



AT HOME CODE OF BUSINESS PRINCIPLES

Updated as of March 10, 2022

INTRODUCTION

At Home is committed to conducting all aspects of its business in accordance with the highest ethical and legal standards.

To memorialize the core principles and spirit with which At Home will conduct its business, At Home has adopted the following Code of Business Principles. More specifically, this Code is being adopted to:

- Promote honest and ethical conduct, including fair dealing and the ethical handling of conflicts of interest;
- Promote full, fair, accurate, timely, and understandable disclosure under, and compliance with, applicable banking and corporate laws, rules, and regulations;
- Ensure the protection of At Home's legitimate business interests, including corporate opportunities, assets, and Confidential Information; and
- Deter malfeasance or other wrongdoing by At Home or its Team Members, executives, and officers.

At Home intends for this Code to serve as a guide for general decision-making in a variety of circumstances that executives, officers, and Team Members might encounter in conducting At Home's business. At Home expects all executives, officers, and Team Members of At Home to be familiar with the Code and to adhere to the principles and procedures provided in the Code that apply to them and to keep themselves informed of this Code and any amendments that may be made to it. The elements of this Code are in addition to other Company policies and Team Member trainings which, in some cases, may be more specific. These additional training tools are a part of At Home's ongoing commitment to maintaining a culture of sound ethics and integrity.

Team Members are expected to report any activity or requested action that they believe to be potentially in violation of the law or this Code by using any of the methods described in this Code.

The Company forbids retaliation against any Team Member who, in good faith, reports a suspected violation of this Code.

At Home recognizes that no Code can describe every circumstance that might confront executives, officers, and Team Members with ethical and legal challenges. Therefore, At Home expects that, in addition to complying with the Code and applicable laws, rules and regulations, all Team Members, officers, and executives will observe the highest standards of business and personal ethics in the discharge of their assigned duties and responsibilities.

CORPORATE VISION, MISSION AND VALUES STATEMENT

Our Vision

To become the leading home décor retailer.



Our Mission

Enable everyone to affordably make their house a “home.”

Our Values

Our values are the driving force behind how we work. They are our rallying cry for how we operate, no matter what department or function we serve. We are all in this together, and if we commit to following these values as a company, then we will most definitely succeed:

- *Be creative*
- *Work together*
- *Be smart and scrappy*
- *Do the right thing*
- *Have fun*

Reporting Known or Suspected Violations

If there are questions whether an action or proposed course of conduct violates this Code or creates a conflict of interest, please contact the Speak Up reporting line by visiting www.athome.com/speakup or calling (800) 977-8712 or texting (972) 402-6950.

Team Members have an obligation to promptly report (openly or confidentially and/or anonymously): any questionable accounting, internal accounting controls or auditing matters (an “Accounting Allegation”); any possible non-compliance with applicable legal and regulatory requirements (a “Legal Allegation”); any possible non-compliance with this Code (a “Code Allegation”); and any alleged retaliation against Team Members and other persons who make, in good faith, Accounting Allegations, Legal Allegations, or Code Allegations (a “Retaliatory Act”).

In addition to any other avenue available, Team Members may, in their sole discretion, report directly to the Chair of the Audit Committee, Chief Financial Officer, or General Counsel any Accounting Allegation, Legal Allegation, Code Allegation, or Retaliatory Act.

Any report by a Team Member may be made openly or confidentially and/or anonymously. You may also report possible violations of this Code and send questions or comments to your supervisor.

Violations of At Home’s Code of Business Principles

If the Audit Committee, Chief Financial Officer, or General Counsel or their respective designees determines that this Code has been violated, either directly, by failure to report an Accounting Allegation, Legal Allegation, Code Allegation, or Retaliatory Act, or by either withholding information relating to a violation or by authorizing or knowingly allowing a subordinate to be in violation, the offending Team Member may be subject to disciplinary action up to and including termination of employment. Violations of this Code also may constitute violations of law and may



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result in criminal penalties and civil liabilities of the offending Team Member and At Home. Obstructing or undermining investigations, withholding or destroying information, including failing to report a violation, or providing misleading information are violations of this Code and, in addition to disciplining a Team Member for such acts, At Home may report any such acts to a law enforcement official.

