



TORY BURCH

OUR IMPACT



PHILOSOPHY

As a global luxury lifestyle brand, our collections are designed to inspire women and the next generation. As we evolve, we are committed to using innovative, lower-impact materials and production while preserving our high standards of quality and craftsmanship.

1. DESIGN

Quality,
Timelessness,
Longevity

2. MATERIALS

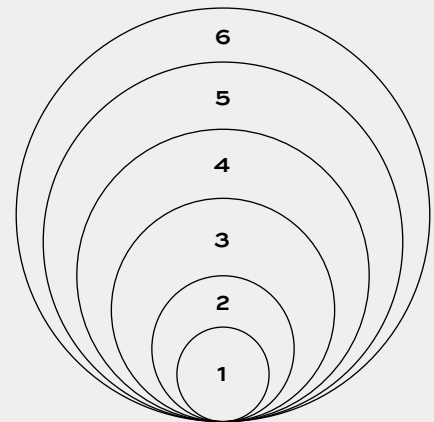
Renewable &
Lower-Impact,
Safer Chemistry

3. PACKAGING

Recycled,
Recyclable,
Renewable &
Certified

APPROACH

Empowering women is our guiding principle, expressed through our collections and the work of the Tory Burch Foundation. This purpose extends from our products to the way we conduct business to our impact on the broader community.



4. PARTNERS & SUPPLIERS

Ethical &
Lower-Impact
Production

5. COMPANY CULTURE

Employees,
Culture, Talent,
Development

6. COMMUNITY & FOUNDATION

Empowering
Women, Tory Burch
Foundation,
Giving Back



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.

Tory's collections have evolved, becoming more personal and intuitive. Her design philosophy is defined by innovative materials, eclectic juxtapositions of color, and the tension of past and present.

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.

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

Since 2019, we have worked with the Leather Working Group — an internationally recognized organization that helps ensure manufacturing facilities meet internationally established social and environmental standards by improving chemical management, and waste and energy use.

Over 90% of our leather is from Leather Working Group Certified Tanneries that have achieved the silver and gold medal rating.

[LEARN MORE ABOUT LEATHER WORKING GROUP](#)

PACKAGING

We have cataloged every piece of protective and brand packaging, and have set concrete goals focused on reducing packaging, transitioning to certified and curbside recyclable materials and minimizing virgin materials — all while enhancing the customer experience.

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. We hold regular, global, all-hands meetings where the company can hear directly from top leaders about our strategy, performance and key objectives 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

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 their 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.

DIVERSITY & INCLUSION

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. Our commitment to empowering women extends to our own operations. Women are the majority of our global workforce and leadership, representing nearly 60% of company executives.

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.



COMMUNITY & FOUNDATION

We give voice to our values by empowering women entrepreneurs, and donating product, monetary and in-kind support to causes we believe in.

Empowering women was part of Tory Burch’s vision from the company’s inception. We launched the Foundation in 2009 as a 501(c)(3) non-profit with a clear mission — to advance women’s entrepreneurship — and a conviction that this hybrid model of a purpose-led company represented the future of business. In the intervening years, the Foundation has delivered transformative impact, creating a new paradigm for authentic purpose. The brand funds Tory Burch Foundation operating expenses through a combination of product sales and direct donations.

The Tory Burch Foundation empowers women entrepreneurs in the United States by providing access to capital, education and community: the annual Fellows Program has provided 280 women with the network, resources, and \$1,850,000 in grants to help grow their businesses; the CDFI Loan Program, powered by Bank of America, distributed \$100 million dollars in low-interest loans to 5,600 women entrepreneurs; the Women of Color Grant Program has deployed \$3,200,000 in grants to 240 small businesses; and annually the Foundation provides online education to more than 650,000 people, including free small business webinars.

“As a designer, I strive to create beautiful pieces that inspire women to live with confidence and optimism. As an entrepreneur, I want to build giving back into everything we do.”

—Tory

Tory Burch employees have provided 660+ expert, skills-based advisory sessions to women entrepreneurs and Tory Burch Fellows. Since 2017, we have sold over 900,000 products as part of the Tory Burch Foundation Collection, including our Embrace Ambition Bracelets. 100% of net proceeds from this collection benefit the Foundation’s work to empower women entrepreneurs.

Beyond the direct work of the Tory Burch Foundation, the company donates product to non-profit organizations that align with our mission to empower women, like Dress for Success®, Bottomless Closet, Good+Foundation and the Women’s Sports Foundation.

Tory Burch has also been a voice driving voter participation in the US and donates to humanitarian organizations around the world. For example, we contributed directly and matched employee donations to the World Central Kitchen’s efforts to feed Ukrainian refugees and to International Medical Corps’ first-responder emergency medical relief after the 2023 earthquake in Turkey.





GOVERNANCE & OVERSIGHT

STRATEGY, RISK & OPPORTUNITY

In 2021 we conducted a materiality assessment with a third-party advisor to identify priority ESG opportunities, including climate. We formed an ESG Committee of the Board of Directors that meets quarterly, guides company ESG strategy, and receives regular updates on programs and progress on material ESG topics. 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 ESG Strategy 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 and ESG 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 ESG 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. 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, meets quarterly to review statistics and trends regarding concerns that have been raised, as well as ethics & compliance policies, training, program initiatives, and regulatory updates. 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 results are reported quarterly to the Board.

HEALTH & SAFETY

We are committed to creating and maintaining a healthy and safe workplace. Our US retail store and distribution center employees receive annual safety training that is tailored to their working environment. We maintain a universal incident reporting process that allows for immediate review of incidents to ensure we are meeting our employees' needs and are promptly 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 statistics and trends relating to incidents that have been reported, safety training, identify 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.

25,000+

business plans created on
toryburchfoundation.org



\$3M

in grants to women of color
founders through the Foundation



OVER 90%

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

100%

of net proceeds from The Tory
Burch Foundation Collection
benefits our work to empower
women entrepreneurs

660+ EXPERT
SESSIONS

Tory Burch employees have
provided 660+ expert, skills-
based advisory sessions to
women entrepreneurs and
Tory Burch Fellows



60%

of company executives
are women, and women
represent the majority
of our global workforce