

# HUMAN AND LABOR RIGHTS

## LEGEWP0909

## PURPOSE & POLICY OVERVIEW

We respect and promote the Universal Declaration of Human Rights and the International Labor Organization (ILO) conventions that establish international human and labor rights. La-Z-Boy Incorporated strives to provide our employees with a fair, safe, and non-discriminatory work environment. We seek to apply both the letter and spirit of all applicable national, state and local laws and to promote continuous improvement in our operations. We hold our business partners, suppliers, contractors, and vendors (hereinafter collectively referred to as suppliers) to these same standards and actively seek partners who share our beliefs. The following standards explained in the Details are meant to ensure that these principles are maintained

## APPLICATION

This policy applies to all employees of La-Z-Boy Incorporated, its business units, subsidiaries, and company-owned and operated retail stores, business partners, suppliers, contractors, and vendors.

## DETAILS

### Compliance with Laws

All La-Z-Boy business operations and suppliers shall comply fully with all applicable national, state and local laws and regulations, including, but not limited to, those related to labor, immigration, health and safety, and the environment.

### Voluntary Labor

All labor must be voluntary. Child labor or forced labor, whether in the form of prison labor, indentured labor, bonded labor, or otherwise, shall not be used. All La-Z-Boy business operations and suppliers shall comply with national, state and local minimum working age laws and requirements and not employ child labor. Workers must be allowed to maintain control over their identity documents and must be provided with rest days as required by applicable national, state and local law. Working hours must be consistent with national, state and local regulations and not excessive.

### Hiring and Employment Practices

All La-Z-Boy business operations and suppliers must comply with all applicable national, state and local laws forbidding discrimination in employment on the basis of sex, race, color, religion, age, disability, sexual orientation, nationality, genetic information, political opinion, or social or ethnic origin.

### Harassment and Abuse

Every employee shall be treated with respect and dignity, and no employee shall be subject to any physical, sexual, or psychological harassment or abuse.

### Compensation

Employees shall be paid at least the minimum wage required by national, state and local law, including overtime compensation at the rate applicable in their country, and shall be provided legally mandated benefits.

### Health and Safety

All La-Z-Boy business operations and suppliers must provide a safe and healthy working environment to prevent accidents and injuries in accordance with national, state and local laws. Proactive measures must be taken to prevent workplace hazards.

### Environmental

All La-Z-Boy business operations and suppliers shall comply with all applicable national, state and local environmental laws and regulations, including, but not limited to, laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal.

### Responsibility

We encourage employees and others to report concerns regarding any action or condition that may be unsafe, inconsistent with our policies or in violation of applicable laws. Any violation of this policy should be reported to

Human Resources or upper-level management immediately. All complaints will be promptly investigated and handled as confidentially as possible.

## ADMINISTRATION

All Managers, Supervisors, and Human Resources Managers are responsible for ensuring compliance with this policy.

La-Z-Boy Incorporated reserves the right to monitor suppliers through both announced and unannounced 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 this policy. We seek relationships with suppliers that are committed to manufacturing products under fair and safe working conditions and sound environmental practices. If we determine that a supplier does not comply with this policy, we will work with the supplier to develop and implement an appropriate corrective action plan or may, depending on the circumstances, end our relationship with the supplier.

## REFERENCE

This policy is subject to revocation or change at the discretion of the company.