Any waiver of this Code for executive officers or directors may be made only by the board of directors or the Audit Committee.

Conflicts of Interest

Team Members have a duty to further At Home's goals and work on behalf of its best interest. Accordingly, it is important that Team Members do not place themselves in a position where their actions, financial or personal interest, or other relationships may be in conflict with those of At Home. A "conflict of interest" occurs when an individual's private interest interferes or appears to interfere with the interests of At Home. Some examples of a conflict of interest, include, but are not limited to:

- Soliciting or profiting from At Home's partner, customer, or prospect base or other Company asset for personal gain.
- Acting on behalf of At Home in servicing or obtaining a partner or customer for personal financial gain.
- Acting as a director, officer, employee, contractor, or affiliate or having any other direct or indirect ownership in or for any business or institution with which At Home has a competitive or significant business relationship without prior written approval of the Chief Executive Officer.
- Being in a position of supervising, reviewing, or having any influence on the job evaluation, pay, or benefit of any immediate family member (see At Home's nepotism policy).
- Hiring or contracting with a family member or friend to provide goods or services.
- The receipt of other than nominal gifts or excessive entertainment from any customer, partner, or company with which At Home has current or prospective business dealings.

Team Members must report the existence or discovery of any circumstances which constitute a conflict of interest or could create a potential conflict of interest, including any financial or other business relationship, transaction, arrangement or other interest or activity with any of At Home's suppliers, competitors, or other persons.

Corporate Opportunities

Team Members are prohibited from (i) taking for themselves opportunities that are discovered through the use of corporate property, information, or position; (ii) using Company property, information or position for personal gain; and (iii) competing with At Home except as authorized in At Home's certificate of incorporation or bylaws. Team Members owe a duty to At Home to advance its legitimate interests whenever possible.



Fair Dealing

Team Members shall deal fairly with At Home's customers, suppliers, competitors, and other Team Members. No Team Members should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or similar unfair practice.

Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing improper disclosure of such information by past or present employees of other companies is prohibited.

- Relationships with Customers. Our business success depends upon our ability to foster lasting customer relationships. Trust is the cornerstone of these relationships. To build trust, At Home is committed to dealing with customers fairly, honestly and with integrity. Specifically, information we supply to customers should be current, accurate and complete to the best of our knowledge. Team Members should never deliberately misrepresent information to customers.
- Relationships with Suppliers. The Company deals fairly and honestly with its suppliers. This means that our relationships with suppliers are based on price, quality, service and reputation. Team Members dealing with suppliers must carefully guard their objectivity. Specifically, no Team Member should accept or solicit any personal benefit from a supplier or potential supplier that might compromise, or appear to compromise, their objective assessment of the supplier's products and prices. Team Members can give or accept promotional items of nominal value or moderately scaled entertainment within the limits of responsible and customary business practice.
- Relationships with Competitors. The Company is committed to free and open competition in the marketplace and throughout all business dealings. Team Members must avoid all actions that reasonably could be construed as being anti-competitive or otherwise contrary to laws governing competitive practices in the marketplace, including federal and state antitrust laws. This includes misappropriation and/or misuse of a competitor's confidential information or making false statements about the competitor's business and business practices.

Investments

Unless specifically authorized, Team Members should not act as shareholders, directors, officers, partners, agents, or consultants for a supplier or competitor except with regard to shares in publicly traded companies, which may be held by Team Members for personal investment purposes.

Giving and Receiving Gifts

Business decisions made by Team Members are expected to be made fairly and impartially and only on the basis of a potential counter-party's reputation, service, price, and similar competitive factors. Accepting gifts from suppliers or Product Partners may involve a conflict of interest. The Company considers a "gift" to include any item, product, or service of value given to a Team Member by an existing or potential competitor, supplier, Product Partner, customer, or other party with whom At Home does business. The term "gift" should be construed in the broadest



sense. It applies to the transmission of anything of value, regardless of type.

