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Global Code of Business Conduct

LAKELAND® FIRE + SAFETY

LAKELAND INDUSTRIES, INC. · NASDAQ: LAKE

CONTENTS

Global Code of Business Conduct

— **Introduction** 3

A. Commitment to Compliance and Ethical Behavior · B. Role of the Code · C. Obligation to Be Familiar with and Follow the Code · D. Obligation to Report Concerns and Procedures to Do So

01 **Treatment of Employees and Business Partners** 7

A. Prohibiting Harassment, Including Sexual Harassment and Bullying · B. Ensuring Fair Treatment · C. Promoting Health and Safety

02 **Protection of Lakeland's Interests and Assets** 10

A. Avoiding Conflicts of Interest · B. Protection of the Company's Physical Assets · C. Protection of Company Proprietary Business Information

03 **Ensuring Fair Competition** 13

A. Bribery and Corruption · B. Gifts and Entertainment · C. Loans · D. Fair Advertising · E. Compliance with Fair Competition Laws

04 **Promoting Legal International Business** 17

A. Export of Products and Technologies · B. Sanctioned and Embargoed Countries, Individuals, and Entities

05 **Protecting Shareholders** 20

A. Financial Records Accuracy · B. Fair Disclosure and Fraud · C. Insider Trading · D. Audits · E. Heightened Duties of CEO and Senior Financial Officers

06 **Being a Good Corporate Citizen** 23

A. Environmental Commitment · B. Social Commitment · C. Human Rights Commitment · D. Conflict Minerals Commitment

A **Appendix A** 25

Code of Ethics for the Chief Executive Officer and Senior Financial Officers

A **Attachment A** 27

International Access Codes

— **Revision History** 28

Introduction

A. Commitment to Compliance and Ethical Behavior

As a global leader within the safety industry, corporate citizenship and integrity are extremely important at Lakeland Industries, Inc. ("Lakeland" or the "Company"). Lakeland has always endeavored to conduct its business in a manner conforming to all applicable laws and regulations and the highest ethical standards. The Company's reputation for unquestionable integrity is its most valuable asset in its relationships with employees, customers, shareholders, and the communities in which it operates.

It is the Company's policy to comply fully with all applicable laws and regulations in the various communities, states, and countries in which it operates and to conduct its affairs in accordance with the highest moral, legal, and ethical standards. Although Lakeland is a U.S.-based company, it has operations and offices across the globe. As a result, compliance with "all applicable laws" requires Lakeland to comply not only with U.S. law but also with the laws that apply to its operations in every country in which it conducts business, even when those laws are more stringent than U.S. law.

B. Role of the Code

The laws with which Lakeland must comply cover several topics, including, but not limited to, financial reporting, bribery and corrupt practices, insider trading, import and export regulations and laws, competition (antitrust), workplace health and safety, environmental compliance and reporting, labor, and others.

Lakeland has designed its Global Code of Business Conduct (this “Code”) to aid in identifying a wide range of topics that may impact ethics and legal compliance. It is not intended to cover every potential situation, but it is one of a variety of tools available to Lakeland employees, officers, directors, and suppliers to help make informed ethical decisions and choices.

Waivers of the Code are discouraged. Any waiver of this Code for executive officers or directors may be made only by the Board of Directors or a committee of the Board and will be promptly disclosed as required by law and Nasdaq listing rules.

C. Obligation to Be Familiar with and Follow the Code

Compliance with this Code is required of all employees, officers, and non-employee directors of Lakeland and its subsidiaries (collectively, "Lakeland Employees" or “Employees”), as well as Lakeland’s suppliers (“Suppliers”) when acting on behalf of Lakeland or in connection with Lakeland business. Suppliers are further responsible for ensuring that any subcontractors they use comply with all applicable laws, regulations, and

Lakeland policies, including, but not limited to, this Code when acting on behalf of Lakeland or in connection with Lakeland business.

The Company does not expect every Employee and Supplier to know every law in every detail. However, Lakeland expects all Lakeland Employees and Suppliers to familiarize themselves with the laws applicable to the Company as articulated in this Code and to ask further questions when needed. The Company expects Lakeland Employees with significant responsibilities (managers) to have a deeper understanding of the laws applicable to their specific positions and to seek guidance on any matter on which there is a question, either directly from their supervisors or through the Compliance Point of Contact responsible for administering this Code as listed on the Company's website. Every Lakeland manager will lead by example and demonstrate their commitment to this Code through their daily actions. Furthermore, every manager is responsible for maintaining a work environment that encourages, reinforces, and promotes ethical conduct and compliance with this Code and applicable law.

Violations of this Code, applicable law, or any Company policy may create substantial risk to Lakeland. Accordingly, such violations will result in appropriate disciplinary action, up to and including termination of employment for Lakeland Employees and termination of the business relationship for Suppliers.

