

Kohl's Chemical Management Policy

At Kohl's, we believe healthy communities start with a healthy environment. We are committed to making conscious efforts to protect and conserve the environment through our long-term sustainability efforts. We believe incorporating sustainable solutions in the way we do business will help to build better futures for families. To that end, Kohl's is committed to reducing chemicals in our products and operations so that we can make a difference on this very important sustainability issue.

Our Commitment:

Kohl's is committed to compliant and environmentally sound chemical management. We are committed to working with our vendors and facilities to ensure the products we sell and use are safe and healthy for our customers and the environment. We continuously seek solutions to reduce the use of chemicals in our products, work to eliminate chemicals of concern, improve chemical management in our operations, and strive to increase transparency to chemicals contained in or used to make the products we use and sell at Kohl's.

Chemical Management:

Our chemical management strategy actively works to reduce potentially harmful chemicals or chemicals of concern, where possible, that may impact human health or the environment. We are also working towards zero-discharge of hazardous chemicals in our supply chain by 2025.

We maintain and publicly disclose a detailed [Restricted Substance List \(RSL\)](#), which is in addition to, not in lieu of, all applicable laws. In some cases, we have chosen to set standards and specifications that are stricter than what is required, including around the use of formaldehyde and flame retardants.

Importantly, by 2022, for our private and exclusive products, we will align our RSL with Apparel and Footwear International RSL Management (AFIRM) standards. Additionally, we will ensure that our Manufacturing Restricted Substance List (MRSL) will be aligned with ZDHC.

Finally, our chemical management efforts include:

Vendors:

- Vendor partners warrant and represent to Kohl's that all products are free from any harmful or toxic levels of substances and were produced, processed, manufactured, and screened for full compliance with all applicable laws, including but not limited to, the Consumer Product Safety Act, the Consumer Product Safety Improvement Act of 2008, the Flammable Fabrics Act, the Federal Hazardous Substances Act, the Poison Prevention Packaging Act, the Radiation Control for Health and Safety Act, the Food, Drug and Cosmetics Act, the Occupational Safety and Health Act and California Proposition 65
- For our private label and direct import products, Kohl's maintains a detailed Restricted Substance List (RSL). Our testing protocol documents include chemical requirements, and increasingly rigorous assurances and testing of products are required based upon the level of risk. As part of our regular audit program, we monitor factories to assure adherence to our Terms of Engagement, which specifies safety procedures, and require improvements when we find gaps. Kohl's also provides training to help factories improve their chemical management, including understanding risk and the importance of taking proper precautions. The RSL is in addition to, not in lieu of, all applicable laws, and applies to all raw materials, component parts, chemicals, packaging and other items related to the products.
- Kohl's provides our vendor partners access to our chemical management documents, tools and RSL via our vendor portal.

Operations:

- Within our corporate, retail, and distribution operations, Kohl's actively reviews opportunities to reduce the use of chemicals. Whenever possible, we work to identify and transition to safer alternatives.
- Through our comprehensive recycling programs, we partner with the most qualified vendors and recyclers, holding them to the highest industry standards to ensure products and materials are reused, recycled or disposed of at the end of life and that chemical risks are managed properly.

We abide by all applicable laws that pose limits on persistent, bioaccumulative chemicals, such as bisphenol A (BPA), bisphenol S (BPS), methylene chloride, perfluorinated chemicals, and phthalates.

We actively review opportunities to reduce the use of chemicals and work to identify and transition to safer alternatives within our corporate, retail, and distribution operations whenever possible. Our chemical management requirements apply to all raw materials, component parts, chemicals, packaging, labels and other goods, including sundries utilized in the manufacturing process and ultimately finished product.

In addition, to the actions described above we continue to look for other areas of opportunities in our chemical sustainability efforts.

Contact / Questions:

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