






# Kohl's UN SDG Index

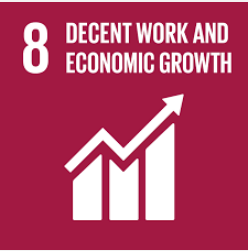

We recognize the importance of the United Nations 2030 Agenda for Sustainable Development. The UN Sustainable Development Goals (SDGs) call on governments, business and civil society organizations to address the most urgent problems facing our world today.

The goals urge all sectors of society to drive greater participation and leadership, and invest more resources into solutions that reduce inequality and tackle the escalating climate emergency. We have aligned our disclosures with the UN SDG targets and we're proud to share how we're taking action to contribute to those that most align with our ESG priorities. All data is for FY2022 ending January 28, 2023, unless otherwise noted.




SDG	Metric	2022 Reference	SDG Targets
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p>	<ul style="list-style-type: none"> <li>• Kohl's believes it's vital to help make a difference in this important community, our efforts in our hometown touch a wide range of causes, supporting family health and wellness while addressing disparities head-on.</li> <li>• In 2022, we worked to strengthen our long-standing philanthropic commitment to family health and wellness, including mental health in the communities we serve.</li> <li>• Kohl's philanthropic platform centers around family health &amp; wellness. Partnerships with Alliance for a Healthier Generation, Boys &amp; Girls Clubs of America, and National Alliance on Mental Illness (NAMI) support programs focused on nutrition, physical activity &amp; mental health.</li> <li>• In 2022, Kohl's &amp; Kohl's Cares donated more than \$7.4M to National &amp; Hometown Partners to support mental health &amp; wellbeing initiatives.</li> <li>• To help foster our associates' total well-being, we've elevated our workplace culture to better support our associates' mental well-being journeys. Be Well at Kohl's provides resources, benefits, offerings, and more for associates and their families that focus on mental well-being and health.</li> <li>• We provide a comprehensive, competitive, and inclusive total rewards package for associates and their families that offers meaningful choice. Our programs are aimed at improving associate's holistic well-being.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Philanthropy (51-59), Benefit Offerings (64), Workplace Safety, Health &amp; Well-Being (84-86) and Chemical Management (31)</p> <p><a href="#">Kohl's Chemical Management Policy</a></p>	<p>3.4, 3.8, 3.9</p> <p>Related Targets: 2.1, 3.8, 4.1, 4.2, 10.2</p>
 <p><b>4</b> QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<ul style="list-style-type: none"> <li>• We strive to be purposeful in attracting, growing and engaging more diverse talent while giving associates equitable opportunities for career growth.</li> <li>• In partnership with Guild Education, a new Education Benefit was introduced in 2022 which provides fully-funded tuition, books, and fees for associates pursuing high school completion, select certificates, and undergraduate degrees.</li> <li>• In 2022, Kohl's &amp; Kohl's Cares donated more than \$1.5M to National &amp; Hometown Partners to ensure access to quality education for early childhood development, technical and vocational skills and knowledge and skills to promote sustainable development.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Our Commitment to Associates (62-63) and Philanthropy (51-59)</p> <p><a href="#">Kohl's Announces New Education Benefit Program that Covers Tuition, Books and Other Fees for Eligible Full and Part Time Associates</a></p>	<p>4.2, 4.3, 4.4, 4.7</p> <p>Related Targets: 8.3, 10.2, 13.3, 15.5</p>

