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## So Much More Than a Job

Living a full life is so much more than meeting the basics. Standard medical benefits and retirement plans are just the start of a 360-degree approach to make sure all Ralph Lauren family members are living their best, fullest lives. Here's how the Company has you covered with a range of global initiatives that are tailored by region and the individual.

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## SUPPORT FOR YOUR GROWING FAMILY

When life throws us curveballs, the Ralph Lauren Employee Assistance Program (EAP) helps employees and their families cope with stressful problems at work or home. Whether guidance is needed during major life events, help with daily tasks or support when times are tough, EAP is available to make life easier.

In addition, after a year of service, eligible employees can take up to four weeks paid time off to take care for an immediate family member with a serious health condition or upon the birth, adoption or foster care placement of a child—with pay at 100%!

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## FLEXIBLE WORK ARRANGEMENT

We know that life for each Ralph Lauren employee is much more than what happens inside the four walls of our offices, stores and distribution centers. That might include changing up where and when

our employees work. We have created Flexible Work Arrangements, intended to empower employees with increased flexibility in their work schedule or place of work.

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## FOCUS ON WORK/LIFE BALANCE

Beyond a generous paid time off policy, many of our global offices offer Summer Fridays—an opportunity to take an additional four full personal days between June and September. Eligible employees also get their birthday off as part of our paid time off program.

That's not all! To give employees an opportunity to step away from work to refresh and renew, eligible employees can take a 2 or 4 week sabbatical leave at 100% pay when reaching a milestone anniversary.



## THRIVE GLOBAL WELLNESS PROGRAM

THRIVE is a global wellness program that supports employees' goals for social, physical, emotional and financial wellbeing. When our wellbeing is strong, we thrive in all aspects of our lives. THRIVE offers a wide variety of resources from wellness classes to webinars in each of these categories.

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## FINANCIAL PROTECTION AND ASSISTANCE

For all eligible employees (based on regional offerings), RL offers various programs designed to help employees create a financial safety net, from retirement programs to adoption/surrogacy assistance and employee discounts on everyday services.

In addition, employees may receive financial assistance through the Ralph Lauren Employee Relief Fund (ERF) and Scholarship program. The ERF, funded by employees and the Company, assists employees facing financial hardship due to a significant personal hardship or natural disaster get help when they need it. The Scholarship program provides an opportunity to receive financial assistance for external learning courses that support career development and the strategic priorities of the business.

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## EMPLOYEE DISCOUNT PROGRAM

As ambassadors of our brand, we offer generous discounts across our Ralph Lauren brands, as well as sample sales and additional employee incentive sales throughout the year.

To recognize employee dedication and commitment to the Company we also offer a Lifetime discount to all employees in good standing with 25 or more years of service.

## IT DOESN'T STOP THERE...

Of course, eligible employees will also have the basics: various health and life insurance benefits which may vary by location.

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Ralph Lauren is dedicated to providing a comfortable and consciously inclusive work environment for everyone regardless of gender identity and expression, race, religion, national origin, sexual orientation, age, marital status, disability, or any other category protected by applicable law. If you are vision-impaired or have some other disability under the Americans with Disabilities Act or a similar law, and you wish to discuss potential accommodations related to applying for employment at Ralph Lauren, please contact Global People Practices at [globalpeoplepractices@ralphlauren.com](mailto:globalpeoplepractices@ralphlauren.com).

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