

California Transparency in Supply Chains Act Disclosure

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 (SB 657) went into effect in the State of California. This Statement is made by Williams-Sonoma, Inc. (“WSI,” “we,” “us,” or “our”) and sets out the steps we have taken to address slavery and human trafficking in our supply chains.

Certification

WSI manufacturing vendors/suppliers sign our Vendor Code of Conduct, agreeing to adhere to the requirements included. The Vendor Code of Conduct stipulates, among other things, that vendors/suppliers comply with the laws regarding human trafficking and slavery of the country or countries in which they do business.

Our Vendor Code of Conduct also requires vendors/suppliers to expect the same social compliance standards from their sub-suppliers.

WSI may, in its sole discretion, either terminate the business relationship or execute permanent corrective actions in partnership with the vendor/supplier if it determines that any vendor/supplier has violated the requirements of the Vendor Code of Conduct.

Verification, Auditing and Accountability

To verify compliance of vendors/suppliers to the requirements set forth in the Vendor Code of Conduct, WSI conducts independent, third-party audits and/or requires the disclosure of vendor/supplier information regarding labor practices. Audits aim to identify any improper labor practices, including child labor, forced labor, prison labor, indentured labor or bonded labor, that may exist.

To ensure the factories we use are safe, secure and fair places of employment for workers, we have a risk-based auditing strategy, where we audit factories located in high- and medium-risk countries and regions annually. Factories in WSI’s audit scope are audited each year through semi-announced audits within a three-week window. Audits are conducted on site for one or two days, by qualified auditors from independent third-party audit firms who are trained in-depth on WSI audit standards and protocols.

WSI’s audit program is founded on the continuous improvement philosophy. Our goal is to help vendors/suppliers understand the purpose of our requirements and to implement consistent and robust systems that will sustain their social performance.

WSI has a zero-tolerance policy and monitoring process to ensure that there are no egregious human rights violations in our vendor/supplier factories. Through a complete factory tour (including production and non-production areas), document and record reviews, as well as worker and management interviews, the third-party auditors review the

compliance of the factory against WSI's standards for transparency, labor practices, health and safety, ethical conduct and environmental protection.

Violations identified during the audit are ranked according to severity, which determines any necessary Corrective Action Plan ("CAP"). The audit results in a social rating, from A to D, based on the number and severity of the violations identified. This social grade allows us to benchmark factory performance, as well as measure factory improvement over time. Underperforming factories are assigned a 'D' and given time to correct non-compliant actions, failing which an exit plan is executed. Factory social rating is integrated into our vendor/supplier scorecards and business decisions and is intended to reward those partners with strongest performance, as well as protect our business from risk.

In the 2023 fiscal year, we developed a Responsible Recruitment Policy. As a result, we modernized our audit protocol to include forced labor indicators and adopted the Employer Pays Principle, where employers pay for any recruitment costs incurred. These updates are essential for identifying and mitigating risks related to forced labor and ensure that recruitment costs are borne by the employers, not the workers themselves. This approach reinforces our commitment to ethical production and the protection of human rights within our supply chain. As our business continues to grow and shift, we are adapting and evolving our social compliance and audit program.

WSI holds its employees, which we refer to as associates, to the highest standards of integrity in business practices. WSI associates are expected to comply with all applicable laws and company standards and are subject to disciplinary measures, including termination, for failing to do so.

Any WSI associate or contractor who becomes aware of a vendor/supplier that does not comply with the human trafficking and slavery laws in the country or countries in which they do business, must report that suspected violation to the Vice President of Sustainability.

WSI maintains an anonymous Ethics Hotline for associates of any level to report any ethics issues.

Training

All key WSI associates with direct responsibility for supply chain management are provided training on human trafficking and slavery, including how to identify and report any instances of child labor and forced labor they may see while visiting vendors/suppliers. All key associates are required to complete annual forced labor awareness training. Training on forced labor is also included in on-boarding materials for our associates.

In addition, all WSI associates receive annual training on the Code of Business Conduct and Ethics which cover these issues. WSI also provides on-boarding trainings to

vendors/suppliers regarding WSI's labor standards and Vendor Code of Conduct, which covers human trafficking and slavery issues.