



Kohl's Global Human Rights Policy

Kohl's was built on a foundation of integrity that we uphold and exemplify every day. These values are more than a commitment to those we serve; they are fundamental to every aspect of our business and drive our purpose to inspire and empower families to lead fulfilled lives. Our intention will always be to act and make decisions that are in accordance with our purpose and with our values. Kohl's is committed to embedding respect for human rights throughout our entire business, including our associates, those in our supply chain, and the communities in which we operate. Our Human Rights Policy applies to our workforce, our suppliers, our partners, and our customers.

We continuously evaluate our operations and value chain to identify, assess, and address salient human rights risks; engage key stakeholders; and prioritize key areas where we have the greatest opportunity to have a positive impact on people and communities. The Chief Risk and Compliance Officer and Chief People Officer are responsible for overseeing the Kohl's Human Rights policy. The implementation of the policy is overseen by senior executives and led by a cross-functional team. The Board of Directors reviews our progress on human rights at least annually, and we are committed to periodically reporting on human rights impacts in our annual CSR Report.

We implement our responsibility to human rights through our existing commitments laid out in our [Purpose and Values](#), [Code of Ethics](#), [Business Partner Code of Conduct](#), [Terms of Engagement \(TOE\)](#) and business programs covered in our [CSR Report](#). Our approach on human rights is guided by internationally recognized principles as articulated in: [United Nations Guiding Principles on Business and Human Rights](#), [Core Conventions of the International Labour Organization \(ILO\)](#), [ILO Declaration on Fundamental Principles and Rights at Work](#), [UN Universal Declaration of Human Rights](#), [International Bill of Human Rights](#), [United Nations Women Empowerment Principles](#), and [UNICEF's Children's Rights and Business](#).

We communicate the expectations of this policy and provide training to Kohl's associates and business partners on topics covered within our [Code of Ethics](#), [Business Partner Code of Conduct](#) and [TOE](#), including how to submit anonymous complaints to Kohl's Integrity Hotline. We are committed to providing our associates and business partners with appropriate access to grievance mechanisms and remedial action. Anyone who violates or fails to report a violation of our policies, regulations or the applicable laws intended to respect human rights is subject to disciplinary action, up to and including termination. All instances will be fully investigated and resolved in a fair, unbiased manner.

Kohl's associates and business partners are free to report violations or concerns through one of several channels available to them without fear of reprisal, as detailed in our existing commitments. Retaliation against anyone who reports a concern in good faith will not be tolerated and is a violation of our [Code of Ethics](#). The Kohl's Integrity Hotline (1-800-837-7297 or kohlsintegrity.com) is available to our entire value chain for reporting concerns.