No gift may be offered or accepted if it will create a feeling of obligation, compromises judgment, appears to improperly influence the recipient, or acts as an inducement for an action which is illegal, unethical, a breach of trust, or the improper performance of a function or activity.

Good judgment and moderation must be exercised when accepting or providing entertainment or gifts in order to avoid even the appearance that a business decision has been influenced. Team Members should not accept any gift that could compromise his or her objectivity in making decisions for At Home, that creates the appearance of impropriety, or that violates the law. As discussed below, special rules apply when a government official is involved.

Gifts to Government Officials

As noted elsewhere in this Code, At Home complies with all applicable anti-bribery and anti-corruption laws and prohibits corruption in all forms. In order to comply with all applicable anti-bribery and anti-corruption laws, Team Members must receive written pre-approval from the General Counsel before offering, promising, making, authorizing, or providing (directly, or indirectly through third parties) any payments, gifts, or the transfer of anything of value to a government official. The term "government official" should be interpreted very broadly to include (a) any person who is an officer, officeholder, full-time, or part-time employee or representative of any (i) national, state, regional, provincial, city, county, or other local government; (ii) independent agencies of any government; (iii) state-owned or -controlled businesses or entities; (b) political parties, political party officials, and candidates for political office; and (c) the employees of public international organizations such as the United Nations and European Union.

Team Members should err on the side of caution. If there is any doubt about whether a potential recipient is a government official, Team Members should assume that the recipient is a government official and seek guidance before acting.

Sanctions and Export Controls

At Home is committed to conducting its business with honesty and integrity, and in full compliance with all economic sanctions and export control laws and regulations in the jurisdictions in which it operates. Compliance with these laws is critical to the Company's reputation and success. Accordingly, all Team Members are required to report any known or suspected violations of these laws, regulations or Company policy.

The U.S. maintains a highly technical system of export control regulations and economic sanctions that is continually evolving based on changing policy objectives and U.S. national security concerns. The U.S. also administers and enforces economic sanctions that restrict trade, investment, and financial transactions with certain countries, organizations, and individuals, and prohibit complying with unsanctioned foreign boycotts. As such, At Home is generally prohibited from engaging in transactions or dealings with or involving any jurisdiction that are subject to a U.S. government embargo or anti-terrorism control and is also prohibited from engaging in certain types of dealings with persons and entities designated on U.S. Government lists of prohibited persons—including, but not limited to U.S. Department of the Treasury's lists of Specially Designated Nationals and Blocked Persons, Foreign Sanctions Evaders, and Sectoral Sanctions Identifications, the U.S. Commerce Department's Denied



Persons List, Entity List, and Unverified List.

Team Members should err on the side of caution. If there is any doubt about whether a potential jurisdiction or individual is subject to economic sanctions, export control laws or regulations, Team Members should seek guidance before acting.

Compliance with Laws, Rules, Regulations

Obedying the law is the foundation on which At Home's ethical standards are built. Relationships with customers, suppliers, competitors, Team Members, and governmental bodies and officials must comply with all laws, rules and regulations applicable to the conduct of At Home's business. Many laws apply to At Home's business both inside and outside the United States.

Competition

Competition and antitrust laws regulate dealings with competitors, customers, distributors, and other third parties. All Team Members must understand the extent to which competition and antitrust laws affect their daily work. All affected Team Members must fully and constantly comply with applicable competition and antitrust laws. Such laws prohibit agreements with a competitor to set any terms of sale (*i.e.*, prices, discounts, credit terms) and limit the information At Home can share with competitors. Because of these risks, Team Members are prohibited from discussing competitive matters with any competitors, without the prior authorization of our General Counsel. All Team Members must comply with all applicable antitrust laws and requirements relating to fair competition.

