

# WILLIAMS-SONOMA, INC. VENDOR CODE OF CONDUCT

Williams-Sonoma, Inc. (WSI) and its affiliates are committed to maintaining the highest level of integrity throughout all aspects of its business, and we expect our business partners, including suppliers, agents and designated third parties, to respect and adhere to the same philosophy in the operation and management of their businesses.

Our Code of Conduct and accompanying implementation standards detail the principles and practices that we expect our manufacturing suppliers to uphold. The Code represents our commitment to source goods from suppliers who value and incorporate these provisions into their operations. Suppliers shall always comply with the highest requirement, whether the applicable local law or WSI requirement, and have a system in place to ensure they are continuously updated with applicable laws and regulations and WSI requirements.

## LABOR PRACTICES

### Child Labor

Workers are at least age 15 or over the age for completion of compulsory education or country legal working age, whichever is higher. All legal regulations on the employment of young workers below the age of 18 years are followed.

### Voluntary Labor

All work is voluntary and not performed under threat of penalty or coercion. Forced labor, including slave, bonded, trafficked, indentured or prison labor, is prohibited.

### Harassment and Abuse

Workers are treated in an ethical manner and with dignity. Workers are not subject to any form of physical, sexual, psychological or verbal harassment or abuse.

### Discrimination

Workers are not subject to discrimination in hiring, compensation, promotion or discipline on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, parental status, social or ethnic origin or any other status protected by country law.

### Wages, Benefits and Terms of Employment

Suppliers compensate all workers with wages, including overtime premiums that meet or exceed legal standards and provide legally mandated benefits. Deductions from wages as a disciplinary measure are not permitted.

### Working hours

Except in extraordinary circumstances, workers do not work in excess of 60 hours per week (including overtime) or the legal limit, whichever is less. All overtime is voluntary and compensated at a legal premium rate.

Workers are given at least 1 rest day in any 7-day period.

### Freedom of Association

Suppliers respect the rights of workers to make an informed decision as to whether to associate or not with any lawful organization, consistent with applicable laws.

## HEALTH & SAFETY

Suppliers maintain a safe, hygienic and healthy working environment and residential facilities, where provided. Adequate measures, systems, protections and training are provided to avoid preventable incidents and injuries.

## ENVIRONMENTAL PROTECTION

Suppliers 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 comply with WSI's responsible raw material procurement policies and ensure product supply chains are in compliance with these policies.

## ETHICAL CONDUCT

Suppliers do not tolerate, permit, or engage in bribery, corruption, fraud or unethical practices to secure an improper advantage, regardless of the form they take, whether in dealings with public officials, any worker or agent of WSI or any individual in the private sector.

## SUB-CONTRACTING

Suppliers do not use a subcontractor for the manufacture of WSI merchandise or components thereof without disclosure to WSI and only after the subcontractor has agreed to comply with the Implementation Standards of this Code.

## MANAGEMENT SYSTEMS

Suppliers take a proactive approach and implement effective management systems in order to continuously improve working conditions within their facilities and maintain compliance with the Code.

## TRANSPARENCY, RESPONSIBILITY & COMPLIANCE

Suppliers are transparent in their policies, processes and standards which govern their operations and are related to their compliance with the Code.

As a condition of doing business with WSI, suppliers agree to give WSI, and WSI's third-party auditors, unhindered access, with or without notice, to their facilities and records related to compliance with the Code.

WSI may at its sole discretion either implement a corrective action plan or terminate business if it determines any partner has violated this Code. If corrective action is not taken, WSI may suspend placement of future orders or may terminate current production.