

## SUPPLY CHAIN FORCED LABOR REPORT

In compliance with the regulations of the California Transparency in Supply Chains Act (SB 657), the UK Modern Slavery Act of 2015, the Australia Modern Slavery Act 2018, and the Canadian Supply Chains Act (s.211), the following document discloses L.L.Bean, Inc.'s policies and practices relating to identifying and remediating slavery/forced labor and human trafficking in our business' supply chain. As detailed below, L.L.Bean, Inc. has developed and issued a code of conduct and a forced labor policy that states that we prohibit human trafficking and/or slavery, forced labor, or child labor in our supply chain.

L.L.Bean, Inc. defines modern slavery, human trafficking, forced labor, and child labor as conduct which would constitute: trafficking in persons, as defined in Article 3 of the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, done at New York on 15 November 2000 ([2005] ATS 27); the worst forms of child labor as defined in article 3 of the Worst Forms of Child Labor Convention, 1999, adopted at Geneva on June 17, 1999; and forced or compulsory labor as defined in article 2 of the Forced Labor Convention, 1930, adopted in Geneva on June 28, 1930.

1. L.L.Bean, Inc. is a commercial retailer, manufacturer and brand doing business globally, including in California, Australia, Canada, and the UK. L.L.Bean, Inc. provides goods and services yielding worldwide "gross receipts" that exceed \$100M US, \$100M AUD, \$40M CAN, and has an annual turnover that exceeds £36M.

L.L.Bean, Inc. is a privately held corporation. L.L.Bean, Inc. does business primarily in the outdoor retail industry, producing/selling/marketing outdoor apparel and equipment. L.L.Bean, Inc.'s supply chain is comprised of 238 tier 1 factories, located in 30 countries around the world, supplied by a global network of materials suppliers. The bulk of L.L.Bean, Inc.'s supply chain is in countries including the United States, Vietnam, China, and Taiwan. In turn, L.L.Bean, Inc. sells globally, with our primary retail markets being the United States, Canada, and Japan.

2. L.L.Bean, Inc. conducts semi-annual supply chain risk assessments. Factors measured include, but are not limited to, facility-specific data such as prior audit results, time since the last audit, and the factory's social compliance history. Our assessments also include other critical indicators such as forced labor, presence of migrant workers, and transparency. Additionally, we consider local and national data, including factory location, current events, and historical factors.

L.L.Bean, Inc. performs pre-screening audits for all new factories and audits Tier 1 and key Tier 2 suppliers regularly. In-person assessments of factory risks occur in numerous ways, including conducting audits of direct/Tier 1, agency-managed facilities, strategic and risk-focused Tier 2 suppliers to evaluate compliance with our company standards to prevent trafficking, slavery, and worst forms of child labor. Our audits can be unannounced, announced, or semi-announced and can be performed by a qualified third party, internal auditors, a third-party certification process like-minded brands at shared factories, worker engagement surveys and more.

In conducting our risk assessment, L.L.Bean, Inc. utilizes intelligence from a wide variety of sources beyond our own analyses referenced above. These sources include the U.S. government (such as the Department of Labor's International Labor Bureau's List of Goods Produced by Child Labor or Forced

Labor, the State Department's Human Rights and/or Trafficking in Person reports), international data such as the World Bank Governance Indicators, industry groups such as the Social Responsibility Committee of the American Apparel & Footwear Association (AAFA) and the Retail Industry Leaders' Association (RILA). We also utilize third-party risk tools, press reports, various non-governmental associations, and various in-country resources such as the American Chamber of Commerce in Myanmar and like-minded brands.

Further, L.L.Bean, Inc., is a signatory to the AAFA/FLA (Fair Labor Association) Commitment to Responsible Recruitment and utilizes the intelligence, collaboration, resources, and tools provided through the Commitment to Responsible Recruitment in both L.L.Bean's risk assessment and our work to eliminate forced labor and human trafficking in our supply chain. L.L.Bean, Inc. is also a signatory to the Social Labor Convergence Project whose verification data is used to inform and remediate risk.

Company staff combine this intelligence with our own intelligence gathered from both the formal and informal on-the-ground assessments it conducts internally (and with our third-party sources), as well as our work as a Tier 1 Trade Compliance member of the Customs Trade Partnership Against Terrorism (CTPAT) program in our supplier facilities to determine the areas of highest risks in our supply chain.