Anti-Corruption Laws

The Company prohibits corrupt business practices and complies with all applicable anti-bribery and anti-corruption laws, including the United States Foreign Corrupt Practices Act ("FCPA") and similar laws wherever At Home operates. It is the policy of At Home that all Team Members, third-party representatives, and agents of At Home are prohibited from offering, promising, making, authorizing or providing (directly, or indirectly through third parties) any payments, gifts, or the transfer of anything of value for the benefit of any person, including a government official in any jurisdiction with the intent that the recipient misuse her/her position to aid At Home in obtaining, retaining, or directing business. Neither At Home's funds nor funds from any other source, including personal funds, may be used to make any such payment or gift on behalf of or for the benefit of At Home.

The FCPA (and other international anti-bribery and anti-corruption laws) prohibit improper payments whether tangible or intangible. For example, a loan, a gift, entertainment, a contribution to a charity sponsored by a government official, the promise of future payment, or the promise of future employment for the government official could all violate the FCPA if the intent is for the recipient to misuse her/her position to aid At Home in obtaining, retaining, or directing business. Moreover, the mere offer of a corrupt payment can violate anti-bribery and anti-corruption laws, regardless of whether the payment is ever made, and regardless of whether the recipient takes any action in response to a promise or payment.

Team Members should take particular care when interacting with government officials, especially in



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countries with high levels of official corruption. The term “government official” is defined above in the Section Gifts to Government Officials. While the FCPA prohibits bribes that are directed to foreign government officials, other anti-bribery and anti-corruption laws prohibit private commercial bribery as well. As such, At Home prohibits bribery and corruption in all forms.

All Team Members, third-party representatives and agents of At Home should conduct business, on its behalf and at all times, honestly and without the use of bribery, inducement or corrupt practices in order to gain an unfair advantage. The Company has a zero tolerance policy towards bribery and corruption and is committed to the highest levels of openness, integrity and accountability.

Each Team Member has a direct, personal responsibility for complying with all applicable anti-corruption laws. Any violation of these laws will result in appropriate disciplinary action and could include termination. Any time that you are faced with a decision that involves providing something of value to a third-party official, or any payment to any party not in compliance with the above policies on gifts, you should consult our General Counsel and should not decide on your own whether any particular course of action is permitted or prohibited by applicable anti-bribery and anti-corruption laws. Team Members should err on the side of caution and seek guidance if in doubt.

Work Product

All Team Members must be aware that At Home retains legal ownership of the product of their work. No work product created while employed by At Home can be claimed, construed, or presented as property of an individual Team Member, even after employment by At Home has been terminated or the relevant project is completed. This includes written and electronic documents, audio and video records, system code, and also any concepts, ideas, designs, graphics, or other intellectual property developed for At Home, regardless of whether the intellectual property is actually used by At Home.

Protection of Confidential or Proprietary Information

At Home’s confidential and proprietary information is vital to its current operation and future success. Accordingly, At Home takes steps to maintain the confidential nature of its proprietary information. Team Members have access to Confidential Information of customers, lenders, partners, and others in the performance of their job duties. Team Members may not discuss with outsiders/competitors or use any confidential or proprietary information except as authorized and required in the performance of their job duties without prior authorization from At Home. All Team Members must likewise maintain as confidential all personal information of At Home’s customers, lenders, partners, and other similar individuals and entities that conduct business with At Home. Team Members are prohibited from disclosing such confidential and personal information and from using such confidential and personal information for personal gain. Each Team Member must use reasonable care to protect and prevent the unauthorized disclosure of Confidential Information. In no event shall Confidential Information be disclosed or revealed within or outside At Home without proper authorization or purpose. If a Team Member is uncertain whether certain information should be treated as confidential, the Team Member should presume such information is confidential and should not disclose it without proper authorization.

