

# TORY BURCH

OUR IMPACT





## PHILOSOPHY

As a global luxury lifestyle brand, our collections are designed to inspire women and the next generation. These values extend from our products and the way we conduct business to the work of the Tory Burch Foundation.

Tory launched the Foundation in 2009 to increase women's economic power through entrepreneurship — and with a conviction that this hybrid model of a purpose-led company represented the future of business. Since then, a portion of every sale has enabled the Foundation to deliver transformative impact.

## APPROACH

### 1. DESIGN

Quality,  
Timelessness,  
Longevity

### 2. MATERIALS

Renewable,  
Lower-Impact,  
Safer Chemistry

### 3. PACKAGING

Recycled,  
Recyclable,  
Renewable,  
Certified

### 4. PARTNERS & SUPPLIERS

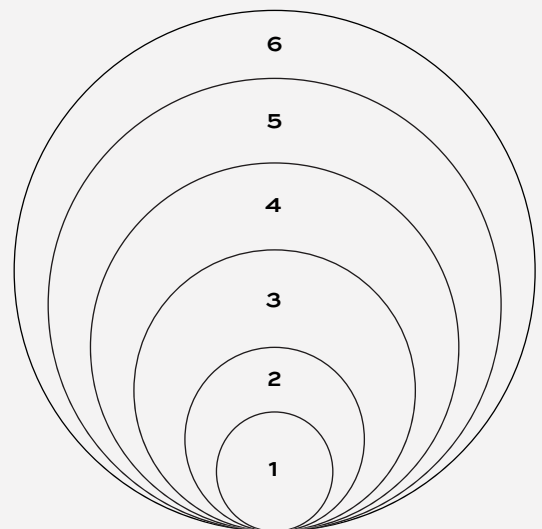
Ethical &  
Lower-Impact  
Production

### 5. COMPANY CULTURE

Inclusive,  
Values-Driven

### 6. FOUNDATION & COMMUNITY

Increase Women's  
Economic Power





## FOUNDATION & COMMUNITY

We launched the Tory Burch Foundation in 2009 as a non-profit with a clear mission — to increase women’s economic power by supporting entrepreneurs to build businesses that last. Entrepreneurship is a proven pathway for women to achieve financial independence and drive change in their communities. In the intervening years, the Foundation has delivered transformative impact, creating a new paradigm for authentic purpose. Our thriving ecosystem – of experts, innovators and industry leaders – connects extraordinary women entrepreneurs to essential resources needed to scale, lead and shape the economy. When more women entrepreneurs succeed, we all succeed.

Over the past 15 years, the Tory Burch Foundation has provided a broad range of women business owners with community and resources, including \$100M in capital through our partnership with Bank of America. Founders who participate in our programming stay in business longer, are more likely to surpass \$1M in annual revenue and secure venture funding at higher rates than their peers. By 2030, the Tory Burch Foundation will identify and support a community of extraordinary women entrepreneurs to add more than \$1 billion to the economy.

The brand funds Tory Burch Foundation operating expenses through a combination of product sales and direct donations.

Tory Burch employees have provided 800+ expert, skills-based advisory sessions to women entrepreneurs. Since 2017, customers have purchased over 1 million products as part of the Tory Burch Foundation Collection, including our Embrace Ambition Bracelets. 100% of net proceeds from this collection benefits the Foundation’s work to increase women’s economic power by supporting entrepreneurs to build businesses that last.

Beyond the direct work of the Tory Burch Foundation, the company donates product to non-profit organizations that align with our values like Dress for Success®, a non-profit that helps unemployed and underemployed women to achieve economic mobility by providing no-fee programs, development tools and professional attire to thrive in work and in life. Additionally, the company donates to humanitarian organizations and disaster-relief efforts around the world from Ukraine to the Middle East to Los Angeles.

### PARSONS SCHOOL OF DESIGN MENTORING FUTURE FASHION LEADERS PARTNERSHIP

In 2021, Tory Burch and the School of Fashion at Parsons School of Design launched a five-year, multi-disciplinary partnership to promote and celebrate creativity, innovation and entrepreneurship across various degree programs at Parsons, one of the world’s leading art and design schools. Each year since, students have visited the Tory Burch atelier, received mentorship from the Tory Burch team, participated in our summer internship program and partnered on special projects. For an upcycling course, the company donated surplus materials that students deconstructed and reimaged, presenting their work to Tory and other brand creative and sustainability leaders.

The partnership also established the Tory Burch Empowering Future Fashion Leaders Endowed Scholarship Fund at Parsons, a \$1,000,000 fund that provides ongoing financial aid to students every year, supporting educational access.







