



2023 Forced Labour and Child Labour Annual Report

On behalf of La-Z-Boy Canada Limited and La-Z-Boy Canada Retail, Ltd.

This document represents the Annual **Report** (the “Report”) pursuant to section 11(1) of the Fighting Against Forced Labour and Child Labour in Supply Chain Act (the “**Act**”) and is filed on behalf of the following entities, each a member of the La-Z-Boy corporate group (“**La-Z-Boy**”):

- La-Z-Boy Canada Limited
- La-Z-Boy Canada Retail, Ltd.

(each a “Reportable Entity” and collectively, the “**Reportable Entities**”, “we”, “us” or “our”) covering the fiscal year ending April 29, 2023 (the “**Reporting Period**”).

We believe in treating all people with respect and dignity, and we demand that our partners do the same. We are committed to the responsible stewardship of the community by integrating sound and sustainable business practices in our daily business decisions. As such, compliance with the Act is of utmost importance to us.

This Report includes details of our activities, our supply chains and the actions we are taking to support the Canadian government in its objectives of eradicating forced labour and child labour from supply chains.

1. Our Structure, Operations and Supply Chains

La-Z-Boy Incorporated is an American furniture manufacturer and retailer founded in 1927 in Monroe, Michigan. Famous for its reclining chairs, La-Z-Boy now offers a wide range of recliners, chairs, sofas, other furniture and décor. It operates multiple brands and retail banners such as Joybird, Hammary, England Furniture Co., Kincaid Furniture, and American Drew. It has a global footprint, with manufacturing and trading facilities across North America, Europe and Asia.

La-Z-Boy Incorporated, traded on the New York Stock Exchange under the symbol “LZB”, is the parent company of the Reportable Entities, both incorporated in Canada. The Reportable Entities are corporations involved in one way or another in the selling of goods in Canada or abroad, the distribution of goods in Canada or abroad, or the importing into Canada of goods produced outside of Canada.

In Canada, La-Z-Boy operates three stores and a warehouse and employs around 80 people. Moreover, its products are available in multiple independently run stores across the country.

La-Z-Boy counts more than 2,000 partners in its global supply chain from at least 24 countries.

2. The Steps We Have Taken in the Reporting Period to Prevent and Reduce the Risk of Forced Labour and Child Labour

Following the Reporting Period, we published our second annual Sustainability Report covering topics including energy, waste, employee wellness, and human rights. More information on our Sustainability Report is available in section **Error! Reference source not found.** of this Report. The full report is available on our website.

During the Reporting Period, we also updated our Social Compliance Supplier Manual, further described at section (c), 4 and 0 of this Report. In this update, we clarified our mission statement, established a manufacturing location disclosure process, created the Self-Assessment Questionnaire (“SAQ”) and the corrective and preventative action plan (“CAPA”), and established the fact that audits can have follow-ups and must have triennial readits.



Starting from fiscal year 2023, we have incorporated sustainability and diversity, equity, and inclusion-related key performance indicators in our supplier scorecards further discussed in section 4 of this Report. We have also added over 40 sustainability-related questions to the SAQ.

3. Policies, Due Diligence and Controls

La-Z-Boy has developed several codes and policies tackling forced labour and child labour which bind our entire corporate group.

(a) Code of Conduct

Our Code of Conduct applies to all La-Z-Boy and subsidiaries' employees, contractors and board of directors. Individuals who violate the Code of conduct face disciplinary action, up to and including termination.

Our Code of Conduct states clearly that we do not allow or tolerate any form of forced labour, slavery, human trafficking or child labour. It states that we follow all applicable labour regulations and laws. We expect our partners, including suppliers, to uphold these principles too.

Moreover, our Code of Conduct is explicit about the fact that if individuals bound by it are in doubt about whether certain suppliers use forced labour or child labour, they should report their concern through mechanisms detailed in section 7 of this Report.

Supplier Code of Conduct

All La-Z-Boy suppliers and their employees must commit to our Supplier Code of Conduct and sign it as a condition of conducting business with us. Suppliers must take reasonable steps to ensure that our Supplier Code of Conduct is communicated throughout their organizations and throughout their own supply chain.

In it, we reaffirm our goal of respecting and promoting the Universal Declaration of Human Rights and the International Labour Organization conventions. We seek to apply both the letter and spirit of all applicable national, provincial and local laws in respect to our own activities and to those of our suppliers.

