the course of work.

Wages & Benefits: Suppliers must pay all employees at least minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements as to wages and provide any fringe benefits required by law or contract. Suppliers must also meet all legal requirements to ensure that all overtime is paid at a premium rate and any benefits due to the employees are satisfied according to applicable local law. Where prescribed by

local law, Suppliers must also provide each employee with a written accounting of their earnings for each pay period.

Freedom of Association & Collective Bargaining: Suppliers must respect the legal rights of employees to freely and without intimidation or harassment participate in worker organizations of their choice, and to refrain from joining organizations if that is their wish. Suppliers must not threaten or penalize employees for their efforts to organize or bargain collectively where authorized by applicable law, nor may they discriminate against workers as a result of any such organization affiliation.

8. Environmental Requirements & Sustainability

The Company believes in doing business with suppliers that conform to applicable environmental standards. We expect our suppliers to incorporate environmentally responsible practices into any activities that relate to their business with us. This includes, but is not limited to, complying with all applicable local environmental laws, rules and regulations. The Company expects suppliers to promptly develop and implement plans and programs to correct any non-compliant environmental practices. As regulations change in the future, the Company expects its suppliers to comply with any new environmental regulations.

9. Animal Welfare

Suppliers are expected to comply with the Company's animal welfare policy, which is located at: www.tapestry.com/investors/ under the Global Business Integrity Program section.

10. Conflict Minerals

As a publicly traded US company, the Company is required to disclose the use of "Conflict Minerals" required for the functionality of its products. Conflict Minerals come from certain sources in the Democratic Republic of Congo and surrounding countries and include Tin, Tungsten, Tantalum and Gold (3TGs).

Suppliers must disclose any 3TGs used in the production of Company products, and the applicable smelters, during our annual Conflict Minerals survey. The Company also encourages its suppliers to look for conflict-free certified sources when sourcing 3TGs. For additional information, please refer to Tapestry's Conflict Mineral policy at www.tapestry.com/investors/ under the Conflict Minerals Policy section.

11. Data Protection & Security

For the purpose of this section, the notion of "Data Protection Laws" means (a) California Consumer Protection Act (the "CCPA"), California Privacy Rights Act (the "CPRA") and other applicable U.S. federal, state or local data protection and privacy laws, (b) national laws implementing the Data Protection Directive (95/46/EC) and the Directive on Privacy and Electronic Communications (2002/58/EC), (c) the General Data Protection Regulation (2016/679) (the "GDPR") and any national law issued under the GDPR, (d) the UK GDPR, (e) China Personal Information Protection Law (the "PIPL"), Data Security Law and Cybersecurity Law, and (f) any other data protection laws, regulations, orders, directives or regulatory requirements, guidance and codes of practice applicable to the handling, collection or processing of Personal Data as defined in applicable data protection laws (as amended and/or replaced from time to time).

Suppliers **are required** to comply with applicable Data Protection Laws, to maintain up-to-date privacy and security policies and to implement appropriate and technical and organizational controls that meet or exceed all applicable legal and regulatory requirements. Suppliers shall comply with consent and authorization requirements when they process sensitive personal data or transfer personal data across-borders. If requested, Suppliers must accurately

complete Company's due diligence questions in connection with data protection and security and may be required to answer any follow-up questions.

Suppliers acknowledge and confirm that they do not receive any of Company's data as consideration for any products, services, or other items that they provide to Company. In addition, Suppliers must not collect, share, or use any of Company's data except as necessary to perform services for the Company.

Suppliers shall not have, derive or exercise any rights or benefits regarding Company's data. Suppliers shall ensure that they have a written contract, which contains terms for the protection of personal data, with any subcontractor that processes personal data in connection with Tapestry's goods or services.

Suppliers who have Company data covered by the CCPA must not sell any of Company's data, as the term "sell" is defined in the CCPA. Suppliers agree to refrain from taking any action that would cause any transfers of Company's data to or from suppliers, or their subcontractors, to qualify as "selling personal information" under the CCPA.