D.

Obligation to Report Concerns and Procedures to Do So

Lakeland Employees are obligated to keep their eyes and ears open and ask questions about matters that may violate this Code or applicable law including:

- Conflicts of interest or potential conflicts of interest
- Questionable gifts or gratuities
- Improper or questionable accounting practices
- Fraud or theft
- Questionable workplace health and safety practices
- Threats of violence
- Workplace harassment
- Discrimination
- Suspected bribery or corrupt business practices
- Transactions that touch sanctioned parties or countries
- Transactions that violate import or export law
- Efforts to suppress competition or communicate improperly with competitors
- Product quality or safety concerns
- Environmental compliance matters
- Retaliation
- Legal or ethical concerns with third parties
- Other potential unethical or illegal conduct

It is every Lakeland Employee's responsibility to promptly report potential violations of this Code, applicable law, or any Company policy to his or her supervisor or manager, the Human Resources Department, the Compliance Point of Contact as listed on the Company's website, or the compliance hotline below. Managers must promptly escalate any potential violations reported to them to the Human Resources Department, the Compliance Point of Contact, or the hotline.

Lakeland Employees may report through the hotline either by name or anonymously, where anonymous reporting is permitted by local law.

WEBSITE · PRIMARY

https://report.syntrio.com/lakeland

TELEPHONE · ENGLISH (U.S. AND CANADA)

833-800-0070

TELEPHONE · ALL OTHER COUNTRIES

800-603-2869

See Attachment A for access codes

Any Lakeland Employee or Supplier who has concerns that a member of senior management has violated the Code and for that reason does not wish to report through the Compliance Point of Contact or the hotline, may report through the Audit Committee of the Board of Directors.

Details regarding how to report concerns and how matters will be investigated are addressed further in the Company's "Reporting and Whistleblower Policy."

Lakeland prohibits retaliation against any Employee who, in good faith, reports a possible violation, raises a concern, or participates in an investigation. Retaliation can take many forms, including, but not limited to, altering job responsibilities and/or compensation/benefits, exclusion from workplace activities and/or meetings, and other types of adverse treatment. Any Lakeland Employee who engages in, or attempts to engage in, retaliation will face appropriate disciplinary action, up to and including termination.

Suppliers may report concerns to their business point of contact, Lakeland's Compliance Point of Contact, or through the hotline. Where permissible under the law, Suppliers should provide a means for their workers to report work-related concerns relating to safety and/or working conditions anonymously to management. Suppliers must never retaliate against, or condone retaliation against, any worker who reports a concern in good faith.



01

Treatment of Employees and Business Partners

Lakeland is committed to providing our Employees, customers, and Suppliers with a workplace that promotes dignity and respect and is free from discrimination, harassment, abuse, threats, bullying, and other unhealthy conditions. Our people are key to the Company's success and perform best when they are treated respectfully. As a result, Lakeland will not tolerate any form of discrimination or harassment in the workplace and will address any such acts appropriately.

A. Prohibiting Harassment, Including Sexual Harassment and Bullying

Lakeland strictly prohibits and does not tolerate unlawful harassment against Lakeland Employees or any other covered persons because of race, color, religion, creed, sex, pregnancy (including childbirth and related medical conditions), gender, gender identity, gender expression, sexual orientation, national origin, ethnicity, citizenship status, age, disability, genetic information, military service or

veteran status, marital status, or any other classification protected under applicable law. Examples of harassment include, but are not limited to:

- Name calling, epithets, or slurs
- Inappropriate jokes
- Repeated and/or unwanted flirtations or other contact
- Displaying, discussing, or referencing content of an inappropriate nature
- Threatening statements or movements (such as blocking someone's way or backing him or her into a corner)
- Intimidating remarks

Sexual harassment is a particular form of workplace harassment based on an individual's sex or gender. Sexual harassment can occur regardless of the harasser's sex or gender. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as any unwelcome sexual advances, requests for sexual favors, or any other conduct of a sexual nature, when any of the following is true:

- Submission to the advance, request or conduct is made either explicitly or implicitly a term or condition of employment;
- Submission to or rejection of the advance, request or conduct is used as a basis for employment decisions; or
- Such advances, requests or conduct have the purpose or effect of substantially or unreasonably interfering with a Lakeland Employee's work performance by creating an intimidating, hostile or offensive work environment.

LAKELAND WILL NOT TOLERATE ANY FORM OF SEXUAL HARASSMENT, REGARDLESS OF WHETHER IT IS:

- Verbal (for example, epithets, derogatory statements, slurs, sexually related comments or jokes, unwelcome sexual advances, or requests for sexual favors);
- Physical (for example, assault or inappropriate physical contact);
- Visual (for example, displaying sexually suggestive posters, cartoons, or drawings, sending inappropriate adult-themed gifts, leering, or making sexual gestures); or
- Online (for example, derogatory statements or sexually suggestive postings on any social media platform, including Facebook, X (formerly Twitter), Instagram, and Snapchat).