We prescribe, in our Supplier Code of Conduct, that all labour must be voluntary. Child labour or forced labour is forbidden from being used, regardless of whether it takes the form of prison labour, indentured labour, bonded labour or otherwise. Minimum working age laws and requirements applicable in the jurisdiction in which the supplier is located must be followed so that no child labour is employed.

Our suppliers' employees must be allowed to maintain control over their identity documents. Moreover, they must be provided with rest days and their working hours must be consistent with national, provincial and local regulations and not be excessive.

All employees of our suppliers must be paid at least the minimum wage and enjoy the mandated benefits set by applicable law in the jurisdiction in which they are located.

Our Supplier Code of Conduct also sets out a remediation process if La-Z-Boy is made aware of a supplier's failure to comply with it. Such process is further explained in section 7 of this Report.



(b) California Transparency in Supply Chains Act of 2010

In compliance with the California Transparency in Supply Chains Act of 2010 (“CTSCA”), La-Z-Boy has published a statement on its website summarizing how it adopts and applies standards to uncover and eradicate forced labour and child labour in its supply chain. The information contained in this CTSCA statement is also covered in this Report.

Moreover, by signing our Supplier Code of Conduct, all our suppliers certify that they conduct business in compliance with the CTSCA. They also certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they do business.

(c) Social Compliance Supplier Manual

Our Social Compliance Supplier Manual (the “Manual”) defines the minimum practices our suppliers need to implement at their factories. It applies to all suppliers and contracted manufacturers of parts, components, materials, packaging or tooling to any La-Z-Boy manufacturing plant, distribution center or retail store.

The Manual provides that suppliers are expected to perform self-audits to ensure compliance with the Supplier Code of Conduct and the Manual. La-Z-Boy may also carry its own on-site audits to ensure continued adherence with the standards set out in the Manual. Further explanations on the contents of the Manual are given at sections 4 and 0 of this Report.

(d) Ethics Hotline

As further explained in section 0 of this Report, we have established a mechanism for employees of La-Z-Boy to report instances of violations of our Code of Conduct, which includes the occurrence of forced labour and child labour in our supply chains.

Our confidential reporting tool, called EthicsPoint, comprises a phone number and an email address provided in our Code of Conduct. Individuals bound by the Code of Conduct can communicate their concerns on an anonymous basis. Alternatively, they can file a report of the alleged misconduct online, through the dedicated website created in partnership with NAVEX, a compliance software company.

The reports, whether made in person, by phone or online, can be made in any language and are then directed to the Corporate Compliance team at La-Z-Boy’s headquarters for an investigation to be set up.

To spread awareness about EthicsPoint, signs have been installed in our locations in the local language with the address to our EthicsPoint website, a QR code redirecting to it and the dedicated phone number.

La-Z-Boy suppliers and their employees bound by our Supplier Code of Conduct discussed in section 0 of this Report are also encouraged to use EthicsPoint to report their concerns about a breach of the Supplier Code of Conduct, as set out in section (b) of this Report.



4. Risk Assessment Methodology and Results of Assessment

All new suppliers must fill out a social compliance SAQ. The topics covered in the SAQ are the same as those addressed in the Supplier Code of Conduct. Thus, the topics of child labour and forced labour are addressed first. Each question is assigned a severity level, which contributes to the overall score that is presented in percentage. The levels are detailed in the scale below.

Severity	Definition
NS	Non-Scoring, Data Collection
Minor	Minimal Risk to La-Z-Boy
Major	Possible Risk to La-Z-Boy
Severe	Serious Risk to La-Z-Boy
Critical	Direct Risk to La-Z-Boy, Probation

In regards to child labour, a severity level of “critical” will be assigned to any uncovered instance of work performed by persons younger than the legal minimum working age. If the factory does not have effective measures to verify workers’ age or if they do not accommodate young workers by excusing them for medical exams or allowing them not to work night shifts, this will be considered a “major” risk. Finally, if a worker who now meets the minimum working age is found to have been hired while they did not meet that minimum, this will be considered a “minor” risk.

Regarding forced labour, a severity level of “critical” will be assigned to any uncovered instance of work performed by forced labour, prison labour or illegal workers. If the factory has a practice of mandatory overtime, a severity level of “severe” will be assigned to the supplier. Finally, if the factory has intrusive or non-gender-appropriate security practises or if it restricts workers’ freedom of movement in the factory and in any dormitory, a severity level of “major” will be assigned.