“Confidential Information” includes, but is not limited to, confidential, proprietary, trade secrets, technical, business, financial, supplier, partner, customer, and Team Member personal information,



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sales figures, business plans and projections, profit and performance reports, partner information, growth strategies, customer or partner lists, product and services information, data relating to At Home's marketing and servicing programs, the criteria and formula used by At Home in pricing its products and services, the structure and pricing of special packages that At Home has negotiated, contract expiration dates, commission rates, proprietary software, Web applications and analysis tools, and techniques and methods of operation that are not readily available to the public and that are maintained as confidential by At Home.

During the course of a Team Member's employment with At Home, he or she may be provided with and will generate correspondence, memoranda, literature, reports, summaries, manuals, proposals, contracts, customer lists, prospect lists, and other documents and data concerning the business of At Home. Any and all such records and data, whether maintained in hard copy or on a computer or other medium, is the property of At Home, regardless of whether it is or contains Confidential Information. Upon termination of employment, a Team Member is required to return all such records to At Home and may not retain any copies of such records in any medium or make any notes regarding such records. At Home reserves the right to search for such information and property in the personal items of Team Members while on Company premises such as in vehicles, purses, briefcases, desk drawers, etc.

Falsification of Documents

At Home relies on the accuracy of information provided on or in employment records, and company related documents, and documents required to be completed or submitted under applicable law. Accordingly, the falsification or omission of requested information on any document, including employment applications, reports, time records, expense reports, statements made during an investigation or complaint, may result in disqualification from further consideration for employment or, if hired, termination from employment. Falsification of records is prohibited and will result in immediate and appropriate discipline, up to and including termination.

Outside Employment

Team Members are permitted to have outside employment while working for At Home as long as the outside employment or activity does not create a conflict of interest with the Team Member's employment for At Home or otherwise interfere with the Team Member's performance of his or her job duties. It is important to note that Team Members may be required to work beyond their normally scheduled hours. Team Members must perform this work when requested. In cases of conflict with any outside activity, the Team Member's obligations to At Home must be given priority. Team Members are hired and continue their employment with the understanding that At Home is the primary employer and that other employment, self-employment, work activities, or commercial involvement that conflicts with the business interest of At Home or otherwise interferes with the Team Member's performance of his or her job duties for At Home is not allowed.

Solicitations, Distributions, and Use of "Bulletin Boards"

In an effort to ensure a productive and harmonious work environment, persons not employed by At Home may not solicit or distribute literature in our workplace or via Company technology channels at any time for any purpose. While we recognize that Team Members have interests in activities, events and organizations outside the workplace, you will not be permitted to solicit or distribute literature concerning outside activities on Company property or via Company technology channels during work time. As used in this policy, "work time" includes all time for which a Team Member is paid or is



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scheduled to be performing services for At Home, but does not include meal breaks, work breaks, or other periods in which a Team Member is not on duty.

To govern the solicitation of Team Members or the distribution of literature to Team Members on Company property, the following rules have been established:

- Solicitation or distribution of literature by Team Members during work time that in any way interferes with work is prohibited.
- Distribution of non-approved literature by Team Members in work areas or via Company technology channels is prohibited.
- Solicitation or distribution of literature by non-Team Members on Company premises or via Company technology channels is prohibited.
- Distribution of literature by Team Members in non-work areas during work time that in any way interferes with work is prohibited.

Inspection of Property

At Home may search or inspect any person or personal property belonging to a Team Member (vehicle, purse, personal bag, etc.) on At Home's premises in accordance with applicable state law. If a Team Member wants to avoid inspection of any articles, materials, or other belongings, do not bring them onto At Home's premises or store them in or on At Home's property. By signing the Team Member Handbook and Code of Business Principles Acknowledgment form, you are knowingly and voluntarily consenting to surveillance and search by At Home.