These lists are illustrative only and not exhaustive. No form of harassment will be tolerated. Harassment is prohibited both in the workplace and at employer-sponsored events.

Bullying is repeated inappropriate behavior, whether verbal, physical, psychological, or otherwise, that interferes with another's work and that a reasonable person would find offensive, threatening, or humiliating. Not all bullying constitutes workplace harassment under the law; however, bullying that does not rise to the level of unlawful harassment still violates this Code and will result in appropriate disciplinary action.

B. Ensuring Fair Treatment

As a multinational company, Lakeland fully recognizes the importance of fair treatment in the workplace. Lakeland Employees, regardless of their location worldwide, contribute to the Company's success. Lakeland celebrates the diverse cultures in all the communities in which we operate and promotes diversity of thought and differing perspectives.

Lakeland does not tolerate discrimination based on race, color, religion, creed, sex, pregnancy (including childbirth and related medical conditions), gender, gender identity, gender expression, sexual orientation, national origin, ethnicity, citizenship status, age, disability, genetic information, military service or veteran status, marital status, or any other classification protected under applicable law. Fair treatment and the prohibition on discrimination relates to all phases of employment at Lakeland. It is essential in hiring, promotion, termination, determining wages and benefits, training, distributing benefits (e.g., education reimbursement), and in reductions in force (e.g., layoffs).

C. Promoting Health and Safety

Lakeland is committed to ensuring the health and safety of its Employees, their families, and the communities in which Lakeland operates. This is not just a workplace compliance issue. As leaders in the safety industry, it is our responsibility to establish a high standard of safety that our customers should strive to achieve. This is leadership by example, and it is as important within the safety industry as it is within our Company.

IT IS LAKELAND'S POLICY TO:

- Comply with all applicable labor laws with regard to minimum working age;
- Comply with all applicable laws regarding working hours and overtime, and limit overtime so as to ensure a healthy and safe work environment;
- Provide Employees with a physically safe and secure workplace through security safeguards (e.g., identification badges, security cameras, and periodic employee training) and occupational health and safety procedures (e.g., hazard elimination, personal protection equipment (PPE), and safety training); and
- Prohibit substance abuse at Lakeland. Lakeland Employees must not report to work, operate equipment, or drive Company vehicles or vehicles rented for Company travel while under the influence of alcohol or drugs. To ensure a workplace free from substance abuse, drug testing is a requirement of our hiring process, and Lakeland Employees are advised that workplace accidents may result in drug testing. Lakeland's policies regarding drug testing can be found in the Lakeland Employee Handbook.



02

Protection of Lakeland's Interests and Assets

A. Avoiding Conflicts of Interest

Each Employee is expected to act in a manner that promotes the Company's best interests. Personal relationships or professional relationships with our business partners, government personnel, or others must not be allowed to cloud judgment or the ability to act in the best interests of Lakeland. These relationships must not be allowed to develop into a conflict of interest or appearance of impropriety that may reflect poorly on you or the Company.

Conflicts of interest exist when sound business judgment, which places Lakeland's interests first, is clouded by a personal interest that prevents objectivity, influences judgment, or compromises loyalty to the Company. The appearance of a conflict of interest must be avoided as well, because it can be equally damaging to the reputation of the individual(s) involved and the Company. A good test is to ask how others might view your actions and whether you would be comfortable with your actions being widely known. If you would prefer to keep the matter secret, a conflict of interest may exist, and you should seek guidance.

All Lakeland Employees and Suppliers must fully disclose any potential or actual conflict of interest to a supervisor, manager, business point of contact (in the case of a Supplier), or the Human Resources Department before engaging in the related conduct or transaction. When in doubt, disclose.

EXAMPLES OF POSSIBLE CONFLICTS OF INTEREST INCLUDE:

- You or someone with whom you have a close personal relationship are planning to give or receive improper or unusual gifts, gratuities, or honoraria to or from a Lakeland business partner;
- You are planning to involve people with whom you have a close personal relationship in business transactions with the Company;
- You are planning to hire or supervise people with whom you have a close personal relationship;
- You or someone with whom you have a close personal relationship is planning to enter into personal transactions with Lakeland business partners on terms more favorable than those available to other parties;
- You or someone with whom you have a close personal relationship holds or is planning to hold a material financial interest in, or serve on the board of, a company doing business with, or competing with, Lakeland.

A close personal relationship can be an immediate family (spouse, child, parent, or sibling) or extended family (cousins, grandparents, aunts, or uncles) relationship, a romantic or sexual relationship, or any other relationship that might affect a person's judgment (for example, a roommate or longtime close family friend).

