



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

Our Policy

At Home is committed to ethical conduct and legal compliance for itself, and we expect the same of our product partners. At Home's policy is to only do business with product partners who have certified that their business practices are lawful, ethical, and in compliance with the principles set forth in At Home's Ethical Sourcing Policy and Human Rights Policy. At Home expects its product partners to take steps to ensure their own supply chains satisfy the same ethical and human rights standards.

At Home will not conduct business with any product partner who employs young people under the age of 14, workers in prison, indentured or bonded labor, or slave labor. At Home will not conduct business with any product partner who benefits from human trafficking or the use of corporal punishment or other forms of mental and physical coercion. Likewise, At Home will not conduct business with any product partner whose products are tainted by any of the foregoing practices.

In accordance with the California Transparency in Supply Chains Act, At Home makes the following disclosures:

- At Home requires its product partners to certify that their business practices are lawful, ethical and in compliance with the principles set forth in At Home's Ethical Sourcing Policy and Human Rights Policy (including those provisions relating to human trafficking and slavery), and that they take steps to ensure the same standards in their own supply chains.
- To ensure accountability, At Home reserves the right to terminate its business relationship with any product partner who fails to provide certifications or whose business practices, or the business practices of its own suppliers and subcontractors, are not lawful, ethical and in compliance with the principles set forth in At Home's Ethical Sourcing Policy and Human Rights Policy.
- At Home reserves the right to terminate its business relationship with any product partner who fails to provide written confirmation that they have a program in place to monitor their suppliers and subcontractors for compliance with all laws and the principles set forth in At Home's Ethical Sourcing Policy and Human Rights Policy.
- At Home reserves the right to conduct verification audits (including third-party verification audits) of its product partners related to human trafficking and slavery. At Home also conducts social accountability audits of its product partners and reviews product partner documentation on an ongoing basis.
- At Home merchant and sourcing team members and management receive training on At Home's business practices, product partner requirements, Code of Business Principles, Ethical Sourcing Policy and Human Rights Policy, including those provisions relating to mitigating risks of human trafficking and slavery. Team members who violate these standards and policies are subject to disciplinary action.