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SDG	Metric	2022 Reference	SDG Targets
	<p>Achieve gender equality and empower all women and girls.</p>	<ul style="list-style-type: none"> <li>• Kohl's strives to drive economic empowerment through conversations, programs, and partnerships that improve quality of life in underserved communities.</li> <li>• We pledge to increase representation of women and BIPOC across our leadership ranks.</li> <li>• We pledge to maintain strong inclusion and address opportunities to strengthen belonging among women.</li> <li>• Business Partners will ensure that workers who are women receive equal treatment in all aspects of employment</li> <li>• We're committed to leveraging our scale, resources, and expertise to empower womens or diverse creators and businesses</li> <li>• Our Women of Kohl's Business Resource Group creates an inclusive environment that recognizes and celebrates diverse perspectives to achieve business and personal success by promoting empowerment, engagement, leadership exposure and professional development opportunities.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Diversity, Equity and Inclusion (35-49), Social Supply Chain Management (65-79), and Workplace Benefits &amp; Our Commitment to Associates (60-64)</p> <p><a href="#">Kohl's Terms of Engagement</a>  <a href="#">Kohl's Code of Ethics</a>  <a href="#">Kohl's Global Human Rights Policy</a></p>	<p>5.1, 5.2, 5.4, 5.5, 5.b</p>
	<p>Ensure availability and sustainable management of water and sanitation for all.</p>	<ul style="list-style-type: none"> <li>• Water is a precious resource and our stores are designed and updated to manage it accordingly with low-flow faucets and toilets.</li> <li>• As a U.S. Department of Energy Better Buildings Water Savings Network Partner, we strive to decrease our portfolio-wide source water use intensity.</li> <li>• Kohl's works with private and exclusive brand business suppliers across the globe that are located in water-stressed areas to build their capacity, identify opportunities to reduce water consumption and proliferate best practices.</li> <li>• 99% Tier 1 and 98% Tier 2 &amp; beyond facilities are in compliance with wastewater discharge permits and/or contracted agreements.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33) and Social Supply Chain Management (65-79)</p>	<p>6.1, 6.3, 6.4, 6.6</p>
	<p>Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<ul style="list-style-type: none"> <li>• Kohl's is focused on reducing our carbon footprint by investing in renewable energy, increasing energy efficiency and cutting energy consumption, both within our business and across our supply chain.</li> <li>• In CY2022 we certified 54 new stores, increasing our total to 94% of our stores being ENERGY STAR® certified.</li> <li>• As a participant in the U.S. Department of Energy's Better Building Challenge, Kohl's committed to a 20% energy reduction by 2020. Kohl's met that target two years early, in 2018, achieving a 24% reduction in our energy consumption, compared to a 2008 baseline.</li> <li>• As of CY2022, we have reduced our energy consumption by 30% versus a 2008 baseline.</li> <li>• Kohl's currently hosts 163 solar arrays around the country, totaling more than 200,000 solar panels and three solar trees.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33)</p> <p><a href="#">CDP Climate Change Response 2022</a></p>	<p>7.2, 7.3</p>

SDG	Metric	2022 Reference	SDG Targets
	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</p>	<ul style="list-style-type: none"> <li>• Kohl's integrates social and environmental factors into our proprietary-branded products procurement selection process.</li> <li>• Kohl's fosters a workplace that champions inclusion, belonging, appreciation, everyday development, and transparency.</li> <li>• Kohl's has strict requirements that our business partners not use any type of forced, prison, bonded or indentured labor, or labor acquired through slavery or human trafficking in the purchasing of raw or production materials, and manufacturing or finishing of our products.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33), Diversity, Equity and Inclusion (35-49), Social Supply Chain Management (65-79), Workforce Safety, Health &amp; Well-being (84-86) and Workplace Benefits &amp; Our Commitment to Associates (60-64)</p> <p><a href="#">Kohl's Terms of Engagement</a>  <a href="#">Kohl's Code of Ethics</a>  <a href="#">Kohl's Global Human Rights Policy</a>  <a href="#">Kohl's Environmental Policy</a></p>	<p>8.4, 8.5, 8.7, 8.8</p> <p>Related Targets: 10.4</p>
	<p>Reduce inequality within and among countries.</p>	<ul style="list-style-type: none"> <li>• Kohl's is committed to embedding respect for human rights throughout our entire business, including our associates, those in our supply chain and the communities in which we operate.</li> <li>• Kohl's &amp; Kohl's Cares will commit more than \$20M by 2025 to support diverse communities, specifically, Asian Americans, Native Hawaiian and Pacific Islanders (AANHPI), Black, Indigenous and People of Color (BIPOC), LGBTQIA+, people with disabilities, veterans and active military members and women. Donations are recognized in the SDG most closely aligned with Kohl's funded initiatives</li> <li>• We pledge to take action to increase diversity across our associate population to better reflect our customers and our country.</li> <li>• In 2022, we took a closer look at our leadership development programs to ensure diversity in the participant makeup. This will support our efforts to increase representation across our leadership team by empowering career growth and preparing more associates for leadership roles.</li> <li>• Kohl's is committed to ethical sourcing practices and expects its Business Partners to demonstrate the same commitment.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Diversity, Equity and Inclusion (35-49) and Values, Ethics &amp; Human Rights Governance (80-83)</p> <p><a href="#">Kohl's Code of Ethics</a>  <a href="#">Kohl's Global Human Rights Policy</a>  <a href="#">Kohl's Terms of Engagement</a></p>	<p>10.2, 10.3, 10.4</p>

