

Global Human Rights Policy

Effective Date:
September 20, 2021

Approved by:

Charles D. Roberson
President & CEO

Objective

The leadership of Lakeland Industries, Inc. ("Lakeland") in the safety industry is predicated on respect for human rights. Our belief that all workers have the right to a safe work place and the right to return home safely to their families each day goes beyond physical, chemical or mechanical threats and includes the right to work free from harassment, in a secure and diverse work place, that is compliant with all applicable wage and labor laws. Lakeland requires its employees, supply chain partners, and other business partners to comply with this Policy and treat all people with dignity and respect.

Scope

As used in this Global Human Rights Policy (this "Policy"), "Lakeland" includes Lakeland Industries, Inc. and each of its global subsidiaries and affiliated companies globally.

Policy

Environmental Health & Safety

- Consistent with Lakeland's leadership role in the safety industry, we are committed to providing safe and healthy work environments compliant with all applicable safety and health regulations and laws at all Lakeland facilities globally.
- Lakeland is committed to maintaining work environments where people are free from harassment, abuse, threats, or other unhealthy conditions.
- Lakeland will provide employees with safe, secure workplaces through the use of multiple safeguards, including, but not limited to, identification badges, security services, closed circuit security cameras, and periodic employee training.
- Lakeland will conduct its operations in a manner that is environmentally responsible and respectful of the communities in which we operate.

Labor

- Lakeland will not, under any circumstance, tolerate human trafficking, the use of slave labor, child labor, involuntary labor or forced labor, or any other violations of human rights, and will not conduct business with supply chain or business partners that participate in or tolerate such practices.
- Lakeland will comply with all applicable labor laws with regards to wages, working hours, overtime hours, hiring, and benefits.
- While Lakeland strives to provide work environments, wages, and benefits that exceed minimum requirements and make unionization unnecessary, Lakeland respects workers' legal rights to organize and engage in collective bargaining.

Diversity

- Lakeland recognizes the significant contribution of its diversity of employees to our sustainable market advantage. Lakeland will not tolerate discrimination or harassment based on color, ethnicity, national origin, religious belief, age, gender, gender identification, sexual orientation, marital status, political views, disability, medical condition, any other classification that is protected

under applicable law, or association with anyone who has or is perceived to have one or more of these characteristics.

Community

- Lakeland expects our employees and supply chain and business partners to respect the culture, values and customs of the locations in which we conduct business.
- Lakeland is committed to good corporate citizenship within the communities and countries in which we operate and will work to develop good relationships within and positively impact these communities.

Administration of the Policy

- Lakeland will periodically provide training to all employees and also communicate these expectations to supply chain and business partners.
- Violations of this Policy may result in disciplinary action for Lakeland employees, up to and including termination of employment, and suspension or termination of business for supply chain and business partners.
- Lakeland will continually monitor, evaluate, and enhance this Policy.
- Based on risk assessment or other factors, Lakeland reserves the right to notify its supply chain and business partners of the Company's intention to conduct an audit on the partner's compliance with this Policy.
- Should any violations of this Policy be determined, Lakeland senior management will review the findings to determine the course of action to be taken. Lakeland may decide to suspend conduct of business until the violation is remediated; work with the supply chain or business partner to remediate the violation as part of a longer-term plan; or discontinue conducting business with a violating supply chain or business partner.
- 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.