



throughout our supply chain.

Our Business and Supply Chain

We are a global luxury brand with a clear philosophy: to design beautiful, timeless products across handbags, footwear, apparel, jewelry, home and a range of accessories. Increasing women's economic power is our guiding principle, underpinning Tory's design philosophy and driving the work of the Tory Burch Foundation. We partner with responsible suppliers across the globe capable of meeting high product and production standards.

Policies and Accountability

Our Vendor Code of Conduct sets forth our standards for legal and ethical conduct in the supply chain, and is based on internationally accepted principles, including the International Labor Organization's Declaration on the Fundamental Principles and Rights at Work. All suppliers are required to comply with our Vendor Code of Conduct, which addresses discrimination, harassment, women's rights, working hours, wages and benefits, health and safety, freedom of association and collective bargaining, and environmental protection, in addition to forced and child labor.

We encourage our employees and our suppliers to raise concerns about violations of our Code of Conduct, other policies, or any law. We provide a whistleblower **hotline** to our employees that is maintained by independent third-party operators through which concerns may be raised anonymously and we encourage suppliers to report their concerns via email to: corporateresponsibility@toryburch.com.

We investigate all concerns that are raised and prohibit any form of retaliation against anyone who has put forward a concern in good faith.

Supply Chain Risk Assessment and Due Diligence

Before engaging in business with a new supplier or subcontractor, we conduct an initial screening to assess potential risk, including potential risk for forced and child labor. If such risk is identified, we would not approve work with that supplier. We engage a third-party to support our due diligence efforts, both at the outset of the relationship and on an on-going basis.

Supplier Management

All Tory Burch suppliers and subcontractors are required to acknowledge and certify compliance with our Vendor Code of Conduct. Additionally, we collect documentation from different tiers of select supply chains attesting to the specific production processes at each facility and to the origin of raw materials used in production. To ensure fair working conditions and high ethical conduct, we conduct independent, third-party audits of priority suppliers, including all direct suppliers. New suppliers are subject to audits before orders will be placed with them; existing suppliers are subject to audits on a regular basis.

Training

All Tory Burch employees undergo annual training on the Tory Burch Code of Conduct. We also train suppliers on our Vendor Code of Conduct, which includes forced labor updates, and the Tory Burch sourcing teams are trained on risks within and traceability of the supply chain.

Measuring Performance

We continue to review the effectiveness of the measures we have taken to ensure there is no slavery or human trafficking in our supply chains. We will continue to keep our procedures under review.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and is published on behalf of Tory Burch (UK) Limited and Tory Burch International. This Modern Slavery Act Statement is for the financial year ending 31 December, 2025

This statement has been approved by the Board of Directors of Tory Burch (UK) Limited on 25 June, 2026 and signed on its behalf by:

Robert Isen

Director, Tory Burch (UK) Limited

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UK MODERN SLAVERY ACT STATEMENT

The Tory Burch Foundation increases women's economic power by supporting entrepreneurs to build businesses that last

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