



Environmental Policy

This document summarizes environmental policy for Vera Bradley, Inc. and all its affiliates and subsidiaries, hereinafter referred to as Vera Bradley, Inc.

Responsibility

Responsible business practices are integral to how we do business today and how we secure business success in the long-term, in our owned operations and across our supply chain. Vera Bradley, Inc. considers environmental responsibility to include compliance with all applicable laws, directives, and standards, as well as taking steps to reduce or improve the environmental footprint of our operations and lifecycle stages of our products and packaging, including end use and disposal.

As part of our commitment to responsible business practices, we work with upstream and downstream suppliers and partners that align with our environmental policy.

Practices

Vera Bradley, Inc. takes a risk-based approach to evaluating and verifying environmental impact in its value chain. Risk Assessment is carried out on a periodic basis to evaluate products, upstream and downstream supply chain partners, regulatory changes, and industry practices. Findings could include updates to this policy, increased monitoring, deployment of programming, and more.

We recognize our Tier 1 and Tier 2 nominated suppliers (or those suppliers with our Intellectual Property) as priority partners to assure environmental compliance on a periodic basis by a competent, independent third party.

Vera Bradley, Inc. leverages the Higg Facility Environmental Module (FEM) self-assessment from Tier 1 and Tier 2 nominated suppliers to better understand environmental impact and to coordinate/environmental improvement. Based on scale of business, we may request partners to complete third party verification of their FEM self-assessment.

We work with our key suppliers in Tier 1 and Tier 2 to improve conditions and systems to address compliance-related findings. We encourage our suppliers to take proactive steps to reduce or improve impacts associated with their environmental footprint.

Transparency

Vera Bradley, Inc. publicly discloses enterprise and brand environmental performance through its annual Corporate Social Responsibility and Sustainability Report, websites, and other releases, and is committed to reporting in accordance with SASB relevant sector standards.