## DESIGN

We design timeless products with distinctive details and thoughtful construction. Quality and longevity set our products apart. We focus on creating pieces that our customers love, keep and pass on — one of the most scalable ways we can lower our impact.

As we evolve, we are committed to using innovative, lower-impact materials and production methods while preserving our high standards of quality and craftsmanship.

## MATERIALS

### LOWER-IMPACT MATERIALS

We are committed to increasing the use of lower-impact, preferred materials and processes while maintaining the design, quality and durability that distinguish our brand. We are actively working across our supply chain to trace the origin of our primary raw materials and transition collections to preferred, lower-impact and innovative materials. In keeping with our responsible sourcing values, we do not use fur in our products.

#### Innovative & Bio-based Materials

In 2023, we launched Ella Bio, a new version of our iconic tote. Its outer shell is made from innovative BioFabbrica Bio-Tex™, a leather-like material that is 64% plant protein. In 2024, we introduced bio-based acetate in our eyewear and expanded the use of BioFabbrica Bio-Tex™ into jewelry. In 2025, we introduced bio-based trim on our core Ella Nylon collection.

### Lower-impact & Recycled materials

Our best-selling Ella Nylon collection has had a 100% recycled shell and lining since 2021. We joined leading nonprofit organization Textile Exchange in 2022 to further our work around lower-impact materials. In 2025, we launched our new Ella Nylon collection, transitioning fillers and interior components to recycled content where possible.

### SAFER CHEMISTRY

We have a rigorous testing protocol and work with third-party labs to ensure products meet our restricted substances, safety and quality standards. We maintain and test to a Restricted Substances List (RSL), which we update and communicate to suppliers at least annually, based on stringent regulatory requirements of our key global markets as well as leading industry standards. We conduct testing at multiple stages — product development, bulk production of raw materials, and finished products — to ensure our approach is thorough and any non-compliances are detected early. Additionally, we work with suppliers that prioritize good chemical management and meet the requirements of leading certifications like Leather Working Group-certified tanneries and more.

#### Leather Working Group

Over 95% of our leather is from [Leather Working Group](#) Certified Tanneries that have achieved the silver and gold medal rating. Leather Working Group is an internationally recognized organization that helps ensure manufacturing facilities meet established social and environmental standards by improving chemical management, and waste and energy use. We have been a member of this group since 2019.





## PACKAGING

In 2025, we introduced new packaging globally, a harmonious blend of our heritage and sustainability. The mossy green is deeply personal to Tory and has been a brand color since she founded the company. Our packaging is crafted from recycled and responsibly-sourced materials that meet rigorous environmental certification standards.

We have cataloged every piece of protective and brand packaging, reduced unnecessary packaging and set concrete sustainability goals. Most components are either reusable or recyclable. Shoppers, boxes and gift folders contain a minimum of 70% recycled paper, while jewelry boxes, garment bags and canvas totes are designed for re-use, and dustbags are 100% recycled. For online orders in the US, we have eliminated plastic air pillows in favor of recyclable paper protection and optimized shipping box sizes to minimize waste. And in 2025, we transitioned the bags used to protect our handbags during transit to 100% recycled content.



## PARTNERS & SUPPLIERS

We invest in long-term partnerships, with many suppliers having grown alongside our brand over the past 20 years. We look for partners who share our values and commitment to fair working conditions, set and maintain best-in-class social and environmental standards, operate transparently, empower their employees and lower their impact.

### ENVIRONMENTAL IMPACT

From design, materials and packaging to manufacturing and transportation, we are actively working to measure and reduce our impact. In 2021, we began conducting an annual comprehensive GHG footprint across our value chain — Scopes 1, 2 and 3 — from raw materials to finished product, and are using that baseline to inform a reduction strategy. Additionally, we are partnering with key suppliers to measure the environmental impact of their manufacturing operations, identify opportunities to reduce that footprint and trace the origin of priority raw materials. We have collected verified environmental data, using the Higg FEM, from suppliers that represent over 75% of our purchase volume in order to shape how we collaborate with our strategic partners on resources like energy and water.

### ETHICAL PRODUCTION

Tory Burch is committed to holding itself and its suppliers to the highest legal and ethical standards. This commitment includes our dedication to ethical and fair working conditions throughout our supply chain.

