

# CA SUPPLY CHAIN ACT DISCLOSURE

**On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) went into effect in the State of California. This law was designed to increase the amount of information made available by manufacturers and retailers regarding their efforts (if any) to address the issue of slavery and human trafficking, thereby allowing consumers to make better, more informed choices regarding the products they buy and the companies they choose to support.**

Hooker Furnishings strongly supports the aims of the California Transparency in Supply Chains Act of 2010 and expects its employees, contractors, suppliers, and business partners to comply with all applicable legal requirements regarding human rights and labor practices. It is essential to Hooker Furnishings that all persons involved in the production of our products, whether Hooker Furnishings employees or not, are treated with dignity and respect. Hooker Furnishings will continue to update its policies and procedures as needed to ensure that it has appropriate safeguards against any mistreatment of persons involved in our direct supply chain.

In general, Hooker Furnishings relies on our vendors to follow and adhere to the laws and regulations of the countries in which they do business. In addition, Hooker Furnishings takes the following steps:

## VERIFICATION OF SUPPLIERS

Hooker Furnishings relies on its vendor and suppliers to comply with applicable laws in the jurisdiction in which they operate.

## DIRECT SUPPLIERS

While Hooker Furnishings does not require written certifications of compliance, Hooker Furnishings' direct suppliers are expected to comply with the laws regarding slavery and human trafficking in the countries in which they do business.

## AUDITS

Because of standing relationships with entities in our supply chain, we do not currently audit our suppliers for compliance.

## ACCOUNTABILITY STANDARDS

If Hooker Furnishings receives notice that a supplier is involved in slavery, forced labor or human trafficking, we will conduct an inquiry. If we find evidence of slavery, forced labor and human trafficking at or by the supplier, we will require the supplier to take corrective action to resolve the issues within 90 days. Hooker Furnishings reserves the right to terminate its business relationship with any entity that fails to meet expectations, or any legal requirements related to slavery, forced labor or human trafficking.

## EMPLOYEE TRAINING

Hooker Furnishings will provide periodic training for key employees in supply chain management who work with contractors on the issues involved with slavery and human trafficking as well as identification of risk of human trafficking in Hooker Furnishings' supply chain.