



Kohl's Chemical Management 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. We're committed to creating healthy futures for families, which includes taking care of people, communities and our planet. In support of our environmental, social and governance (ESG) strategy as part of our strategic framework, we believe that incorporating sustainable solutions in the way we do business will help to build better futures for families.

Scope: Our Chemical Management Policy, [Restricted Substance List \(RSL\)](#) and the [ZDHC Manufacturing Restricted Substances List \(MRSL\)](#) apply to all textile and footwear raw materials and related finished products we sell within our proprietary brands.

Our Commitment: Kohl's is committed to meeting and striving to exceed industry standards of chemical management across our teams, our vendors and our facilities by continuing to advance our restricted substances standards and specifications. We continuously seek solutions to reduce the use of chemicals in our products, work to eliminate chemicals of concern, and improve chemical management in our operations. We strive to increase transparency to chemicals contained in or used to make the products we sell at Kohl's. We are committed to reporting on chemical management impacts in our annual ESG Report.

Leadership Oversight: The Chief Risk and Compliance Officer and Chief Merchandising Officer are responsible for overseeing Kohl's Chemical Management Policy. The implementation of the policy is overseen by senior executives and led by a cross-functional team. Additionally, beginning in 2020, we established criteria within our Chief Executive Officer's performance evaluation objectives that are tied to our environmental performance, including promoting an effective sustainability agenda.

Chemical Management Strategy & Reducing Chemicals of High Concern (CHCs): Our chemical management strategy actively works to identify, prevent, eliminate and reduce the use of chemicals in Kohl's proprietary brand products. We look to phase out potentially harmful chemicals or chemicals of concern, as appropriate, that may impact human health or the environment and identify and transition to safer alternatives.

Kohl's maintains a public [Restricted Substance List \(RSL\)](#) that limits or prohibits the use of 100 chemicals. Kohl's RSL 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 legally required, including around the use of formaldehyde and flame retardants.

Since 2021, Kohl's has been a participating Friend of the Zero Discharge of Hazardous Chemicals Foundation (ZDHC). ZDHC is the industry leader in Manufacturing Restricted Substances List (MRSL) management. In addition to our RSL, we are requiring that each of our suppliers adhere to the [ZDHC MRSL 2.0](#) which limits or prohibits the use of more than 220 chemicals.

Safer Chemical Alternatives & Third-Party Standards: We are committed to working with our vendors and facilities to ensure the products we sell are safe and healthy for our customers and the environment. We expect our vendors to be constantly in search of safer chemical alternatives to comply with our RSL/MRSL requirements. Our vendors and suppliers are required to undergo third-party testing to ensure all products are produced, processed, manufactured and tested in full compliance with all applicable laws as well as any standards and specifications set by Kohl's.

Kohl's engages with vendors/suppliers to:

- Provide easy access to product specification documents which include chemical management requirements, tools and our RSL via our vendor portal.



- Provide training to help factories improve their chemical management, including understanding the importance of taking proper precautions.
- Assist in identifying opportunities to transition to preferred chemicals and require improvements when we find gaps in adherence
- Develop comprehensive and strategic policies to manage environmental performance

Supplier Disclosure & Accountability : We monitor supplier's environmental impacts through the Higg Facility Environmental Module (HiggFEM). All approved facilities producing Kohl's proprietary brand products are required to complete the HiggFEM annually. The HiggFEM includes a chemical management section, which is the result of a collaboration between [Sustainable Apparel Coalition](#), [Outdoor Industry Association](#), and [Zero Discharge of Hazardous Chemicals](#). The HiggFEM chemical management section assesses and identifies opportunities for facilities to improve performance in several areas including production processes that use chemicals to make a product.

Suppliers are required under Kohl's Purchase Order Terms and Conditions to ensure that any merchandise manufactured for and sold to Kohl's is compliant with all applicable federal, state and local laws and regulations, as well as any standards and specifications set by Kohl's, including those regarding chemical safety and harmful/toxic substances. Achieving compliance with any chemical management standards and specifications set by Kohl's will be a prerequisite of working with us in the future.

Our Own Operations: Kohl's regulated materials management program ensures our stores, distribution centers, e-fulfillment centers and corporate offices comply with federal and state environmental regulations and in turn helps to provide a safe and healthy environment for our customers and associates. Kohl's requires our waste disposal vendors to comply with applicable laws and maintain industry standards in the treatment, disposal or repurposing of all hazardous and non-hazardous waste to ensure that they properly manage chemical risks.

Every Kohl's location has an area dedicated to properly handling regulated materials like cleaning chemicals, batteries, light bulbs, aerosol cans, paints and sharps. Additionally, select categories of unsalable beauty products are diverted from landfills and repurposed into paints, floor cleaners and deodorizing sprays.

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