

Social Compliance - Including Disclosures Under the California Transparency in Supply Chains Act of 2010 – SB 657

La-Z-Boy Incorporated has adopted a human and labor rights policy that applies to our operations and our suppliers. We respect and promote the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions that establish international human and labor rights. La-Z-Boy Incorporated strives to provide our employees with a fair, safe, and non-discriminatory work environment. We seek to apply both the letter and spirit of all applicable national, state and local laws and to promote continuous improvement in our operations. We hold our business partners, suppliers, contractors, and vendors to these same standards and actively seek partners who share our beliefs.

Our manufacturing subsidiary has implemented the following efforts:

Risk-based Supplier Assessments – We have internally reviewed our supplier base and plan to assess future potential suppliers to determine the level of risk associated with each supplier in regards to slavery and human trafficking. We have not utilized a third party in performing this review.

Direct Supplier Certifications – We have communicated directly with each of our suppliers whose materials are incorporated into our product, requiring them to certify that they comply with the laws regarding slavery and human trafficking of the country or countries in which they do business.

Supply Chain Employees and Management Training – We train employees responsible for supply chain management on how to identify and respond to supply chain issues such as slavery and human trafficking. We require all employees and suppliers to comply with our Human and Labor Rights Policy.

Accountability Standards and Procedures – Our Human and Labor Rights Policy provides accountability standards for employees or suppliers that do not meet company standards concerning slavery and human trafficking. We seek relationships with suppliers that are committed to manufacturing products under fair and safe working conditions and sound environmental practices. If we determine that a supplier does not comply with this policy, we will work with the supplier to develop and implement an appropriate corrective action plan, or may depending on the circumstances, end our relationship with the supplier.

Supplier Audits – Our personnel currently complete announced quality and compliance assurance supplier audits at overseas operations, which include a review of working conditions to ensure suppliers comply with company standards on slavery and human trafficking. Sourcing managers or other employees conduct site visits to supplier manufacturing facilities prior to beginning a relationship with a supplier. We do not utilize independent or unannounced audits.