

# HOOKER<sup>®</sup>

## FURNISHINGS

### **Human Rights and Labor Principles**

*Hooker Furnishings recognizes the importance of promoting and respecting human rights in all locations of our global operations and supports the [United Nations Declaration of Human Rights](#). Our mission is to offer innovative, on trend, high quality products of exceptional value while protecting, safeguarding, and valuing the rights of all employees and stakeholders. The Hooker Furnishings Board of Directors has oversight and responsibility for the Human Rights and Labor Principles.*

#### **Respect for Human Rights**

##### **Child Labor, Forced Labor and Human Trafficking**

We are committed to preventing all forms of child labor, forced labor, and human trafficking in our organization and our supply chains. We also strongly support the objectives of the [California Transparency in Supply Chain Act](#).

We have communicated with our supplier partners the restrictions on the use of slavery, servitude, forced or compulsory labor, and human trafficking. We have also informed our supplier partners that we expect their positions regarding child labor, human trafficking, forced labor and human rights to reflect and represent our values.

#### **Our Workplace**

##### **Equal Employment Opportunity**

harassment, discrimination and inequality. We recruit, employ, train, promote and compensate our employees without regard to race, ethnicity, age, gender, gender identity, sexual orientation, religion, national origin, citizenship, marital status, veteran's status, or disability. All facilities have established Human Resource Departments with formal hiring processes and controls in place to ensure ethical and fair hiring practices. In addition, the Company will not tolerate such conduct by business partners, clients, vendors or other third parties with whom the Company has business dealings.

##### **Diversity, Equity, and Inclusion**

Hooker Furnishings is committed to providing a diverse, equitable and inclusive space for all our employees, customers, and retail partners. We believe that not only is it the right thing to do, but it is the right thing to do for our business. We are a multicultural, global organization and strongly believe that when all voices are heard, we are stronger together. Our DEI Statement can be found [here](#).

##### **Work Hours, Wages and Benefits**

We compensate employees competitively relative to the industry and local labor market, and in accordance with all applicable federal, state and local wage, work hour, overtime and benefit laws. In addition, Hooker Furnishings carefully evaluates our overall compensation and benefits packages regularly to ensure the economic security and safety of our workforce.

##### **Advancement for All**

It is the mission of Hooker Furnishings to provide training and additional educational opportunities for all employees. It is essential to us to provide fair and equitable promotional opportunities for all levels of

the workforce. Hooker Furnishings provides a Tuition Reimbursement Program, Leadership Development Training, and additional continuing education and learning opportunities.

## **Health and Safety**

### **Health**

We are committed to providing affordable and comprehensive health benefits to our employees. We have a multi-faceted wellness program focused on financial, emotional, and physical health and well-being. An Employee Assistance Program (EAP) is available to all employees and their families at any time.

### **Safety**

The safety and health of our employees is of utmost importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

## **Grievance Reporting, Code of Business Conduct and Ethics, Product Quality**

### **Open Door Policy and Ethics Hotline**

It has always been the policy of Hooker Furnishings to encourage communication between management and employees and foster an “Open Door Policy”. The company welcomes every opportunity to satisfactorily handle any complaint, problem, or source of friction in our organization. There will be no discipline, harassment, or retaliation for anyone bringing forth grievances or concerns. Hooker Furnishing also maintains a confidential ethics hotline that is available 24 hours a day, seven days a week. Complaints can be filed by either calling 1-800-461-9330 (inside the United States) or 1-720-514-4400 (outside the United States) or online at [www.convercent.com/report](http://www.convercent.com/report).

### **Code of Business Conduct and Ethics**

The Code of Business Conduct and Ethics sets out basic principles to guide all employees, officers and directors of the company. All employees are provided a copy of the [Code of Business Conduct and Ethics](#) and are encouraged to ask questions or report any violations at any time. The company also provides [Spanish](#), [Chinese](#) and [Vietnamese](#) translations of the policy.

### **Product Safety, Quality and Brand**

Hooker Furnishings purpose is to provide innovative, on trend, high quality products of exceptional value while maintaining and adhering to all product safety guidelines. Information regarding Hooker Furnishings guidelines on product stability and safety, preventing tip-over hazards, formaldehyde and lead safety, flame retardants and C-TPAT certifications can be found [here](#).