



URBN Forced Labor Statement

Urban Outfitters, Inc. (URBN) takes its commitment to ethical sourcing seriously and we routinely monitor our supply chain using third party audits to ensure our suppliers are not using forced labor in their factories. We have zero tolerance for the use of forced or involuntary labor of any kind, which is addressed in our [Vendor Code of Conduct and Responsible Sourcing Policy](#) as well as our [URBN Human Rights Policy](#). URBN's Vendor Code of Conduct is based upon the International Labor Organization's (ILO) core conventions and other internationally recognized standards. If signs of forced labor are discovered in our supply chain, we immediately take appropriate action, which may include responsibly ending the business relationship with a supplier. We remain committed to ensuring our vendors are aligned with our standards and are upholding their commitment to the safety and wellbeing of workers in our supply chain.

In addition to enforcing our own policies and procedures, URBN fully supports national and international efforts to end forced labor, human trafficking, and modern slavery. URBN is dedicated to continuous improvement in this space, and we will update our policies and procedures as necessary to remain aligned with global standards and do our part to help eradicate forced labor.

URBN Statement on Xinjiang

As stated in our [Vendor Code of Conduct and Responsible Sourcing Policy](#), and in line with the Uyghur Forced Labor Prevention Act passed by the US Government, URBN does not source its own products or materials from Xinjiang Uyghur Autonomous Region (XUAR) nor do we permit our vendors to source from XUAR. We will continue to partner with our vendors and conduct ongoing due diligence to ensure product is not sourced from this region. We [stand behind and partner with our industry associations](#), including the American Apparel & Footwear Association (AAFA), National Retail Federation (NRF), Retail Industry Leaders Association (RILA) and United States Fashion Industry Association (USFIA), to encourage further action to stop the perpetuation of forced labor.

We take reports of forced labor in XUAR very seriously and consistently practice careful due diligence to confirm that Uyghur forced labor is in no way a part of our supply chain. We are aware that public reports have associated URBN brands with facilities that allegedly use Uyghur forced labor. URBN has never manufactured product in Xinjiang and does not have any contractual relationship with suppliers in Xinjiang. In addition to employing our regular human rights due diligence processes, we have specifically investigated the claims made and have taken extra precaution to ensure we are not working with these suppliers.

After carefully reviewing our supply chain and communicating with our vendors, we can confirm that the allegations made about URBN brands, Anthropologie and Urban Outfitters, in the Australian Strategic Policy Institute (ASPI) report published in 2020 are not accurate. URBN does not work with Shandong Zoucheng Guosheng and has no record of working with this supplier in the past.

In 2021, Anthropologie was also mentioned in the Sheffield Hallam University Report as sourcing from intermediary supplier, Crevis Tex Jaya. One of URBN's direct suppliers did utilize this manufacturer for a short period of time, which contributed to less than 0.5% of our total Ownbrand apparel assortment. URBN has not worked with the direct supplier, or the manufacturer mentioned, since 2020. We have put measures in place to ensure this manufacturer is not used in the future, by any of our suppliers.

URBN is involved in the procurement of fabric for over 80% of our Ownbrand apparel and has longstanding relationships with the mills producing our fabric. We have explicitly communicated to our fabric suppliers that they are not permitted to source yarn or any other material from Xinjiang and ensured they have confirmed their understanding and acceptance of this policy. In addition, we have committed to ambitious goals for sourcing sustainable cotton. Meeting these goals will involve sourcing either cotton certified by third parties, such as the Better Cotton Initiative, or from suppliers we have confirmed are responsible growers (often in the United States). This effort will give us more visibility into our cotton supply chain and provide further confirmation that we are not sourcing cotton from Xinjiang, or any other region affected by forced labor.

Though we continuously communicate and reiterate our policies to our vendors, we recognize that a significant amount of the world's cotton is sourced from XUAR. We will continue to take steps to improve our due diligence within our supply chain to ensure we are not contributing to forced labor schemes. For example, we are implementing a Cotton Risk Screen program, as well as engaging in Supply Chain Mapping, to ensure we have visibility to upstream tiers of our supply chain and can prioritize due diligence in the most effective way. We recognize the importance of transparency and commitment and look forward to further instilling these values into the heart of our Social Responsibility work.