Some Lakeland Employees may wish to work outside of the Company ("concurrent employment"). Concurrent employment may include maintaining a second job, receiving compensation for public speaking or presentations, serving as a subject matter expert, engaging in compensated peer reviews, or consulting. These arrangements risk creating conflicts of interest or impairing objectivity. For managers, directors, and executives, employment with Lakeland is typically exclusive, and any concurrent employment must be approved in advance by the Compliance Point of Contact or, for directors and executive officers, the Board of Directors. All questions regarding concurrent employment should be directed to the Human Resources Department.

B. Protection of the Company's Physical Assets

As an Employee of Lakeland, you may be entrusted with numerous physical Company assets of varying values. The term "assets" refers to financial assets, such as bank accounts and credit lines, as well as computers, vehicles, inventory, supplies, materials handling equipment, production equipment, lab equipment, intellectual property, and trade secrets. Lakeland Employees are required to exercise reasonable care and caution to safeguard the assets entrusted to them to prevent loss, misuse, damage, or theft. These assets belong to the Company and ultimately to our shareholders.

Company assets are never to be used to benefit interests outside of those of Lakeland. Abuse, theft, fraud, embezzlement, or disclosure (in the case of intellectual property or trade secrets) of Company assets is prohibited. Furthermore, it is required that all Employees entrusted with Company assets be aware of and in compliance with Company policies relating to the operation, use, care, and licensing of the asset.

C. Protection of Company Proprietary Business Information

In the course of work at Lakeland, you will often be entrusted with confidential information regarding the Company. This is non-public information that could benefit our competitors or others if disclosed.

EXAMPLES OF CONFIDENTIAL INFORMATION REGARDING THE COMPANY INCLUDE:

- R&D projects
- Product design
- Product composition
- Consumption data
- Suppliers
- Vendor information
- Customers
- Marketing strategies
- Pricing
- Personal data of Employees
- Unpublished financial results
- Corporate investigations
- Cybersecurity systems
- Passwords
- Other items of a similar nature

It is the responsibility of each Lakeland Employee to prevent unauthorized access to this information, never to share this information improperly, and to comply with all applicable data privacy laws and regulations. Each Lakeland Employee is also responsible for exercising proper care of Company equipment to ensure that it remains secure. Loss or theft of Company devices such as laptops and smartphones represents a significant risk to confidential information and the security of Lakeland systems. Should you lose, misplace, or have a device stolen, you must report it immediately to the Information Technology Department so that the information on the device can be secured or destroyed and the device can be deactivated.

Lakeland values its position in the marketplace and its reputation with the community. We strive to be transparent in all our interactions with the public. For this reason, and because of confidentiality concerns, Lakeland Employees are not to speak to the press or represent themselves as agents of Lakeland without authorization from the Human Resources Department or the Compliance Point of Contact.

Lakeland Employees must not use confidential or non-public information obtained through their work for Lakeland to trade, bet, or wager, including on prediction markets (e.g., Kalshi, Polymarket), or to enable others to do so.

Suppliers' use of Lakeland information and data is restricted to Lakeland-related business or as outlined in any applicable agreements between Lakeland and the Supplier. Suppliers are prohibited from using Lakeland's or a third party's intellectual property, confidential information, copyrighted material, or third-party technology without the prior written consent of, or a license from, the owner or authorized licensor of the property in question. Suppliers are prohibited from disclosing, transferring, publishing, or using Lakeland's confidential information except as authorized by the Company. Suppliers are to comply with the terms of all agreements and commitments to Lakeland, including without limitation all representations, warranties, and confidentiality agreements.



03

Ensuring Fair Competition

Lakeland's business partners include customers, distributors, third-party representatives or agents, service providers, and vendors. Our Employees work with our business partners on a daily basis. This section covers topics that may arise when dealing with our business partners and establishes the Company's expectations relating to those interactions.

A. Bribery and Corruption

Lakeland strictly prohibits bribery and corruption by its Employees and anyone acting on its behalf, including Suppliers. As a multinational company with operations in the U.S., the U.K., and other countries, Lakeland and its Suppliers must comply with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act, and all other applicable anti-corruption laws. Bribery and corrupt practices are illegal in most countries throughout the world.

The FCPA and the U.K. Bribery Act both strictly prohibit companies and their affiliates or subsidiaries from engaging in corrupt business practices. These laws are strictly enforced, with penalties ranging from fines to debarment and loss of trade licenses for companies and from fines to imprisonment for individuals. These

laws and Company policy prohibit Employees and others acting on Lakeland's behalf from offering, promising, authorizing, or giving anything of value, directly or indirectly, to any person, whether a government official or a private party, in order to gain an improper advantage or improperly influence that person's decision-making to favor Lakeland. These prohibitions extend to payments or benefits provided to a person's family members. Using a third party to do anything that Lakeland or its Employees may not do directly is prohibited. Lakeland and its Employees may be held responsible for the actions of business partners if we knew or reasonably should have known of improper conduct. "Self-blinding," or turning a blind eye to the actions of our business partner, is not a defense. For this reason, all Lakeland Employees must remain vigilant and report any potential corruption.