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 work directly with suppliers on continuous improvement, leveraging both in-house expertise and tools as well as external industry associations and resources. We actively collaborate on and support industry initiatives to align across brands such as Better Work, a partnership that mobilizes governments, global brands, unions and employers' associations to improve working conditions, drive competitiveness and help lift millions of people out of poverty. We are also active in efforts to standardize factory compliance data and oversight to reduce resources invested in duplicative auditing in favor of remediation and improved working conditions.

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: [integrity@toryburch.com](mailto:integrity@toryburch.com). We investigate all concerns that are raised and prohibit any form of retaliation against anyone who has put forward a concern.

### Supply Chain Verification & Training

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 any 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.

To monitor fair working conditions and high ethical conduct, we also conduct independent, third-party audits of key 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 and we require customized corrective action plans to continuously improve conditions in our supply chain.

All Tory Burch employees undergo annual training on the Tory Burch Code of Conduct and the Tory Burch sourcing teams are trained on supply chain risks and traceability objectives.

### SUPPORTING WOMEN IN THE SUPPLY CHAIN

Since 2018, we've impacted tens of thousands of workers through our partnership with RISE: Reimagining Industry to Support Equality (formerly known as HERproject). This industry collaboration advances gender equality in global supply chains by strengthening workers' knowledge and capability and embedding gender equality in business practice. We've partnered with key suppliers to invest in financial and health literacy, life skills development, and respectful workplace building for factory workers. [Learn more](#)

We also advance craft and collaborate with artisans through Nest, a nonprofit supporting responsible growth and creative engagement of the artisan and maker economy to build a world of greater gender equity and economic inclusion. We work with talented craftswomen in India and Morocco on crocheted and woven handbags. And in 2024, we began a partnership with Nest and other leading brands to establish industry definitions and standards around craft that help preserve and celebrate traditional techniques while bringing greater visibility and legitimacy to global crafts and craftspeople. [Learn more](#)



## COMPANY CULTURE

Since our founding in 2004, we have been committed to fostering a positive work environment. Our core Buddy Values shape our company culture, our decision-making, our investments and the high standards we set for ourselves. From our retail stores to our corporate offices to our distribution centers, the Buddy Values are our North Star, guiding our actions and our approach.

One of our company's top priorities is to recruit, build and retain a diverse, high-performing team that is inspired to work together. We value and invest in professional development through training programs and virtual learning. Top leaders share strategy, performance and key objectives directly during regular, global, all-hands meetings to ensure alignment on our shared goals and priorities.

---

Our Company Culture

### BUDDY VALUES

The ideals our company lives by, named after Tory's father who always treated everyone with kindness and respect.

#### WE SHOW UP WITH

Honesty & Kindness

#### WE WORK WITH

Passion & Humility

#### WE ACT WITH

Integrity & Compassion

#### WE LEAD WITH

Excellence & Humor

---

At Tory Burch, recognizing and respecting what makes each of us unique is a core value. Our culture is welcoming and inclusive; we collect feedback from our teams globally through our annual Engagement Survey to ensure that every voice is heard. People leaders receive training to reinforce the important role they play in creating an environment where every team member can thrive. We ensure that we have strong equity practices across all aspects of the employee lifecycle, conduct annual compensation benchmarking, and a formal pay parity analysis every three years in the US.

#### TRAINING & DEVELOPMENT

We identify training needs and other workforce priorities through a series of formal, annual processes.



At the core of our global Talent strategy is our belief that people leaders are at the epicenter of our employees' experience. Our Training & Development programming is centered on their continuing professional development. In 2019 we launched the Admired Leadership Routines of Excellence as the cornerstone of our philosophy — creating a singular set of expectations for how our leaders show up for their teams.

In addition, we conduct formal assessments to identify our teams' specific skill-building needs. These insights inform the customized professional development programming we offer every year, which also provides opportunities for team members to deepen relationships and learn from their cross-functional peers.

We recognize that team members benefit from having access to learning opportunities that are available when they need them. To that end, we supplement our formal programming with on-demand access to over 2,000 Master Class videos in our Tory University learning portal and Bravely, a service that provides individual coaching.

#### EQUAL OPPORTUNITY

Tory Burch believes in equal opportunity for all, and is committed to recruiting, employing, promoting and compensating its employees without regard to race, religion, national origin, gender identity, sexual orientation, age, disability or any other basis protected by law. We are also committed to providing a work environment where people are treated with dignity, decency and respect. We require all employees to comply with policies set forth by the Company to establish a workplace free of discrimination, harassment or violence of any kind.

---

“When I started my company, supporting women wasn’t part of my business plan – it was my business plan. I knew that business could be a powerful vehicle for change, and through the Tory Burch Foundation, we have supported thousands of women entrepreneurs.”

