

## Ethical Sourcing Policy

At Kate Spade & Company we are committed to responsible sourcing and value ethical and sustainable manufacturing practices. We work with our suppliers and business partners to help ensure that our values and principles are upheld throughout the supply chain.

### **Our Commitments:**

#### **HIDES SOURCED FROM INDIA AND CHINA**

Kate Spade & Company has committed to banning the sourcing of hides from India and China due to the conditions and treatment of animals and lack of enforcement of animal welfare laws in both countries.

#### **HIDES SOURCED FROM BANGLADESH**

Kate Spade & Company has committed to banning the sourcing of hides from Bangladesh due to social and environmental conditions that do not meet our Company's Standards.

#### **FUR & EXOTIC SKINS**

Kate Spade & Company has adopted a policy against using animal fur in its products, with the exception of lamb shearling and calf hair. Additionally, the Company strongly discourages the use of exotic skins.

#### **MULESED WOOL**

Kate Spade & Company has committed to not using mulesed wool in its products. We expect our suppliers & licensees to source alternative materials.

#### **ANGORA**

Kate Spade & Company has committed to and eliminated the use of rabbit hair angora. We expect our suppliers & licensees to source alternative and appropriate substitutes.

#### **COTTON SOURCED FROM UZBEKISTAN & TURKMENISTAN**

Prohibition of forced labor is an important element of our Standards. There are documented reports of the widespread use of forced labor, including in some instances, forced child labor to harvest the cotton fields in Uzbekistan and Turkmenistan. It is our expectation that our business partners will not knowingly source cotton from Uzbekistan or Turkmenistan and they make an effort to communicate our concern for this issue down the supply chain. Kate Spade & Company will remain committed until there is evidence that progress has been made to end the use of forced labor in the cotton industry in both of these countries.

#### **CONFLICT MINERALS**

In accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, Kate Spade & Company is committed to ensuring that any "Conflict Minerals", defined as Tin, Tungsten, Tantalum and Gold ("3TG"), contained in our products are sourced with due respect for human rights and not contributing to conflict in the Democratic Republic of the Congo ("DRC") and the adjoining countries (together with the DRC, the "Covered Countries"). Covered Countries include: the DRC; Angola; Burundi; Central African Republic; the Republic of the Congo; Rwanda; South Sudan; Tanzania; Uganda and Zambia. Kate Spade & Company does not ban the use of 3TG that are sourced from the Covered Countries when they are sourced in accordance with existing international standards.

Kate Spade & Co. reviews and updates this policy annually.