Lakeland policy not only prohibits giving bribes to public officials, business partners, or customers, but also prohibits the acceptance of bribes by Lakeland Employees and others acting on Lakeland's behalf. Often, these improper payments are disguised in the form of gifts, gratuities, or honoraria. Whether or not these "gifts" are appropriate, of proper value, or customary is key to determining whether they may be considered bribes. Gifts are covered in more detail below.



For further information, see the Company's "Anti-Bribery and Anti-Corruption Compliance Policy."

B. Gifts and Entertainment

Giving and receiving gifts is common practice in many industries, cultures, and businesses. Gifts and entertainment are a valuable way to demonstrate appreciation and show we value a relationship. However, offering extravagant or improper gifts or entertainment to influence the decision-making of our business partners is wrong and may be construed as bribery. Similarly, Lakeland Employees and others acting on the Company's behalf should not accept extravagant or improper gifts that could be viewed as sufficient to influence their decision-making or create conflicts of interest.

THE FOLLOWING PRINCIPLES SHOULD BE KEPT IN MIND WHEN GIVING OR RECEIVING GIFTS:

- Is the gift or entertainment being given or received customary, infrequent, and of appropriate monetary value?
- Will the gift or entertainment being given or received appear to obligate the recipient to take a certain action or prevent them from acting in the best interests of their own organization?
- Gifts or entertainment provided to family members or spouses of business partners are regarded as business gifts and are therefore subject to this Code.
- Gifts of cash, gift cards, or cash equivalents are not appropriate business gifts and are not permitted without prior approval of the Compliance Point of Contact.

C. Loans

Loans often create the potential for a conflict of interest or the appearance of a conflict of interest. For this reason, Lakeland Employees or others acting on the Company's behalf are prohibited from lending money to our business partners, their representatives, or anyone with whom we may have business dealings.

Just as lending money creates a potential conflict of interest, so does borrowing money. Therefore, Lakeland Employees or others acting on Lakeland's behalf and their family members may not borrow money from our business partners, their representatives, or anyone doing business with Lakeland. This prohibition does not apply to banks, savings and loans, credit unions or other companies engaged in dealing in consumer loans as a regular part of their business, provided that the terms and conditions of the loan are consistent with market rates.

D. Fair Advertising

Lakeland is a global leader in the protective clothing market for several reasons, but most importantly, our customers and stakeholders trust us to act with integrity and consistently provide high-quality products, accurate information, and honest answers to their questions. We earn this reputation every day, and it is a primary point of differentiation between Lakeland and our competitors. Our reputation for honesty and integrity is showcased through our advertising and promotions. For these reasons, Lakeland will not tolerate deceptive, misleading, or false advertising or promotional material.

E. Compliance with Fair Competition Laws

In its relationships with its competitors, the Company and its Employees will fully understand and strictly adhere to the requirements of the antitrust laws. These laws, which in the United States include the Sherman Act, Clayton Act, Robinson-Patman Act, and Federal Trade Commission Act, seek to advance and maintain the free enterprise system and take precedence over any business objective of the Company, notwithstanding any resulting increases in sales or profits.

Lakeland intends to follow these laws; therefore, when conducting Company business, Lakeland Employees and others acting on Lakeland's behalf must never discuss or agree with competitors on pricing, bids, production, capacity, customers, territories, or markets; never set or agree on resale prices with customers or distributors; never agree with competitors to boycott a particular customer or Supplier; never agree with other companies not to hire or solicit each other's employees or to fix wages; and never act in a manner that could be seen as an attempt to exclude present or potential competitors or to control market prices. Agreements do not have to be signed contracts to violate competition laws. An informal understanding with a competitor, or even a conversation that implies an understanding, may be unlawful. If any of these topics arise during a conversation with a competitor, including at a trade association meeting, stop the conversation immediately, leave if necessary, and promptly report it to the Human Resources Department or Compliance Point of

Contact. The Company will not condone any action that an Employee knew or should have known would violate antitrust or competition laws.



04

Promoting Legal International Business

A. Export of Products and Technologies

Transactions with foreign countries and specific parties and intermediaries are governed by a number of U.S. laws. These laws apply to U.S. operations, U.S. citizens (wherever they are), products manufactured using U.S.-origin parts or technology, and products transiting the U.S. Many other countries also have their own export and import control regulations.

The U.S. Export Administration Regulations (EAR) may require that an export license be obtained for certain Lakeland products before they can be exported, re-exported, or otherwise transferred outside of the U.S. Exports are not limited to physical products. A "deemed export" occurs when controlled U.S. technology or software is released to non-U.S. persons, even while they are physically present in the U.S. The consequences of exporting in violation of U.S. law are severe.