As a result, L.L.Bean, Inc. has identified a general potential risk of some ILO (International Labour Organization) forced labor indicators, primarily at mills in Taiwan, arising out of suppliers hiring and use of migrant workers primarily from Thailand, Vietnam, the Philippines and/or Indonesia. We are working with those mills to address any forced labor indicators. In a broader context, we are working with our industry and industry organizations, like the AAFA and FLA, to improve migrant worker conditions since those issues are widespread and require systemic changes.

L.L.Bean, Inc. strictly prohibits child labor, forced labor, and human trafficking in any form within its supply chain. We are dedicated to remaining vigilant and continually improving our efforts to identify and eradicate all forms of forced labor.

3. L.L.Bean, Inc. has policies to address/remediate cases of human trafficking, slavery, forced labor, and child labor in our supply chain. L.L.Bean, Inc. has developed and issued a Code of Conduct and Forced Labor Policy (and a vendor compliance manual) to our direct suppliers that prohibits human trafficking, slavery, forced labor, and child labor in our supply chain. Our Code of Conduct and Forced Labor Policy are publicly available on our [Suppliers page](#). Furthermore, L.L.Bean, Inc. works to extend these policies further up the supply chain, ensuring that our commitment to responsible practices is upheld at all levels.

If evidence of human trafficking, slavery, forced labor, or child labor is found, L.L.Bean, Inc. reserves the right to examine the specific situation and develop the best possible strategy for resolution. If cases of non-compliance are not resolved within a timely manner, L.L.Bean, Inc. may implement a responsible exit strategy (which may include terminating our relationship with the supplier), focusing on remediation that prioritizes worker well-being. When necessary, L.L.Bean, Inc. partners with third-party NGOs (non-governmental organizations) to assist in finding appropriate solutions.

4. L.L.Bean, Inc. has received certification from direct suppliers that they comply with the slavery, human trafficking, forced labor, and child labor laws of the countries in which they are doing business before any products are made for L.L.Bean, Inc., as well as with L.L.Bean, Inc.'s Code of Conduct and Forced Labor

Policy. Every direct vendor signs a contract which contains references to our Code of Conduct and Forced Labor Policy which suppliers agree to follow.

5. L.L.Bean, Inc. maintains and enforces internal accountability procedures for vendors and agents who fail to meet company standards to prevent the incidence of slavery, human trafficking, forced labor, and child labor in its supply chain. L.L.Bean, Inc. practices due diligence in maintaining these standards. While L.L.Bean, Inc. maintains an internal ethics and reporting hotline, internal partnerships among departments (primarily Sourcing, Quality, and Inventory) are also maintained to allow open and frequent communication and supply chain visibility. More detail is provided in the training section, below.

6. L.L.Bean has a practice to address the loss of income to the most vulnerable workers that results from violations of our Code of Conduct, Forced Labor Policy, and other applied commitments within our supply chain. For example, L.L.Bean, Inc. has signed on to AAFA/FLA's Commitment to Responsible Recruitment, which commits L.L.Bean, Inc. to ensure that workers are reimbursed for all fees paid to obtain their job and has incorporated these protocols to our company's social compliance standards. Workers' income, education, health, family, and overall situation are factors used to determine case-specific remediation activities.

7. L.L.Bean, Inc. has conducted internal training on L.L.Bean, Inc.'s Code of Conduct and Forced Labor Policy to ensure the necessary participants in our supply chain teams are knowledgeable and aware of the issues and concerns surrounding the supply chain, including human trafficking, slavery, and worst forms of child labor, with a focus on identifying risks. L.L.Bean, Inc. also encourages employees involved in our supply chain to participate in internal and external training programs and seminars on social compliance issues, human trafficking, slavery, forced labor, and child labor. For example, those employees are required to attend online third-party sponsored trainings to ensure knowledge and understanding of these issues.

8. L.L.Bean, Inc. continuously evaluates the effectiveness of our human trafficking, slavery, and worst forms of child labor eradication efforts as through several methods such as implementation of or collaboration through the AAFA/FLA Commitment to Responsible Recruitment, tracking identification and remediation of any such issues and annually reviewing the frequency/type/location/root cause of any evidence found.

#### CERTIFICATION

"In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above."

Full name: Matthew Moellering

Title: Audit Committee Chair, L.L.Bean

Date:

Signature:  I have the authority to bind L.L.Bean.