12. Confidential and Proprietary Information

Suppliers must safeguard the Company's confidential and proprietary information, by keeping it secure, limiting access to those who have a need to know to perform their jobs and avoiding discussion of confidential information in public areas. The obligation to preserve the Company's confidential and proprietary information, and that of its employees, personnel, agents, representatives, business partners, suppliers, vendors and customers is ongoing, even if the relationship between the Company and the supplier is terminated. The supplier must take all necessary precautions to make sure that the information is not accessed, destroyed, lost, stolen, wrongly disclosed, altered, or otherwise illegally used.

13. Accuracy of Business Records

Honest and accurate recording and reporting of information is essential and required by applicable laws, including the FCPA. Every business transaction must be recorded correctly, with sufficient detail and in a timely manner. Suppliers must be candid and accurate when providing or entering such information. Suppliers must not make false, incomplete, or misleading entries into their financial reporting systems. All accounting and expense procedures must be followed. Any direct or indirect falsification of the books and records, or any attempt to disguise a payment, is prohibited. Internal controls must be established to ensure accurate business records are maintained.

14. Conflicts of Interest

A conflict of interest arises when an entity or individual's personal interests interfere or may interfere with the Company's interests. Suppliers must act in accordance with sound business judgment, not motivated by personal interest or gain.

Any situation, including any relationship, employment affiliation, investment or transaction, that creates or appears to create a conflict of interest between the supplier or supplier employees' personal interests and the interests of the Company must be avoided. A conflict of interest may arise when a supplier employs, or is partially owned by, a Tapestry employee or the Tapestry employee's family member(s) or close friend(s).

The best way to avoid conflict of interest situations is to immediately disclose to the Company any situation that has the potential to be misunderstood by others, including other employees, customers, suppliers and the public. Both Tapestry employees and suppliers with whom Tapestry does business must disclose to the Company any actual or potential conflict of interest.

15. Monitoring and Compliance

Suppliers must maintain documentation necessary to demonstrate compliance with this Code and must respond promptly to provide documentation and information reasonably requested by Tapestry concerning the subjects addressed in this Code. In addition, Tapestry may undertake affirmative measures, such as on-site inspections and audits, including those related to social compliance, information security, data privacy, data breach and environmental requirements; verification of the supplier's shareholding and other ownership information; confirmation of the supplier's supply chain information and sourcing practices; and a review of all relevant documentation (e.g. payroll, time records, shareholder agreements, ownership information, purchase orders, contracts, raw material sourcing information, employee age and country of origin verification, licensures, certificates, waivers, etc.).

16. Tax Evasion

Suppliers must not engage in tax evasion or facilitate tax evasion on behalf of others. Tax evasion is a crime that occurs when somebody takes deliberate action not to pay (or to deliberately underpay) a tax liability; and somebody who helps facilitate this evasion may also be held liable. Suppliers and other third parties must ensure that they comply with all applicable tax laws and regulations in the countries, states, and regions where they operate, and should have appropriate controls in place to minimize the risk of tax evasion or its facilitation. Suppliers shall be open and transparent with the tax authorities.

17. Communication

Suppliers must communicate the principles and standards set forth in this Code to their workers, as well as subcontractors, agents, and representatives, and take appropriate steps to ensure compliance.

18. Known or Suspected Violations

Suppliers are required to report any known or suspected violations of this Supplier Code of Conduct, including the policies referenced herein. If any suppliers have questions, need to make disclosures, or are concerned about conduct that a supplier believes violates the Company's standards or the applicable law, contact the Legal Department at 212-946-8400. Suppliers may also report a matter (anonymously, if desired) by contacting the Tapestry Ethics and Compliance Reporting System online at www.tapestry.ethicspoint.com, or calling a representative, at 1-800-396-1807 (for matters in the U.S.) or the international phone numbers available at www.tapestry.com/investors/ under the Contacting the Board section.

Doing business with Tapestry means that the supplier acknowledges the Company's Supplier Code of Conduct and commit to doing business with the Company according to these terms. The Company reserves the right to terminate its business relationship with any supplier who is unwilling to comply with this Supplier Code of Conduct.

EFFECTIVE: January 2023