Financial Integrity: Books and Records

All Team Members are personally responsible for the integrity of the information, reports, and records under their control. Our records must accurately and fairly reflect, in reasonable detail, the Company's assets, liabilities, revenues, and expenses. It is essential that the integrity, accuracy, and reliability of the Company's books, records, and financial statements be maintained in order to comply with all legal, accounting, tax, and other regulatory requirements. No transaction shall be entered into with the intention of it being documented or recorded in a deceptive manner. No false or misleading documentation or book entry shall be made for any transaction. Similarly, all funds, assets, and transactions must be disclosed and recorded in the appropriate books and accounted for properly and punctually. Team Members may not manipulate financial accounts, records or reports or take any action or cause any person to take any action to influence, coerce, manipulate, or mislead auditors for the purpose of rendering misleading financial statements. All transactions must be approved and executed in accordance with our internal control procedures and must be recorded in a manner that enables accurate financial statements be prepared for the Company. Team Members who prepare, maintain, or have custody of the Company's records and reports must ensure that these documents: (a) accurately and fairly reflect, in reasonable detail, the assets and transactions of the Company; (b) are safeguarded from loss or destruction; (c) are retained for specified periods of time in accordance with the Company's document retention policy; and (d) are maintained in confidence.



Use of Company Property, Technology, Assets

All Team Members must protect the Company's assets and ensure their efficient use. Theft, carelessness, and waste have a direct impact on our profitability. Any suspected incident of fraud or theft is to be immediately reported for investigation. Company assets include our equipment, vehicles, computers, technology, supplies, merchandise, as well as less obvious things, such as your time at work and work product, the Company's information, trademarks, and name. No use of any Company trademark or other intellectual property shall be granted to a third party except pursuant to a written use agreement approved by our legal team. You may only use Company assets for legitimate Company business purposes. None of the Company's assets, funds, facilities, personnel, or other resources may be used for personal purposes unless authorized under a separate Company policy or otherwise approved by our General Counsel.

Environmental Health and Safety

The Company is committed to providing a safe and healthy working environment for its Team Members and to avoiding adverse impact and injury to the environment and the communities in which it does business. Team Members must comply with all applicable environmental, health and safety laws, regulations. It is our Team Member's responsibility to understand and comply with the laws, regulations and policies that are relevant to their job. Failure to comply with environmental, health and safety laws and regulations can result in civil and criminal liability against the offending Team Member and the Company, as well as disciplinary action by the Company, up to and including termination of employment. You should contact our General Counsel with questions about the applicable laws, regulations and policies.

All Team Members should strive to conserve resources and reduce waste and emissions through recycling and other energy conservation measures. All Team Members are required to comply with all applicable environmental laws, regulations relevant to their positions. Everyone is expected to promptly report any known or suspected violations of environmental laws or any events that may result in a discharge or emission of hazardous materials.

The Company is committed not only to comply with all relevant health and safety laws, but also to conduct business in a manner that protects the safety of its Team Members. All Team Members are required to comply with all applicable health and safety laws, regulations. Concerns about unsafe conditions or tasks that present a risk of injury are to be reported immediately to a supervisor or our General Counsel.

PROHIBITIONS AGAINST DISCRIMINATION, HARASSMENT AND RETALIATION

Anti-Harassment and Discrimination

Pursuant to federal law and applicable state and local law, it is the policy of At Home that all Team Members shall have the opportunity to work in an atmosphere and environment free from any form of discrimination, harassment, or retaliation on the basis of any protected category, including, but not limited to, race, religion, color, creed, age, gender, gender identity, national origin, sex, sexual orientation, veteran status, uniformed services, protected disability, or any other status or activity protected under federal, state, or applicable local law. In keeping with that policy, At Home will not tolerate harassment or discrimination of any kind by or of any Team Members or applicants for



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employment. At Home's policy prohibiting harassment and discrimination applies to all conduct on Company premises by any supervisor, manager, Team Member, co-worker, contractor, consultant, subordinate, partner, client, or customer and to all conduct off Company premises that affects a Team Member's work environment.

"Discrimination" consists of prejudicial or distinguishing treatment of another Team Member based on their actual or perceived membership in a legally-protected category.

