



Environmental Policy

Carter's, Inc. (along with its subsidiaries, "Carter's") is committed to a sustainable world and believes in contributing to a better future for generations to come. Carter's recognizes the emerging risks that climate change can pose for people and businesses everywhere. To do its part in leaving behind a world where children can thrive, Carter's is committed to the continual reduction of the environmental impacts of its products and operations.

To this end, Carter's is committed to the following principles:

- Carter's will operate in compliance with all applicable environmental laws and regulations, and in a way that is protective of the health and safety of its employees and the surrounding communities and environment. Where appropriate, we apply more stringent criteria than those required by law.
- Carter's will communicate these principles to all employees and will promote a workplace in which all employees are properly trained to comply with applicable environmental laws, regulations, and procedures, to meet environmental program goals and to take personal responsibility for protecting the environment. Each employee and vendor has an individual responsibility to understand and support this Policy.
- Carter's will monitor, review, and scrutinize its operations, including the third-party factories that manufacture its products, on a regular basis, and has established goals for continuous environmental improvement. Carter's will require its vendors to provide access to sites and to relevant data to support this principle.
- Carter's will report regularly on environmental topics of most interest to our stakeholders through a recurring Environmental, Social and Governance ("ESG") report and other channels.
- Carter's will drive and measure the integration of environmental considerations into business planning and decisions, including product design, procurement, production, and facilities management.
- Carter's will work with its customers in ascertaining and meeting their environmental needs and goals consistent with Carter's environmental compliance and management programs.

Carter's is committed to decreasing the environmental impact of its operations, including by focusing on the following areas:

- Chemicals: Minimize or avoid restricted and toxic chemicals as much as possible in Carter's products.
- Energy and Greenhouse Gas Emissions: Implement measures to reduce energy consumption and greenhouse gas emissions in our operations.
- Waste: Divert waste from landfills while minimizing overall waste generated in our corporate offices, retail stores, and distribution centers.
- Packaging: Reduce virgin content in the packaging of our products by replacing with more sustainable alternatives and aim to minimize overall packaging volumes
- Water: Reduce water used in our operations and by our vendors.
- Raw Materials: Incorporate materials that are sustainably sourced and/or are certified to third-party sustainability standards, such as Oeko-Tex Standard 100 and the Global Organic Textile Standard, into Carter's products.
- Supply Chain: Engage our supply chain partners to reduce their overall environmental impact.

Our Board of Directors provides oversight of our business, and the Nominating and Corporate Governance Committee of our Board of Directors provides oversight of the Company's ESG initiatives, including climate and environmental matters. Carter's management is responsible for ensuring that this policy is adhered to by all employees, vendors, and contractors. This policy applies to all our global operations, inclusive of our corporate offices, distribution centers, warehouses, and retail stores, and the employees and contractors who work in them, including anyone working with, or on behalf of Carter's, including our business partners, vendors, and suppliers.

**APPENDIX A
ENVIRONMENTAL POLICY AGREEMENT**

The undersigned hereby represents that it has reviewed, and stipulates that it shall comply with, the principles and terms of Carter's, Inc. Environmental Policy. The undersigned further stipulates that its Business Relationship with CRI is based upon the undersigned being in full compliance with the principles and terms set forth in such Policy. The undersigned understands that failure by the undersigned to abide by any of the terms and conditions stated in such policy may, according to its terms, and the terms of its Vendor Policy Manual, result in the immediate termination or cancellations by CRI of any contract, outstanding and/or future purchase orders (without any payment therefore), or other business relationships with CRI. The undersigned shall communicate the requirements of this Policy, and shall ensure and monitor compliance of, all production facilities under its responsibility, including all subcontractors.

Legal Entity Name

Physical (street) Address

City/Town/Other

State/Province/Other Country

Signature of Authorized Representative Date

Name of Authorized Representative Title of Authorized Representative

This signed agreement supersedes any previous signed agreement between CRI and Supplier.