Suppliers to Lakeland must have adequate and appropriate import/export control processes, technologies, and services in place and, if applicable, must acquire and maintain all required licenses

for the importation, exportation, and/or transfer of their products. For all goods supplied to Lakeland, Suppliers will provide the information necessary for Lakeland's future resale, importation, exportation, and/or transfer of products, including, but not limited to:

- Country of Origin Certification;
- Commodity code (e.g., tariff code); and
- Corresponding Lakeland part number for each product supplied.

Suppliers must follow all applicable laws and regulations with respect to restricted business zones and countries. Lakeland complies with U.S. antiboycott laws and will not participate in, or do business with Suppliers who support, unsanctioned foreign boycotts, including the boycott of Israel. Any request to participate in or provide information in support of such a boycott must be reported immediately to the Compliance Point of Contact, as certain requests must be reported to the U.S. Government.

While Lakeland has export control processes and procedures in place to control our exports and imports and ensure compliance with U.S. and other applicable trade laws, Company Employees and Suppliers should contact Global Logistics if they have any questions or concerns regarding the export or import of a specific product and whether or not licensing, other documentation, or reporting is required.

B. Sanctioned and Embargoed Countries, Individuals, and Entities

The U.S. Government maintains lists of countries, individuals, and entities that are subject to various sanctions or embargoes (collectively, "Sanctions"). Absent appropriate governmental approval, it is unlawful to engage, directly or indirectly through a third party, in a "transaction" with any individual or entity subject to a U.S. Sanctions program. Violations can result in significant criminal and civil penalties, and civil penalties may be imposed even when a violation is inadvertent. What constitutes a "transaction" can vary depending on the particular Sanctions program at issue, but it generally includes business dealings such as buying and selling goods, giving or receiving money, and investment activity.

THERE ARE TWO PRIMARY KINDS OF U.S. SANCTIONS PROGRAMS:

- Programs that generally prohibit U.S. persons from engaging in transactions that will touch certain countries (e.g., Cuba, Iran, North Korea, certain regions of Ukraine) or large sectors of certain countries (e.g., Russia); and
- Programs that generally prohibit U.S. persons from engaging in transactions with specifically identified individuals or entities - regardless of where they are located - due to their involvement in activities deemed contrary to U.S. foreign policy or security.

Any Lakeland Employee or Supplier who has knowledge or suspicion of any transaction or potential transaction that may violate Sanctions laws or Company policy must not proceed with the transaction and must report it promptly to their supervisor or business point of contact or the compliance hotline to be escalated to the Compliance Point of Contact.

05

Protecting Shareholders

Lakeland Industries, Inc. is a publicly traded company (NASDAQ: LAKE). This means that shares of Lakeland are owned by individual shareholders, and virtually anyone can purchase our stock on the NASDAQ. Our shareholders place a great deal of trust in our business and its management when they invest their money in Lakeland. They purchase our shares with the expectation that we will grow the Company, manage it effectively, and provide them with accurate and timely financial reporting and updates on our other activities. They, in turn, use this information to make informed decisions about their investments in Lakeland. This section will discuss how this Code and our integrity are important to our shareholders and our regulator the Securities and Exchange Commission ("SEC"). It also discusses the heightened duties of our CEO and all of our senior financial officers around financial reporting and internal controls.

A. Financial Records Accuracy

Our shareholders, business partners, and customers depend on the accuracy of our financial information and record keeping to make informed decisions. Government regulations and rules also require a great deal of precision and accuracy in reporting Company performance. For these reasons, it is imperative that each Lakeland Employee and Supplier ensures that the information it provides is an accurate and fair representation of all business transactions and related information. The accuracy of our financial information and reporting is ensured by following established accounting policies and procedures and submitting data in a timely manner. Lakeland Employees and Suppliers must not falsify or misrepresent any records or transactions. No false, misleading, distorted, or vague entries will be accepted in Company books and records.

It is important to understand that records such as expense reports, invoices, purchase orders, and contracts are all considered supporting financial records and are therefore subject to the same requirements for accuracy and precision. When preparing these documents, Lakeland Employees must not withhold or misrepresent information.

B. Fair Disclosure and Fraud

All Lakeland Employees and Suppliers are required to provide full, fair, accurate, and understandable disclosures in all reports and documents submitted to government agencies, including the SEC, or to anyone inside or outside Lakeland. Any intentional act to falsify, mislead, distort, or conceal the nature of any transaction or fact, whether or not illegal or material, is a violation of this Code and will be handled accordingly.

