



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.

Xinjiang Uyghur Autonomous Region (XUAR)

As stated in our [Vendor Code of Conduct and Responsible Sourcing Policy](#), URBN does not knowingly source its own product 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 United States Fashion Industry Association (USFIA), to encourage further action to stop the perpetuation of forced labor.