

**Congruency between Operations and Company Values:**  
**Adopt an Animal Welfare Policy**

**Whereas**, Chief Executive Officer Michelle Gass claims,

*“We hold ourselves and our business partners to the highest standards to ensure ethics and safety remain at the forefront of all of our business decisions... we make a conscious effort to protect and conserve the environment through our long-term sustainability efforts.”*

**Whereas**, KSS has issued statements and/ or policies ensuring that “Company values” and “ethics” are enforced throughout our supply chain, including the use of Uzbekistan cotton, labor rights, conflict minerals, deforestation, responsible/ ethical sourcing, but animal welfare is not mentioned;

**Whereas**, extending a universal and comprehensive policy applying to all our Company’s stores’ merchandise associated with animal cruelty would not only create consistency between ‘company values’ and company practices, it would enhance Company and shareholder value;

**However**, there is **no policy** in place to uphold these alleged values – no statement exists regarding animal welfare and animal welfare is **absent** from governance documents;

**Whereas**, consumers also increasingly favor competitors with animal welfare policies – recently, numerous companies and designers have opted for more humane, ethical approaches regarding animal welfare. Macy’s and Bloomingdale’s announced their departure from fur by the end of 2020. Macy’s Chairman and chief executive officer said: “We have been closely following consumer and brand trends, listening to our customers, and researching alternatives to fur. We have listened to our colleagues... we have met regularly on this topic with the Humane Society... Macy’s private brands are already fur free, so expanding this practice to across all Macy’s is the natural next step.”

**Whereas**, over a dozen countries have passed laws enhancing animal welfare – with many more pending – further emphasizing the growing disapproval regarding animal cruelty;

**Whereas**, whether Kohl’s voluntarily adopts a comprehensive animal welfare policy, laws may soon require eliminating cruelly sourced animal products. Rather than be perceived as an out dated retailer, taking proactive steps in response to trends and consumer preference would enhance Kohl’s image, Company and shareholder value;

**Whereas**, there seems to be a lack of congruency between our Company’s so called “values” and the absence of any animal welfare policy in Kohl’s supply chain ethical policy;

**Whereas**, our Company may be viewed as a laggard regarding animal welfare and ensuring the safe, humane and ethical treatment of animals throughout Kohl’s supply chain;

**Whereas**, Kohl’s two thousand nineteen Corporate Social Responsibility Report **never mentions** animal welfare;

**BE IT, THEREFORE, RESOLVED:** Shareholders request that Kohl’s adopt a vendor policy regarding oversight on animal welfare throughout the supply chain.

**Supporting Statement**

By adopting a vendor policy pertaining to ensuring the humane and ethical treatment of animals throughout the supply chain, it will enhance shareholder and Company value and avoid the potential financial risk of losing customers who would otherwise prefer retailers with animal welfare policies.