HOOKER®
FURNISHINGS

AntiTrust *Policy*

Purpose:

Hooker Furnishings seeks to outperform our competition fairly and honestly. This policy aims to ensure that all employees, contractors, and representatives of Hooker Furnishings comply with applicable laws and regulations related to fair competition and anti-trust and conform to the highest ethical standards.

Scope:

This policy applies to all employees, contractors, and representatives of Hooker Furnishings, and all business activities conducted on behalf of the company.

Policy Statement:

Hooker Furnishings is committed to conducting business in an ethical manner and compliance with all relevant competition laws. Anti-competitive practices are strictly prohibited and will not be tolerated.

Examples of prohibited anti-competitive behavior include but are not limited to the following:

- Price Fixing: Any agreement, whether formal or informal, with competitors to fix, raise, lower, or stabilize prices, discount levels, or other terms of sale is strictly prohibited.
- Market Allocation: Agreements or understandings with competitors to divide or allocate markets, customers, or territories are not allowed. This includes agreeing not to compete in certain regions or with specific clients.
- Bid Rigging: Engaging in practices that rig competitive bidding processes, such as submitting sham bids or coordinating with competitors to manipulate bid outcomes, is strictly prohibited.
- Monopolistic Practices: Abuse of a dominant market position to eliminate competition, restrict market access, or control pricing and supply is against company policy.
- Exclusionary Practices: Actions intended to prevent new competitors from entering the market or using unfair methods to exclude competitors, such as boycotting, tying arrangements, or exclusive dealing, are not allowed.

- Collusive Tendering: Agreements or understandings with competitors or suppliers regarding the terms or submission of a tender are strictly prohibited. All bids must be submitted independently and without consultation or collaboration with competitors.
- Refusal to Deal: It is prohibited to conspire with competitors to refuse to deal with particular customers or suppliers in order to drive them out of the market or otherwise gain an unfair competitive advantage.

Compliance with Anti-Trust Laws:

All employees must familiarize themselves with applicable anti-trust and competition laws in the jurisdictions where the company operates. If employees are unsure about the legality of any action or agreement, they must consult with the Human Resources Department before proceeding.

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.

Disciplinary Actions:

Violations of this policy may result in disciplinary action, up to and including termination of employment, and may result in legal consequences for both the company and the individuals involved.

Review and Updates:

This policy will be reviewed annually and updated as necessary to comply with changes in applicable laws or company practices.