



## La-Z-Boy Responsible Leather Sourcing Policy 01SCPOL292-415

La-Z-Boy Incorporated (“La-Z-Boy”) is committed to sourcing leather from responsible suppliers who adhere to our standards of product stewardship, social compliance, and sustainability. This commitment includes all our subsidiary companies.

La-Z-Boy believes that the responsible sourcing of leather is important for our industry and our planet. Being a leader in the home furnishings industry, La-Z-Boy can generate positive influence and change in the sector. La-Z-Boy supports and encourages better standards in the leather supply chain and the development of responsible practices that result in more efficient use of our natural resources. La-Z-Boy also values programs that provide traceability in our leather supply chain from independent certifiers. For these reasons leather hide used in La-Z-Boy product must originate from La-Z-Boy approved tanneries only.

La-Z-Boy business partners that supply leather must meet the following responsibilities:

- **Supplier Code of Conduct:** All La-Z-Boy suppliers must understand and sign this policy to ensure all La-Z-Boy suppliers are manufacturing materials safely, ethically, and legally.
- **Social Compliance:** La-Z-Boy requires all suppliers to be in full compliance with all applicable laws and regulations of their country and local governments. We monitor this through both announced and unannounced visits along with audits from third parties and La-Z-Boy personnel.
- **On-Site Assessments:** Before providing leather to La-Z-Boy, an on-site assessment is performed to ensure the supplier meets La-Z-Boy standards for quality and operational systems.
- **Product Stewardship:** Leather hides are tested to ensure they meet La-Z-Boy chemical specific regulations and do not contain substances that are either prohibited or controlled. Suppliers must provide leather that meets REACH and California Prop 65.
- **Species and Origin:** La-Z-Boy only uses bovine hides that are a byproduct of the meat industry and provide us with the country of origin.
- **Supply Chain Mapping:** Leather suppliers must comply with La-Z-Boy requests for supply chain mapping through La-Z-Boy’s nominated third party provider.

- **Sustainability:** La-Z-Boy is vigilant regarding the environment and expect our suppliers to integrate sustainable business practices to reduce the impact of their operations.

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