REPORTING AND WHISTLEBLOWER POLICY

PURPOSE

Lakeland Industries, Inc. (“Lakeland”) is committed to the highest possible standards of ethical, moral and legal business conduct. In conjunction with this commitment, and Lakeland's commitment to open communication, Lakeland is implementing this Reporting and Whistleblower Policy (this “Policy”) to ensure that its stakeholders know how to report their good faith concerns about legal, ethical, and compliance matters and how those concerns will be addressed and understand they may report their concerns without fear of retaliation.

SCOPE

This Policy applies to all Lakeland employees, officers and non-employee directors, inclusive of part-time, temporary, and contract employees, as well as others who do business with Lakeland, including suppliers, supply chain partners, and customers ("Covered Persons"). As used in this Policy, Lakeland includes Lakeland Industries, Inc. and each of its global subsidiaries and affiliated companies. Individuals other than Covered Persons may also report concerns via Lakeland’s hotline.

POLICY

Lakeland Requires Its Stakeholders to Report Legal, Ethical, and Compliance Matters

Covered Persons should report any ethical, legal or compliance concerns or complaints that could have an impact on Lakeland, its business, or personnel, including any of the following:

- Questionable accounting, violations of internal accounting controls, or any other auditing or financial matters, or the reporting of fraudulent financial information;
- Suspected violations of law or other fraudulent activities;
- Suspected violations of company policies or procedures, including the Global Code of Business Conduct; and
- Other serious improper conduct.

Lakeland Provides an Anonymous Means to Report

Lakeland encourages all employees to share their concerns with their supervisors; all non-employee directors to share their concerns with the Audit Committee of the Board; and all business partners to share their concerns with their Lakeland point of contact. However, Lakeland recognizes that some Covered Persons may not report if they cannot do so anonymously. As such, Lakeland is committed to providing a hotline for anonymous reporting and to maintaining the confidentiality of reporters to the extent feasible.

Lakeland Does Not Retaliate

Lakeland encourages reporting and will not retaliate against any Covered Person who makes a complaint or participates in an investigation in good faith. Any Covered Person who engages in retaliation will be subject to disciplinary action, up to an including termination or their employment or business relationship with Lakeland.

Lakeland Addresses All Reports

Lakeland will address all reports it receives in the appropriate manner. Lakeland will notify all complainants that their complaint has been received and will provide complainant's information about the resolution of their complaints to the extent it is able to do so.

PROCEDURES

How to Report

Individuals may report concerns relating to any unethical, improper, or illegal conduct, including violations of the Global Code of Business Conduct and concerns relating to financial reporting, accounting, internal accounting controls, and auditing matters in any of the following ways:

Means of Reporting	Language	Contact Method
Supervisor or Business Contact	Primary	In person, by phone, or in writing
Compliance Point of Contact	Primary	As listed on the Company's website
Website	Primary	https://report.syntrio.com/lakeland
Telephone	English (U.S. and Canada)	833-800-0070
	All Other Countries	800-603-2869 See Attachment A for access codes

Anyone using the whistleblower hotline contacts, in the above table, to report concerns, will have the ability to remain anonymous, if they choose.

When reporting, individuals should provide as much information as possible about (1) the nature of their concern, (2) how they learned about it, (3) when and where it occurred or is occurring, and (4) who is involved.

When to Report

Individuals should report concerns as soon as they learn of them. The earlier an issue is identified, the easier it is for action to be taken, and the more effective investigations will be.

How Reports Will Be Addressed

Reports will flow through a central point of contact. All reports whether made by hotline or through a supervisor or business contact should be provided to Lakeland's Compliance Point of Contact as listed on the Company's website. All individuals receiving reports regarding potential violations of law or the Global Business Conduct Policy including accounting and financial reporting concerns should report them to the Compliance Point of Contact within two (2) business days or as soon as practicable. Any complaint relating to an accounting or financial reporting concern or that involves an officer or director of Lakeland may also be provided directly to the Chair of the Audit Committee as listed on the Company's website.

Reports will be logged and reviewed by the Audit Committee. All reports and any action taken will be logged by the Compliance Point of Contact or the Audit Committee Chair as appropriate. The Audit Committee of the Lakeland Board of Directors receives a copy of each report and follow-up reports on actions taken by the Company quarterly. The Audit Committee provides oversight of this Policy and investigations.

Action will be taken. The action taken will depend on the nature of the concern and the information and detail provided in the report. Some concerns may be resolved by agreed upon corrective or preventative action without the need for an investigation. Some reports may not contain enough information to investigate. Some reports may be investigated internally while some reports may require the assistance of outside investigators or legal resources.

Reporters will be contacted. Whether reported directly to Lakeland personnel or through the whistleblower hotline contacts, the individual submitting a report should receive follow-up from the hotline vendor, the Compliance Point of Contact or the Audit Committee as to the status of their concern. An individual should always be notified that their complaint has been received and is being addressed and when action has been concluded. Depending on the circumstances, Lakeland may or may not be able to share all the details regarding any investigation or the particular action taken. The Syntrio website reporting form allows reporting individuals to create a PIN number for use in checking status of a report and to facilitate follow-up by the investigating body while maintaining the reporting person's anonymity.

Lakeland reserves the right to modify or amend this policy at any time as it may deem necessary.

REVISION HISTORY

Ownership	
Update authority	
Issue date	
Effective date	
Review cycle	

Version Control

The following table contains a brief history of the updates made to this document.

Name	Description of Change	Date	Version

Document Approval

The following table contains document approval.

Name	Title	Date

Attachment A
International Access Codes

Country	Direct Dial
Argentina	0800-345-5408
Australia	1-800-768-120
Austria	0800 018227
Belgium	0800-262-67
Canada	833-800-0070
Chile	800 914 722
China (South, Shanghai)	400 120 1853
France	0805-080039
Germany	0800-183-0724
India	000 800 0501 552
Italy	800 743 075
Kazakhstan	7-727-3493519
Mexico	01-800-681-5340
New Zealand	0800 823 509
Poland	0-0-800-141-0023
Romania	0800 360 881
Russia	8 (800) 100-63-14
Spain	0900-963267
United Kingdom	0-808-189-0041
United States	833-800-0070
Uruguay	000 405 4033
Vietnam	120-32121