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SDG	Metric	2022 Reference	SDG Targets
 <p><b>11</b> SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<ul style="list-style-type: none"> <li>• Kohl's believes it's vital to help make a difference in this important community, our efforts in our hometown touch a wide range of causes, supporting family health and wellness while addressing disparities head-on.</li> <li>• Through our National and Hometown Partners, in 2022, Kohl's &amp; Kohl's Cares has donated more than \$775,000 to ensure access to adequate, safe and affordable housing, green and public spaces and disaster relief.</li> <li>• Kohl's is committed to the responsible management of all waste and reducing waste generation, in CY2022 we achieved an 83.7% waste diversion rate from our facilities.</li> <li>• Our Business Resource Groups which is made up of around 9,500 members, supports our organizations cultural celebrations and focuses on recognizing and championing diversity, equity, and inclusion.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33), Business Continuity, Crisis Management &amp; Disaster Preparedness (91-93), Diversity, Equity &amp; Inclusion (35-49) and Philanthropy (51-59)</p>	<p>11.1, 11.4, 11.5, 11.6, 11.7</p> <p>Related Targets: 10.2, 15.4, 15.5, 6.6</p>
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Ensure sustainable consumption and production patterns.</p>	<ul style="list-style-type: none"> <li>• Our sustainable sourcing goals for Kohl's private brand products are focused on the efficient use of natural resources and environmentally sound management of chemicals.</li> <li>• 87% of cotton was sustainably sourced and 23% of styles contain recycled polyester.</li> <li>• To ensure the elimination and reduction of chemicals, suppliers are required under Kohl's Purchase Order Terms and Conditions to ensure that any product manufactured for and sold to Kohl's is compliant with all applicable federal, state and local government laws and regulations, as well as any standards and specifications set by Kohl's.</li> <li>• 100% of our core proprietary brand towels, pillows, sheets, curtains, and rugs are MADE IN GREEN or STANDARD 100 by OEKO-TEX®</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33)</p> <p><a href="#">Chemical Management Policy</a>  <a href="#">Restrictive Substance List</a>  <a href="#">ZDHC MSRL List</a>  <a href="#">Environmental Policy</a></p>	<p>12.2, 12.4, 12.5, 12.6, 12.7</p>
 <p><b>13</b> CLIMATE ACTION</p>	<p>Take urgent action to combat climate change and its impacts.</p>	<ul style="list-style-type: none"> <li>• Kohl's demonstrated our support for action on climate change and for The Paris Agreement by signing the American Business Act Pledge on Climate Change in 2015.</li> <li>• Through SBTi, we have committed to align our greenhouse gas reduction targets with climate science and the core commitment of the Paris Agreement.</li> <li>• At the end of CY22 we achieved a total of 49% reduction in our scope 1 and 2 emissions based on a 2014 baseline.</li> <li>• Kohl's achieved a Leadership level A- for the fourth consecutive year on the 2022 CDP Climate Change disclosure.</li> <li>• To cut down on vehicle emissions, we continually work to improve the environmental performance of our fleet by reducing miles, packaging and being ultra-efficient in how we supply our stores.</li> </ul> <p>Please see Kohl's 2022 ESG Report- Sustainable Solutions (11-33)</p> <p><a href="#">Kohl's TCFD 2022</a>  <a href="#">Kohl's CDP - Climate Change 2022</a></p>	<p>13.1, 13.2</p>