

WILLIAMS-SONOMA, INC.
SLAVERY AND HUMAN TRAFFICKING POLICY

Williams-Sonoma, Inc. Commitment & Policy:

Williams-Sonoma, Inc. (WSI) is committed to doing its part to eradicate slavery and human trafficking in global product supply chains. WSI will realize this commitment by working with suppliers who conduct their business with integrity and comply fully with all applicable legal requirements related to slavery and human trafficking.

Requirements:

WSI expects its existing and future suppliers to act in accordance with the standards set forth in this policy.

All suppliers are required to sign the Vendor/Supplier Code of Conduct, which stipulates that:

- Suppliers certify that materials incorporated into WSI products comply with the laws regarding slavery and human trafficking of the country or countries in which they do business;
- Suppliers independently engage in verification of their product supply chain to evaluate and address any risk with involuntary labor, human trafficking or slavery;
- WSI may schedule internal or independent third-party factory compliance audits with any of its suppliers to verify compliance with these requirements;
- WSI may, in its sole discretion, either terminate the business relationship or execute permanent corrective actions in partnership with the supplier if it determines that any partner has violated these requirements.

Verification:

To verify compliance of suppliers to these requirements, WSI may conduct independent, third-party audits and/or require the disclosure of supplier information regarding labor practices. Audits will aim to identify any improper labor practices, including forced labor, prison labor, indentured labor or bonded labor that may exist.

WSI has internally assessed and verified its supply chain, and additional attention regarding auditing protocol and reporting is given to supplier sites located in countries identified as high risk for slavery and human trafficking. All audits will include visual inspections, review of documents and records (e.g. employee contracts), and confidential interviews with workers in their native language.

Williams-Sonoma utilizes both announced and unannounced audits with factories to verify compliance, which may or may not incorporate offsite interviewing and surveillance techniques as appropriate based on perceived risk. Audits may be executed on an unannounced basis for suppliers in high risk countries for slavery or human trafficking issues.

Internal Accountability

Williams-Sonoma, Inc. holds its employees to the highest standards of integrity and honesty in business practices. Associate training is provided on required supplier employment practices and working conditions, including policies on involuntary labor, slavery and human trafficking. All WSI associates are required to uphold the tenets listed in the WSI Vendor/Supplier Code of Conduct and are subject to disciplinary measures, including termination, for failing to abide by all applicable laws and company standards.

Any employee or contractor who becomes aware of a supplier who does not comply with the slavery and human trafficking laws in the country or countries in which they do business must report that suspected violation to the Director of Sustainable Development or the Director of Global Supply Chain.