

WILLIAMS-SONOMA, INC.

HEALTH & SAFETY POLICY

Williams-Sonoma, Inc.'s (WSI) vision is to provide a safe and healthy work environment for our associates and customers. Aligned with our values, we strive to continuously improve our work environments to keep our associates and customers as safe as possible.

Our efforts include:

- Standard operating procedures aimed at reducing injury risk
- Associate and management training
- Promotion of best practices
- Measurement of key safety metrics
- OSHA compliance procedures
- Integration of actions to prepare for and respond to emergency situations*
- Internal inspections and Physical Hazard Assessments*
- Site Safety Program Evaluations including Safety Completion Score*
- Incident and hazard reporting
- Injury and loss analysis to identify trends and corrective action needed
- Procedures to investigate work-related injuries, illness, diseases and incidents
- Data analysis

*Applicable for retail store health and safety management system.

STORES

At our store locations, we engage associates in our health and safety efforts. We create prioritization and action plans, and set quantitative targets to improve health and safety metrics. To ensure effective governance of health and safety risks, a designated representative from management oversees and is accountable for health and safety. The Board of Directors endorses the Health & Safety Policy and receives health and safety updates at least annually. Human resources and managers of business units regularly discuss health and safety risks, and we include health and safety-related targets in performance reviews.

SOURCING

Our Vendor Code of Conduct and Implementation Standards set the requirements for our health, safety, and environmental practices in our global supply chain factories, including:

HEALTH, SAFETY & ENVIRONMENTAL STANDARDS

Suppliers must maintain a safe, hygienic, and healthy working environment and residential facilities, where provided. Suppliers must comply with all applicable environmental laws and regulations in the country of operation, adopt reasonable measures to mitigate negative operational impacts on the environment, and strive to continuously improve environmental performance. In addition, suppliers must comply with WSI's responsible raw material procurement policies and ensure product supply chains are in compliance with these policies.

REMEDIATION & CONTINUOUS IMPROVEMENT

We work with factories to develop Corrective Action Plans (CAP's) based on audit findings and to support remediation. Beyond the audit process, we partner with suppliers to help build long-term management systems that sustain their social compliance performance. Additionally, we've piloted targeted training and capacity-building programs to our suppliers that directly address factory health and safety, and we're working to scale those initiatives. Our social compliance programs and progress are subject to oversight by our Board of Directors.

Williams-Sonoma, Inc. is committed to an ongoing process of developing new and additional company-wide initiatives to benefit our supply chain, and we review and report on our progress to our stakeholders on an annual basis.

WILLIAMS-SONOMA, INC.

POTTERY BARN POTTERY BARN KIDS POTTERY BARN TEEN WILLIAMS SONOMA WILLIAMS SONOMA HOME
WEST ELM MARK & GRAHAM REJUVENATION GREENROW