

Global Environmental Policy

Effective Date:
September 20, 2021

Approved by:

Charles D. Roberson
President & CEO

Objective

Lakeland Industries, Inc. (“Lakeland”) believes that our leadership within the safety industry carries with it responsibilities that go beyond our product offerings and the workers we protect. True commitment to safety includes the communities, municipalities, and countries where we conduct operations and where our products are sold and used. In recognition of this responsibility, Lakeland is committed to designing and manufacturing its products and conducting business in an environmentally sustainable manner that protects our natural resources and the environment and is in compliance with all applicable environmental, health and safety (EHS) obligations.

Scope

As used in this Global Environmental Policy (this “Policy”), “Lakeland” includes Lakeland Industries, Inc. and each of its global subsidiaries and affiliated companies.

Policy as to Our Products

Lakeland is committed to designing, manufacturing, and distributing all of its products in an environmentally responsible manner and will integrate EHS considerations into our product development, manufacturing, and sales processes. Further, Lakeland will seek to continually improve these processes through the development of an enterprise-wide environmental management system. All Lakeland employees are expected to share and support this commitment.

Policy as to Our Facilities

All Lakeland facilities are committed to operating in a manner that is compliant with all applicable EHS regulations. Lakeland facilities will be operated in a manner to prevent pollution, public harm, and environmental damage. Furthermore, Lakeland will operate in a manner to reduce production waste and emissions, continually improve energy efficiency, maximize recycling opportunities and pursue any other sustainable practices as may be identified through utilization of continuous improvement tools. Lakeland will strive for a continual reduction in our environmental footprint and impact on climate change.

Policy as to Our Supply Chain

Lakeland is committed to working with supply chain partners who share our commitment to good corporate citizenship and the environment. We will work with our supply chain partners to continually improve the welfare of the people, communities, and countries where we conduct business by working in cooperation to reduce our environmental footprint and our impact on climate change. Lakeland further requires all supply chain partners to comply with the following guidelines to reduce their environmental footprint and provide for a cleaner environment:

1. Hazardous Substance Management

Lakeland’s supply chain partners are to implement a systematic approach to identify, reduce, and eliminate hazardous substances identified in global and regional regulations (REACH, RoHS, California Proposition 65, or other similar regulations). Supply chain partners may be asked to report results (number of

substances reduced or eliminated) to Lakeland in support of any future reporting by Lakeland, whether voluntary or required by applicable law or regulation.

2. Waste Management

Lakeland's supply chain partners are to implement a systematic approach to identify, manage, reduce, and properly dispose of hazardous and non-hazardous waste and shall report results to Lakeland, if requested, in support of Lakeland's Annual Environmental Impact Report.

3. Wastewater Management

Lakeland's supply chain partners are to implement a systematic approach to identify, control, and reduce wastewater produced by its operations. Supply chain partners are to conduct routine monitoring of the performance (reduction) of its wastewater discharge and/or treatment systems and shall report results to Lakeland, if requested, in support of Lakeland's Annual Environmental Impact Report.

4. Sustainability

As a supply chain partner of Lakeland, compliance with applicable laws and regulations is a requirement, but good corporate citizenship does not end there. Lakeland expects its supply chain partners to go beyond mere compliance and act as responsible stewards of our environment and natural resources. Supply chain partners shall work to reduce energy, water, and natural resource consumption by implementing conservation and substitution measures wherever possible. Lakeland's supply chain partners shall implement reduction strategies to reduce and/or eliminate generation of waste, air emissions, and discharges into wastewater systems. Hazardous substances consumption should be minimized by implementation of reduction strategies and substitution.

Administration of the Policy

1. Lakeland will establish, implement, communicate, and continually improve its management systems with regards to this Policy.
2. Lakeland will provide the necessary training and resources to all employees whose responsibilities are deemed to have a direct impact on successful compliance with this Policy.
3. Lakeland will continually monitor, evaluate, enhance, and communicate this Policy to all employees and supply chain and business partners.
4. This Policy is administered internally by Lakeland's Human Resources Department and by Lakeland's Global Director of Quality and Compliance for supply chain or business partner compliance. Any questions regarding this Policy should be directed accordingly.