

Ralph Lauren Shareholders: Vote FOR Proposal # 4 to Recommend a Human Rights Risk Assessment

**American Federation of Labor & Congress of Industrial Organizations
Office of Investment, 815 16th Street NW, Washington D.C. 20006**

**Important Proxy Voting Materials
Ralph Lauren Corp. (NYSE: RL)
Meeting Date: August 7, 2014**

Dear Ralph Lauren Shareholder:

We are writing to urge you to vote “**FOR**” a shareholder proposal submitted by the AFL-CIO Reserve Fund that urges the Ralph Lauren Corp. (“Ralph Lauren”) Board of Directors to report to stockholders about how it assesses human rights risks of Ralph Lauren’s products, operations and supply chain. The shareholder proposal appears as item # 4 on the Ralph Lauren proxy card for the 2014 annual meeting of shareholders.

The United Nations’ Guiding Principles on Business and Human Rights call on business enterprises to identify, prevent, mitigate and account for human rights violations. Failure to respect human rights can damage Ralph Lauren’s reputation and its brand name. In contrast, adopting strong safeguards to respect human rights can stabilize long-term relationships with suppliers and lead to improved service quality across the value chain.

Ralph Lauren is exposed to a variety of human rights risks from its global sourcing of products. According to Ralph Lauren’s SEC Form 10-K for the fiscal year ended March 29, 2014, it uses “over 700 different manufacturers worldwide” and that “over 98% of our products (by dollar value) were produced outside the U.S.” This extensive supply chain network can expose Ralph Lauren to human rights risks through the products that it sources.

HUMAN RIGHTS RISKS IN RALPH LAUREN’S BANGLADESH SUPPLY CHAIN

On April 24, 2013, the Rana Plaza factory building collapsed in Dhaka, Bangladesh, killing 1,129 garment workers and injuring 2,515 others. After the collapse, over 150 international retailers and apparel brands came together to sign the Accord on Fire and Building Safety in Bangladesh (the “Accord”).

The Accord is a 5-year agreement designed to make garment factories in Bangladesh safe workplaces. It includes independent safety inspections at factories and public reporting of the results of these inspections. In our view, signing the Accord is the best way for apparel companies to reduce their supply chain risk of human rights abuses in Bangladesh.

Ralph Lauren sources a variety of products from different suppliers in Bangladesh. But, unlike other U.S. apparel companies including PVH Corp., owner of the Calvin Klein and Tommy Hilfiger brands, Ralph Lauren has not joined the Accord. We believe that conducting a human rights risk assessment will help Ralph Lauren assess this supply chain risk.

The AFL-CIO is not seeking to act as a proxy for any shareholder. We will not accept proxy cards, and any proxy cards received will be returned.

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RALPH LAUREN'S EXISTING REPORTING ON HUMAN RIGHTS IS NOT SUFFICIENT

The Board of Directors' statement in opposition to Proposal #4 states that Ralph Lauren has recently published a "Citizenship Report" which provides, among other things, disclosure of its responsible sourcing policies. While we welcome Ralph Lauren's enhanced reporting on supply chain issues, we believe the Citizenship Report does not encompass all of the best practices on human rights due diligence as called for by Proposal #4:

RESOLVED, that stockholders of Ralph Lauren Corporation ("Ralph Lauren") urge the Board of Directors to report to stockholders, at reasonable cost and omitting proprietary information, on Ralph Lauren's process for identifying and analyzing potential and actual human rights risks of Ralph Lauren's products, operations and supply chain (referred to herein as a "human rights risk assessment") addressing the following:

- Human rights principles used to frame the assessment
- Frequency of assessment
- Methodology used to track and measure performance
- Nature and extent of consultation with relevant stakeholders in connection with the assessment
- How the results of the assessment are incorporated into company policies and decision making

The report should be made available on Ralph Lauren's website no later than the 2015 annual meeting of stockholders.

Given the high profile of the Rana Plaza tragedy, we believe Ralph Lauren should also disclose what specific steps it has taken in Bangladesh to prevent human rights abuses. We note that Ralph Lauren's Citizenship Report does not provide a country-specific breakdown from where it sources products or identify the countries in which Ralph Lauren participates in the International Labour Organization's Better Work program.

CONCLUSION: PLEASE VOTE "FOR" HUMAN RIGHTS RISK ASSESSMENT (ITEM #4)

We urge shareholders to vote "FOR" proposal # 4 on Ralph Lauren's proxy card to urge the Board of Directors to conduct a human rights risk assessment as called for by the United Nations' Guiding Principles on Business and Human Rights. Ensuring that Ralph Lauren respects human rights is not just the morally right thing to do. Respecting human rights is also good for Ralph Lauren's business and its shareholders.

About Us: The AFL-CIO is a federation of 56 labor unions which represent 12.5 million union members. Members of AFL-CIO affiliated unions participate in pension plans that are shareholders of Ralph Lauren. For more information, please contact the AFL-CIO Office of Investment at (202) 637-3900 or by email at invest@aflcio.org.

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