

HOOKER[®] FURNISHINGS

Health and Safety *Policy*

The safety and health of our employees is of utmost importance. Our policy is to provide a safe healthy workplace and comply with all applicable safety and health laws and regulations, as well as our internal requirements to exceed the best practices in our industry. No employee will be required to do a job that they consider unsafe. We work to provide and maintain a safe, healthy, secure, and productive workplace, in consultation with our employees by addressing and remediating identified risks of accidents, injury and health impacts. The company has established safety committees consisting of management and employee representatives, whose responsibility is to identify and report hazards and unsafe work practices, remove obstacles to accident prevention, and help evaluate the company's effort to achieve an accident-and-injury-free workplace.

A safe and secure work environment means a workplace free from violence. Threats (whether implicit or explicit), intimidation and violence have no place at the company and will not be tolerated. As part of Our Zero Tolerance stance, We encourage a culture of open communication.

If you See Something, Say Something. Safety and Security starts with You.

Hooker Furnishings Pledge to:

- Strive to meet our goal of Zero. Zero accidents. Zero injuries.
- Take every report or incident seriously and investigate to find the best resolution
- Continuously measure our performance to align with the industries Best Practices
- Stay up to date on all training and improve training as the industry and regulation evolves
- Provide employees with the "Right tool for the Job" by staying on the cutting edge of ergonomic solutions and personal protective equipment
- Actively engage with our employees and investigate any solutions or suggestions offered that could help reach our goal of Zero.

Our Managers, Supervisors, and all other employees share responsibility for a safe and healthy workplace. Safety Starts with you.

- Management is accountable for preventing workplace injuries and illnesses. Management will consider all employee suggestions for achieving a safer, healthier workplace.
- Management will keep informed about workplace safety-and-health hazards and regularly review the company's overall safety and health program as the industry evolves and adapt to new challenges.
- Supervisors are responsible for supervising and training employees in safe work practices
- Supervisors will enforce company rules and ensure that employees follow safe practices during their work.
- Employees are expected and encouraged to participate in safety and health program activities including, immediately reporting hazards, unsafe work practices, and accidents to supervisors or a safety committee representative. See Something. Say Something.
- Employees are expected and encouraged to participate in and support Safety Committee activities including but not limited to; toolbox talks, safety meetings, safety audits, group trainings, etc.
- Employees are expected to wear required personal protective equipment and adhere to all Safety Policies and Best Practices.
- Employees are expected and encouraged to report to management any cases of intimidation, threats, violent comments, and harassment.