"Harassment" is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of his or her race, religion, color, age, gender, gender identity, national origin, sex, sexual orientation, veteran status, or protected disability, or that of his or her relatives, friends, or associates, and that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
- Has the purpose or effect of unreasonably interfering with a Team Member's work performance.
- Otherwise adversely affects a Team Member's employment opportunities.

Examples of harassing conduct can include, but are not limited to, the following:

- Use of epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to race, color, religion, gender, gender identity, sex, sexual orientation, national origin, age, or disability; and
- Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of race, color, religion, gender, gender identity, sex, sexual orientation, national origin, age, or disability and that is placed on walls, bulletin boards, or elsewhere on Company premises, or circulated in the workplace.
- Verbal or nonverbal innuendoes that relate to or reflect negatively upon someone because of their race, color, religion, gender, gender identity, sex, sexual orientation, national origin, age or disability.

Similarly, sexual harassment involves harassment based on sex/gender involving unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to unwelcome sexual advances, requests for sexual favors, or other offensive verbal or physical conduct directed toward a Team Member because of his or her sex is made either explicitly or implicitly a term or condition of employment.
- Submission to or rejection of such conduct by a Team Member is used as the basis for employment decisions that adversely affect such Team Member.
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, offensive, or hostile work environment.

Conduct which could or does rise to the level of sexual harassment can include, but is not limited to:



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- Verbal—sexual innuendos, suggestive comments, insults, threats, jokes about gender-specific traits, or sexual propositions.
- Nonverbal—making suggestive or insulting noises, leering, whistling, or making obscene gestures.
- Physical—touching, pinching, brushing the body, coercing sexual intercourse, or assault.

Such forms of harassment may constitute discrimination under various state, federal, and local laws and will not be tolerated by At Home. Any Team Member who is found to have engaged in such conduct will receive disciplinary action, up to and including termination, depending upon the circumstances.

We trust, and expect, that all Team Members will act in a responsible and professional manner to establish a pleasant and collaborative working environment free of discrimination and harassment.

Complaint and Reporting Procedures

At Home has adopted this policy in an effort to eliminate harassment and discrimination from the workplace, to prevent incidents from occurring, and to avoid or limit harm if harassment or discrimination should occur despite preventive efforts. Accordingly, any Team Member who feels that he or she has suffered any form of discrimination or harassment by anyone in connection with their employment at At Home must immediately report the alleged conduct. It is a Team Member's responsibility, without fear of reprisal, to immediately report any form of discrimination or harassment that a Team Member experiences or becomes aware of, including, but not limited to, sexual harassment.

At Home will promptly investigate complaints of harassment or discrimination. The investigation will be conducted in a timely, impartial manner. Complaints will be treated confidentially to the extent possible, without impeding the ability of At Home to conduct a discrete and thorough investigation. The investigation may include conferring with all parties and witnesses named by the complainant. Once At Home has completed its investigation, a representative of Management or Human Resources may notify the complaining party that the investigation has been concluded and/or corrective action has been taken. Any person employed by At Home that is found to have violated At Home's anti-harassment and discrimination policy will be subject to appropriate disciplinary action, up to and including termination. Any Team Member that knowingly makes a false report of harassment or discrimination will be subject to disciplinary action, up to and including termination.

Protection Against Retaliation

Retaliation is prohibited against any person by another Team Member or by At Home who, in good faith, opposes any unlawful harassment or discrimination, brings a complaint of harassment or discrimination to management or Human Resources' attention, or who testifies, assists, or participates in any proceeding involving a complaint of harassment or discrimination from which At Home is aware. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.



Team Members must immediately report any retaliation. Any report of retaliatory conduct will be promptly investigated in a thorough and objective manner. If a report of retaliation is substantiated, appropriate disciplinary action, up to and including termination will be taken.

Prohibitions Against Violence, Bullying, and Weapons in the Workplace

It is At Home's policy to maintain a work environment that is safe for Team Members, customers and the general public, and which provides efficient and stable working conditions. At Home policy prohibits certain types of conduct at the worksite or outside of the workplace directed at other Team Members, customers, or others. Engaging in prohibited behaviors may result in disciplinary action, up to and including immediate termination.