Based on the answers provided in the SAQ, La-Z-Boy conducts a risk analysis. We expect suppliers to obtain at least 70% in each of the three subsections (Humane labour conditions; Wages, benefits and employment; Health, safety and environmental) and an overall score of at least 85%.

If the supplier scores lower than those benchmarks, it will be asked to enact corrective action within 90 or 180 days, depending on the severity of the non-compliance. Regardless of the score, if the non-compliance is critical, the supplier will be put on probation.

Assessment Result	
Approved	85% to 100%
Conditionally Approved (Correction action within 180 days)	71% to 84%
Unsatisfactory (Correction action within 90 days)	Total or sectional score ≤70%
Probation	Whatever final score, if there is critical non-compliance

The risk analysis informs our choice of locations where we perform on-site audits mentioned in section (c) of this Report.

If requested by a supplier, La-Z-Boy reviews social compliance audit reports produced by other customers of that supplier. Nonetheless, doing so does not mean La-Z-Boy accepts the results without making its own assessments.

Audit reports should follow the standards set in the Manual and should include proof of required remediation with a corrective action plan.

Based on the audit results, La-Z-Boy will determine the time frame of its initial assessment or follow-up audit to verify that issues are resolved. For further details on the remedial action taken as a result of audits, please refer to section 0 of this Report.



5. Risks of Forced Labour and Child Labour in our Operations and Supply Chains

To the best of our knowledge, we have not identified risks of forced labour and child labour in our operations and supply chains. Our risk assessment process is reviewed annually with the goal of identifying possible gaps in our assessment.

6. Remedial Action Taken During Fiscal 2023

Since our audits have not identified any forced labour or child labour in our activities and supply chains, we have not taken any remediation measures.

7. Our Remediation Processes

If an issue with forced or child labour was discovered during an audit or otherwise, there are a variety of potential remediation steps that might be taken depending on the nature and severity of the violation discovered. The remediation steps include, but are not limited to, additional training, additional audits, termination of the contract and reporting to authorities.

(a) Employees

As referenced in section (a) of this Report, individuals bound by our Code of Conduct who believe they are aware of a violation of the Code of Conduct or of the law are strongly encouraged to speak up. Employees are permitted to report a concern to any member of management, Human Resources or the Legal and Compliance Department, are not required to follow the chain of command and can report a concern to any level of management, or they can report a concern, anonymously if the reporter so elects, with EthicsPoint, our ethics reporting hotline, discussed in detail in section (d) of this Report.

We take all reports seriously and handle investigations as confidentially as possible. We are committed to conducting fair investigations and addressing all issues. We do not tolerate any retaliation towards individuals making reports.

(b) Suppliers

As mentioned in section 0 of this Report, not only should our own employees report suspected instances of child labour or forced labour in our supply chain, but our suppliers and their employees should also do so. Upon learning of any failure to comply with our Supplier Code of Conduct, suppliers must report it to La-Z-Boy immediately. A supplier's failure to adhere to our Supplier Code of Conduct may be grounds for La-Z-Boy's termination of its relationship with the supplier, depending on the seriousness of the violation and the particular circumstances as covered in section 4 of this Report.

To ensure compliance with its Supplier Code of Conduct, La-Z-Boy reserves the right, upon reasonable suspicion of non-compliance, to monitor suppliers through both announced and unannounced on-site visits and audits by third parties and La-Z-Boy personnel. It is our expectation that all suppliers perform the necessary self-audits to ensure they are in compliance with the Supplier Code of Conduct.



(c) Audits

When La-Z-Boy conducts its own audits of suppliers, it meets with relevant staff, tours factories, reviews documentation and interviews workers.

Within two weeks of the audit, a CAPA form is sent with the full audit report to the supplier. Upon receipt, the supplier is required to develop and implement a CAPA for any identified non-compliance and return the filled-out CAPA form to the auditor within a week. Implementation timeframe of CAPAs may vary based on the remedial action needed. La-Z-Boy reserves the right to conduct factory visits to ensure that timelines submitted in the CAPA form are complied with.

As mentioned in section 4 of this Report, if a supplier is found to be critically non-compliant, the audit will be deemed failed. This will cause a business interruption where the supplier is put on a 90-day probation. Production will be held, shipments suspended, and orders cancelled until the probation is closed and CAPA is verified. Visits by auditors will take place during the 90-day probation period. If another critical non-compliance is uncovered during such a visit, the business relationship will be terminated. Reaudits are conducted every three years to verify compliance status.