C. Insider Trading

Lakeland stock is traded on the NASDAQ on a daily basis, and most people are free to trade in our stock at will. Maintaining the confidence of our shareholders and the public trading markets is critical to our continued success. For this reason, there are specific regulations and Company policies that apply to Lakeland Employees who may wish to trade in Lakeland stock. As Employees of the Company, you may come into possession of important business information that is not known to the investing public. This is often referred to as "material non-public information." Briefly stated, this is information that has not been disclosed to the public that a reasonable investor would consider important in making decisions as to whether or not to buy, hold, or sell Lakeland stock. Lakeland Employees in possession of material non-public information are prohibited from using or sharing the information with others for stock trading purposes. The use of such information for personal gain (profit) or to "tip" others who might seek to profit from the information is unethical and therefore a violation of this Code, against Company policy (see the Company's "Policy on Insider Trading"), and illegal. The consequences of such actions for the Company and for individuals involved can be severe, including fines and imprisonment.

EXAMPLES OF MATERIAL NON-PUBLIC INFORMATION INCLUDE:

- Unpublished financial results or estimates
- Financial performance targets or goals
- Information relating to potential mergers or acquisitions
- Award or loss of large contracts
- Pending organizational changes
- Undisclosed investigations
- Undisclosed security breaches
- Other items that may impact Lakeland's stock price

Lakeland maintains a list of "insiders" who must obtain approval before trading in Company stock. This process is detailed in the Company's "Policy on Insider Trading." However, any employee who is in possession of material non-public information is prohibited from trading without approval under the “Policy on Insider Trading.” Employees are further advised that there are blackout periods on trading and other limitations as to the frequency and types of trades that Employees may engage in.

For these reasons, it is recommended that any Lakeland employee seek approval before trading in Lakeland stock, regardless of whether or not they are identified as an "insider." The process for seeking approval is outlined in the Company's "Policy on Insider Trading."

D. Audits

Lakeland is regularly subject to internal and external audits, including by government agencies, tax authorities, customs authorities, and, in some cases, our customers. Auditing is used to verify and validate the accuracy of, and compliance with, processes, procedures, and accounting principles. Internally, we maintain a robust auditing program that engages every geographic region, manufacturing and sales operation, department, and service within the Company. All Lakeland Employees are expected to support and cooperate with our auditors, whether internal or external. All information disclosed to auditors must be complete, accurate, and in accordance with applicable law, the disclosure requirements outlined in this Code, and related Company policies.

The decision to retain, hire, or allow an external auditor or financial services firm to perform any work for Lakeland rests exclusively with the Chief Financial Officer (CFO). Any requests for such services require the CFO's prior approval and contract review.

E. Heightened Duties of CEO and Senior Financial Officers

While the provisions within this section of the Code apply to all Lakeland Employees, the CEO and all senior financial officers, including the CFO and principal accounting officer and controller, have heightened duties under this section and are subject to the Code of Ethics for the Chief Executive Officer and Senior Financial Officers attached hereto as Appendix A.



06
Being a Good Corporate Citizen

A. Environmental Commitment

Lakeland is committed to designing, manufacturing, and distributing all of its products in an environmentally responsible manner and will integrate environmental, health, and safety considerations into product development, manufacturing, and sales processes to the extent practicable. Further, Lakeland will seek to continually improve these processes, as appropriate. All Lakeland Employees and Suppliers are expected to share and support this commitment.

B. Social Commitment

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. Lakeland expects our Employees and Suppliers to make every effort to be an integral part of the community in which it operates and to participate in its activities as a responsible and engaged citizen. The Company recognizes that employee participation in cultural, social, and

volunteer organizations benefits not only the Company but also the communities in which the Company operates, and all Lakeland Employees are encouraged to participate in public activities of their individual choice.

C. Human Rights Commitment

The Company is committed to a global policy of complying with all local and regional laws relating to employment, working hours, holiday entitlements, equality and discrimination, and related labor policies. The Company does not and will not employ any person under the age of sixteen (16), in any capacity, in any Company facility, and requires the same of the Company's contractors and Suppliers. The Company will not, under any circumstances, tolerate human trafficking, slave labor, child labor, or involuntary or forced labor, or any other violations of human rights, and will not conduct business with Suppliers who engage in such practices. If such conditions are observed, Lakeland will take all appropriate ethical and legal actions to remediate the situation. Local managers are expected to ensure that processes are in place to ensure compliance with this Code.

D. Conflict Minerals Commitment

Lakeland is committed to responsible sourcing of its raw materials and products. The Company supports the efforts of the U.S., E.U., and other governments around the world to end human rights abuses associated with continuing violent conflicts that may be funded through the sale of certain minerals.

To Lakeland's knowledge, it does not use tin, tantalum, tungsten, or gold ("Conflict Minerals") in its products, and they are not necessary to the functionality or production of its products. However, Lakeland's supply chain is complex, the composition of some raw materials is proprietary, and not all components of the raw materials we use may be known. As such, Lakeland expects all Suppliers to work with us to practice responsible sourcing of raw materials and components and to ensure that any Conflict Minerals sourced do not directly or indirectly finance armed conflict in the Democratic Republic of the Congo or adjoining countries (the "Covered Countries").

