



Effective Date:
October 24, 2025

Statement on Modern Slavery And Human Trafficking

Approved by:

James M. Jenkins
President & CEO

The mission of Lakeland Industries, Inc. ("Lakeland") is to create innovative solutions to protect people. This mission is taken seriously at Lakeland and goes beyond the physical and workplace safety of our employees and customers and includes the protection of human rights. It extends to all who may be impacted by Lakeland's presence in their community or who work with Lakeland or a supplier, supply chain partner or business partner.

Lakeland is required to provide consumers and investors with information and insight into our efforts and preventive actions to eliminate modern slavery and human trafficking within our supply chain.

Lakeland has taken the following actions to prevent modern slavery and human trafficking:

Policies

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 partners or business partners who engage in such practices. If such conditions are observed, Lakeland will take all ethical and legal actions to remediate the situation.

Lakeland's "Global Code of Business Conduct" (the "Company Code") and "Supplier Code of Conduct" (the "Supplier Code") establish requirements for all Lakeland employees, officers, non-employee directors, suppliers and supply chain partners with regard to compliance with applicable laws and regulations and Company policies and the Company's expectations with respect to business ethics. The Company Code sets forth expectations and requirements for all Lakeland personnel and is provided to each new employee, officer and non-employee director, except for employees at manufacturing locations, in writing as a part of their onboarding process. The Supplier Code clearly states Lakeland's expectations and requirements for our suppliers and supply chain partners and is provided to them in writing as a part of our approval/onboarding process for new suppliers. Both these documents state unequivocally that 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 suppliers or supply chain partners who engage in such practices.

Training

All salaried employees, except for employees at manufacturing locations, must annually certify in writing that they have reviewed, understand and will comply with the Company Code. The Company Code is posted at manufacturing locations for employees' review.

Training acknowledgement, or sign-off, includes a certification by the employee that the employee is not aware of any current violations of the Company Code or the Supplier Code.

Audits

Based on risk assessment or other factors, Lakeland reserves the right to notify its suppliers and supply chain partners to ensure compliance with the Supplier Code, which includes compliance with Lakeland's Statement on Modern Slavery and Human Trafficking. Audits may be performed by facility visitation, written questionnaire, or document request, as determined by Lakeland.

Reporting

This Policy is administered internally and globally by Lakeland's Human Resources Department and any questions regarding this Policy should be directed accordingly.

Lakeland provides several mechanisms for Lakeland employees, customers, suppliers, supply chain partners, and members of the public to report potential human rights or ethics violations:

1. Lakeland's "Whistleblower Policy" which can be found on Lakeland's website (www.lakeland.com) or in the employee handbook
2. By mail (for customers, suppliers, supply chain partners and members of the public):

Lakeland Industries, Inc.
Attn: Global Director Quality and Compliance
1525 Perimeter Parkway, Suite 325
Huntsville, AL 35806
U.S.A.