The recommended response to instances of child labour found in factories is to remove the child and assist them to return to school or vocational program or a viable alternative.

8. Remediation actions for the loss of income to the most vulnerable families that results from any measure taken to eliminate forced labour and child labour from our operations and supply chains

Not applicable, we have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

9. Our training

La-Z-Boy employees are provided with a copy of our Code of Conduct upon hire and are required to participate in training as part of onboarding. Employees in leadership positions are trained on the Code of Conduct at least twice each

year. Employees responsible for supply chain management are provided with additional training on how to identify and respond to supply chain issues such as forced labour and child labour.

Moreover, as mentioned in section (b) of this Report, employees and management of La-Z-Boy are made aware of our EthicsPoint hotline on the topics which have been installed in all our offices, showrooms and manufacturing facilities since 2022, through training at the time of hire and bi-annual training.

Additional training has been provided at multiple Town Hall meetings attended by or televised to all employees and which allow for employees to ask questions of the CEO and Chief Compliance Officer on these topics.

10. Assessing our effectiveness

We are dedicated to consistently assessing and improving our key performance indicators to measure the effectiveness of implementing our Supplier Code of Conduct and strengthening our commitment to human rights. We conduct regular evaluations to ensure that the industry-specific due diligence processes of each Reportable Entity are current, aligned with our business operations, and compliant with evolving regulatory requirements, industry standards, and best practices. Through these efforts, each Reportable Entity ensures compliance with all relevant laws and regulations, particularly those addressing risks associated with forced labour and child labour in the jurisdictions where we operate.



Additionally, continuous screening of all suppliers allows us to create a baseline risk profile for each supplier and quickly detect and evaluate any behaviour that violates our Supplier Code of Conduct. When corrective actions are needed, we work with the supplier to resolve these issues and closely monitor their progress from start to finish. It is worth noting that in fiscal 2023, no incidents requiring review were reported, and our supplier monitoring procedures did not uncover any instances of forced labour or child labour associated with our suppliers.

When assessing the effectiveness of our corporate social responsibility risk management approach, we seek input from pertinent internal and external stakeholders, such as investors, clients, civil society organizations, and community representatives.

11. Our consultation and governance process

In preparing this Report, each Reportable Entity worked closely with key departments within our organization, including Procurement, Human Resources, Legal, Compliance Sustainability, and our external legal advisors. These departments are integral to La-Z-Boy's operations, covering each Reportable Entity included in this Report. This collaborative effort has strengthened our company-wide strategy regarding forced labour and child labour.

12. Approval

This Report was approved by the board of directors of each Reportable Entity on May 30, 2024.

13. Conclusion

Each Reportable Entity is steadfastly dedicated to preventing forced labour and child labour within our operations and across our supply chain. We are committed to regularly reviewing our policies, procedures, and practices to pinpoint opportunities for enhancing our efforts against forced labour, child labour, and other human rights violations.

14. Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

For clarity, I have provided the attestation above in my capacity as a director of the Reportable Entity and not in my personal capacity.

Dated this 30th day of May, 2024

La-Z-Boy Canada Limited

DocuSigned by:

Robert Sundry II

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Per: Robert Sundry, Director

I have the authority to bind La-Z-Boy
Canada Limited

La-Z-Boy Canada Retail, Ltd.

DocuSigned by:

Rebecca Reeder

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Per: Rebecca Reeder, Director

I have the authority to bind La-Z-Boy
Canada Retail, Ltd.

Forward-looking Statements

This Report may contain forward-looking statements, which may generally be identified by the use of the words “anticipates,” “hopes,” “expects,” “intends,” “plans,” “should,” “could,” “would,” “may,” “believe,” “estimates,” “potential,” “target,” or “continue” and variations or similar expressions, including statements regarding steps which will be taken with respect to forced labour and child labour and modern slavery in general and the expected results thereof. These statements are based upon the current expectations and beliefs of management and are subject to certain risks and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. These risks and uncertainties include, but are not limited to, the risks and uncertainties discussed in La-Z-Boy’s filings with the U.S. Securities and Exchange Commission, which factors are incorporated herein by reference. Readers are cautioned not to place undue reliance on any of these forward-looking statements. These forward-looking statements speak only as of the date hereof. La-Z-Boy undertakes no obligation to update any of these forward-looking statements to reflect events or circumstances after the date of this news release or to reflect actual outcomes, unless required by law.