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

Appendix A

APPENDIX A TO THE GLOBAL CODE OF BUSINESS CONDUCT

Lakeland Industries, Inc. Code of Ethics for the Chief Executive Officer and Senior Financial Officers

In addition to the Global Code of Business Conduct (the "Code") that applies to all directors, officers, and employees of Lakeland Industries, Inc. ("Lakeland" or the "Company"), the Chief Executive Officer of the Company and all senior financial officers, including the Chief Financial Officer, the principal accounting officer, and the controller (collectively with the Chief Executive Officer, the "Senior Financial Officers"), are subject to the additional specific policies contained in this Code of Ethics for the Chief Executive Officer and Senior Financial Officers.

The Senior Financial Officers are responsible, within the scope of their respective roles, for promoting full, fair, accurate, timely and understandable disclosure in the periodic reports and other documents required to be filed by Lakeland with the SEC and in other public communications Lakeland makes. They are also the Company individuals who are in the best position to see and report concerns about the Company to the Audit Committee of the Board of Directors (the "Audit Committee"). Each of the Senior Financial Officers must promptly bring the following to the Audit Committee:

1. Any material information of which he or she may become aware that affects the disclosures made by Lakeland in its public filings with the U.S. Securities and Exchange Commission and other public communications;
2. Any information he or she may have concerning (a) significant deficiencies in the design or operation of internal controls which could adversely affect Lakeland's ability to record, process, summarize and report financial data or (b) any fraud, whether or not material, that involves management or other Employees who have a significant role in Lakeland's financial reporting, disclosures or internal controls;
3. Any information he or she may have concerning any violation of the Code, including any actual or apparent conflicts of interest between personal and professional relationships involving any officers or other Employees who have a significant role in Lakeland's financial reporting, disclosures or internal controls; and
4. Any information he or she may have concerning evidence of a material violation of the securities or other laws or of rules or regulations applicable to Lakeland and the operation of its business by Lakeland or any agent thereof.

The Board of Directors of the Company (the "Board") shall determine, or designate appropriate persons to determine, appropriate actions to be taken in the event of violations of the Code by the Senior Financial Officers. Such actions shall be reasonably designed to deter wrongdoing and to promote accountability for adherence to the Code and these additional policies. These actions shall include written notices to the officer involved that the Board has determined that there has been a violation, censure by the Board, demotion or re-assignment of the officer involved, suspension with or without pay or benefits, or termination of the individual's employment (as determined by the Board). In determining what action is appropriate in a particular case, the Board or a designee shall take into account all relevant information, including the nature and severity of the violation, whether the violation was a single occurrence or a repeated occurrence, whether the violation appears to have been intentional or inadvertent, whether the officer in question had been advised prior to the violation as to the proper course of action, and whether the officer in question had committed other violations in the past.

ATTACHMENT A

International Access Codes

WEBSITE · PRIMARY
https://report.syntrio.com/lakeland

TELEPHONE · ENGLISH (U.S. AND CANADA)
833-800-0070

TELEPHONE · ALL OTHER COUNTRIES
800-603-2869

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

COUNTRY	DIRECT DIAL
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

Revision History*

Revisions to the Global Code of Business Conduct

DATE	NATURE OF AMENDMENT
November 10, 2026	• Consolidates the Company's Supplier Code of Conduct, Global Human Rights Policy, Statement on Modern Slavery and Human Trafficking, Global Environmental Policy, and Global Policy on Conflict Minerals into the Global Code of Business Conduct. • Clarifies responsibility for enforcement routes through the Company's designated Compliance Point of Conduct. • Updates to the list of possible conflicts of interest to include hiring or supervising an individual with whom a Lakeland Employee or Supplier has a close personal relationship. • Updates to the "Ensuring Fair Competition" section to clarify prohibited conduct. • Prohibits Lakeland Employees' use of material, non-public information to trade in, or otherwise participate in, prediction markets. • Updates to the "Treatment of Employees and Business Partners" section to clarify and synchronize the prohibitions on discrimination and harassment. • Changes to the "Promoting Legal International Business" section to reflect updates in sanctions regimes and increase the Company's expectations of Suppliers' control processes. • Includes various clarifying and stylistic changes.

Revisions to the Code of Ethics for the Chief Executive Officer and Senior Financial Officers

DATE	NATURE OF AMENDMENT
November 10, 2026	• Incorporates the Company's Code of Ethics for the CEO and Senior Financial Officers as an appendix and requires that such persons report concerns directly to the Audit Committee. • Includes various stylistic changes.

* Only revisions that have been approved since November 10, 2026 are reflected herein.

LAKELAND®
FIRE + SAFETY

Global Code of Business Conduct · November 2026