—Tory

---





## GOVERNANCE & OVERSIGHT

### STRATEGY, RISK & OPPORTUNITY

In 2021 we conducted a materiality assessment with a third-party advisor to identify priority Environmental, Social, and Governance opportunities, including climate, to ensure a holistic approach to critical topics. We formed a Committee of the Board of Directors that meets quarterly, guides company strategy on these topics and receives regular updates on programs and progress. The committee includes independent directors, members of the executive director's office and our in-house team of experts, including the Global Head of Sustainability and General Counsel. In 2022, we created a new function within the office of the President, Corporate Development to specifically focus on enterprise-wide sustainability strategy across all subsidiaries. This dedicated, global team of experts works cross-functionally to evaluate risk and opportunity around climate and strategies for driving impact. In 2023, we expanded the Committee to include key cross-functional stakeholders from supply chain, merchandising and finance.

### ETHICS & COMPLIANCE

Tory Burch maintains a comprehensive Code of Conduct that sets forth the standards of professional conduct expected of all employees in the workplace. Our Code is designed to promote honesty and integrity as well as legal and regulatory compliance. Every employee is trained on our Code annually and certain teams receive additional, in-depth training on risk topics that are specific to their roles.

We encourage employees and suppliers alike to raise concerns about unethical conduct, including violations of our Code, other policies or any law. We provide an employee whistleblower line, which is maintained by an independent third-party and allows for anonymous reporting, and we encourage suppliers to report their concerns via email to: [integrity@toryburch.com](mailto:integrity@toryburch.com). We investigate all concerns that are raised and prohibit any form of retaliation against anyone who has put forward a concern.

Our Ethics & Compliance Committee, which is a subcommittee of the Audit Committee of the Board of Directors, promotes our culture of integrity by providing oversight to our risk management strategies, which include risk identification, mitigation and monitoring through policy development, training, internal investigations and regulatory compliance. The committee meets quarterly to review the evolving risk landscape and regulatory updates, Ethics & Compliance program strategies and initiatives, and statistics and trends regarding concerns that have been raised. Members of the committee include the Chief Financial Officer, Chief People Officer, Chief Legal Officer, General Counsel and Senior Compliance Counsel, and the committee's updates are reported quarterly to the Board.

### HEALTH & SAFETY

We are committed to creating and maintaining a healthy and safe workplace. Globally, our employees receive annual safety training that is tailored to their working environment, whether a corporate office, distribution center or retail store. We maintain a universal incident reporting process that allows for prompt review of incidents to ensure we are meeting our employees' needs and recognizing and remediating any potential safety issues.

We maintain a standing Safety Committee, which has cross-functional representation and provides oversight of our health and safety program. The committee meets quarterly to review best practices, regulatory updates and safety training, as well as to identify any safety issues or needs and to track ongoing remediation efforts.

### DATA PRIVACY AND CYBERSECURITY

Data privacy and security are essential at Tory Burch. Our global information security and privacy compliance programs are comprised of a suite of policies covering customer and employee data protection as well as security of our entire technology stack and cybersecurity practices. We have a dedicated team of internal experts on information security and data privacy. This team provides quarterly updates to the Audit Committee of the Board of Directors and convenes regularly with internal stakeholders to review compliance with new privacy regulations on a global basis and maintain our employee and consumer [privacy policies](#).

We are third-party certified PCI compliant and secure credit card data through tokenization. We conduct regular third-party assessments and tests of our security program and maintain ongoing diligence through continuous scanning as well as a monthly review of key security metrics. We maintain an incident response plan that is tested annually and updated as needed. Additionally, every external vendor integration goes through a detailed screening process on their data management and security practices. Data privacy and security is a key training module for all our employees annually, with a particular emphasis on phishing, which is reinforced throughout the year through targeted exercises.



20,000+

workers impacted since 2018 through RISE programs to support women's empowerment and equity in our supply chain



95%+

of our leather is from Leather Working Group Certified Tanneries that have achieved the silver and gold medal rating



70%+

of content in our new brand boxes, bags and dustbags is certified and recycled

1,000+

styles made with certified preferred materials

1 MILLION+

products purchased from the Tory Burch Foundation collection (since 2017) – 100% of net proceeds invested in the Foundation's mission to increase women's economic power by supporting entrepreneurs to build businesses that last



800+ EXPERT SESSIONS

provided by skilled Tory Burch employees to women entrepreneurs in the Tory Burch Fellows program



\$340M

Contributed to the economy (towards our goals of \$1B by 2030) from the Tory Burch Foundation's community of extraordinary women entrepreneurs