

# WILLIAMS-SONOMA, INC.

## HUMAN RIGHTS POLICY

Williams-Sonoma, Inc. (WSI or the Company) recognizes the importance of respecting and promoting human rights globally. “People First”, one of the Company’s core values, is a fundamental commitment to this principle.

We strive to avoid adverse human rights impacts from the outset by embedding principles related to respect and dignity throughout our business and integrating them into our Company policies and relevant procedures. Ethical conduct and strong business relationships are key to preventing or mitigating adverse human rights impacts in our operations, products or services.

We are committed to providing a safe and healthy work environment for our associates, visitors, suppliers, and contractors, maintaining ethical workplaces and upholding equal employment opportunities for every associate. We also go beyond our own operations to help protect the rights of the workers who make our products.

### HEALTH & SAFETY

Aligned with our “People First” values, we strive to continuously improve our workplaces to reduce the risk of injury and other negative health consequences. Our efforts include incident and hazard reporting, data analysis, standard operating procedures aimed at reducing injury risk, associate and management training, the promotion of best practices and the measurement of key safety metrics, including rules and regulations issued under the U.S. Occupational Safety and Health Act.

### OUR WORKPLACE

#### EQUAL EMPLOYMENT OPPORTUNITIES

We provide an inclusive workplace that prohibits discrimination, retaliation and harassment. The Company expects every associate to be treated and treat others in an ethical manner. We uphold equal opportunities in compliance with applicable federal, state, and local laws. Every associate can expect equal employment opportunities whatever their race, color, national origin, religion, ancestry, sex and gender (including identity/expression), military and veteran status, mental or physical disability, genetic information, marital or familial status, sexual orientation, age or any other category protected by federal, state or local law.

### CODE OF CONDUCT, COMPLIANCE & TRAINING

We comply with all national, state, and local laws regarding wages, benefits and hours worked, and we recognize the rights of workers to make an informed decision as to whether to associate or not with any lawful organization, consistent with applicable laws. We conduct compliance training for executives, managers, and associates, and we expect everyone in the company to follow our Code of Business Conduct and Ethics, regardless of rank or position.

### SUPPLIERS

Our business partners and suppliers are bound contractually and ethically by the WSI Vendor Code of Conduct and Implementation Standards. Our social compliance program, as it relates to overseas operations, is informed by the conventions of the International Labor Organization (ILO) and the UN’s Guiding Principles on Business and Human Rights.

We abide by the Australian Modern Slavery Act, Canadian Modern Slavery Act, and the California Transparency in Supply Chains Act, and we are committed to prohibiting child labor, forced labor, and trafficked labor of any kind. Our social compliance program focuses on continuous improvement, and we adopt programs to address our human rights exposure.

The Social Compliance Program implements the requirements for health and safety, labor, and environmental practices in our global supply chain factories. We offer support to help our factories prevent and mitigate adverse impacts, and we build initiatives to address any potential breaches of human rights, as outlined in our audit process. We are committed to enabling the remediation of negative impacts that may occur.

### RESPONSIBLE RECRUITMENT

No worker should have to pay for a job. Therefore, we believe in the Employer Pays Principle which aligns with our company’s “People First” philosophy. To further this principle, we ensure that our vendors’ costs associated with recruitment, such as agency fees and related expenses, are borne by the employer, not the job seeker. As we strive to create an environment where all workers are treated with dignity, we require our vendors to follow the Employer Pays Principle.

WILLIAMS-SONOMA, INC.

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

# WILLIAMS-SONOMA, INC.

## REPORTING & GRIEVANCE

We understand the importance of associates knowing their rights and addressing violations when necessary. WSI's Ethics Hotline is available to team members and factory workers in our major overseas sourcing regions and high-risk countries with concerns about potential violations of WSI's Code of Business Conduct and Ethics or Vendor Code of Conduct. The processes and contacts which ensure independence and protection of anonymity for reporting grievances, including any concerns related to human rights, are disclosed to associates, suppliers, and workers. We report on our social compliance program performance to our Board of Directors 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