

HOOKER[®] FURNISHINGS

Political Contributions *Policy*

Hooker Furnishings is committed to maintaining a neutral stance on political activities and ensuring that corporate funds, resources, and assets are not used to support or oppose political parties, candidates, or causes.

Scope:

This policy applies to all employees, officers, directors, and any other individuals or entities acting on behalf of Hooker Furnishings, in all countries where the company operates.

Policy Statement:

Hooker Furnishings prohibits the use of corporate funds, resources, or assets to make direct contributions to any political party, political committee, candidate for public office, or any political cause, campaign, or referendum. This includes, but is not limited to:

- Monetary donations.
- In-kind contributions, such as providing goods, services, or the use of company facilities.
- Purchasing tickets for fundraising events.
- Supporting political action committees (PACs).

Compliance with Laws:

This policy is designed to comply with all applicable laws and regulations regarding political contributions. In jurisdictions where corporate political contributions are permitted, Hooker Furnishings chooses to maintain this policy of non-contribution to preserve its neutrality and commitment to fairness.

Enforcement:

Any violations of this policy may result in disciplinary action, up to and including termination of employment or contract, depending on the severity of the violation. Any employee or representative of the company who is unsure about the application of this policy is encouraged to seek guidance from the Human Resources Department.

Reporting Violations:

Any employee who suspects or becomes aware of a violation of this policy has multiple options to report the matter immediately. Employees may report the issue to their direct manager, the Human Resources Department, a senior officer of the company or can use the anonymous reporting hotline at 1-800-461-9330 or at www.convercent.com.

Policy Review:

This policy will be reviewed periodically to ensure compliance with applicable laws and regulations and to assess its effectiveness.