Such prohibited behaviors include, but are not limited to:

- Creating a hostile work environment with words or physical actions.
- Carrying/possessing a weapon on Company property, except under limited circumstances as described below
- Carrying a concealed weapon on Company Property unless allowed under state law.
- Carrying/possessing explosives and/or explosive devices on Company property.
- Threatening and/or attempting to cause, or causing physical harm to a Team Member or others.
- Maliciously harassing or threatening telephone calls, e-mails, texts, or notes.
- Maliciously harassing, surveilling, or stalking.
- Threatening and/or attempting to cause, or causing physical harm or sabotage to Company or customer property.
- Threatening and/or attempting to cause, or causing harm to other Team Members.

When threats and/or attempts to harm another individual or customer or customer's property are discovered, Management will take appropriate disciplinary action, up to and including termination. At Home will also use any legal means available to prevent violence in the workplace.

Team Members should immediately report any threats of violence, violent activity, intimidation, bullying, or the carrying of a weapon. At Home will not retaliate against any Team Member for alerting At Home to the potential for any violence or threatened violence in the workplace.

At Home Speak Up and Whistle-Blowing Policy

At Home incorporates and maintains ethical practices in conducting business and expects Team Members, contractors, and partners to engage in ethical conduct in the workplace. At Home makes every effort to ensure that every facet of its business is handled with integrity and is legally compliant. This policy addresses At Home's commitment to provide a workplace where any violation of federal,



state, or local laws and regulations and At Home's Code of Business Principles can be reported, investigated, and corrected.

Types of Ethical Misconduct.

At Home expects all Team Members, executives, officers, contractors, and partners not to engage in ethical misconduct in the workplace.

If a Team Member, executive, officer, contractor, or partner suspects ethical misconduct in the workplace, he or she should report such behavior immediately as set forth below.

Ethical misconduct that must be reported includes:

- violations of At Home's Code of Business Principles, Ethical Sourcing Policy, Human Rights Policy, Anti-Bribery and Anti-Corruption Policy, and Sanctions and Export Controls Compliance Policy;
- financial improprieties, including any accounting misconduct and fraud and financial misdealing; and
- violations of federal, state, and local laws and regulations.

Reporting Ethical Misconduct.

Reports of ethical misconduct should be filed using the Speak Up reporting line at www.athome.com/speakup.

If Team Members, executives, officers, contractors, or partners use their name to file reports, such information is kept confidential to the extent possible and as protected by law.

Once reports are filed, At Home's Audit Committee or appropriate individuals will conduct a prompt, thorough investigation of the alleged ethical misconduct and make recommendations to remedy and address the situation. Team Members are expected to comply and cooperate with any At Home investigation, including those of ethical misconduct.

At Home cooperates with federal, state, and local law enforcement agencies if they become involved in an investigation of ethical misconduct and as required to remedy ethical misconduct.

Records of reports are made, retained, and destroyed according to federal, state and local law and regulations. At Home provides appropriate notice to known Team Members, contractors, or partners about filed reports and as required by law. Workplace posters required by law about relevant whistleblowing provisions and At Home's Speak Up and whistleblowing policy are displayed permanently in conspicuous locations in all facilities.

Anti-Retaliation Provisions

At Home ensures that Team Members who report ethical misconduct are protected against retaliation.

At Home does not discourage or obstruct Team Members, executives, officers, contractors or product partners from filing complaints about ethical misconduct with any federal, state or local official or



at home POLICY

agency; having discussions about such ethical misconduct with an attorney; or disclosing such information in any document in a legal proceeding if the document is sealed.

No adverse employment actions are taken against Team Members because an ethical misconduct report is filed, including those filed with any federal, state or local official or agency, or for participating in the investigation of such reports.

Team Members, including contractors, are not legally liable under federal or state trade secret laws for disclosing At Home trade secrets confidentially to federal, state or local government officials or to an attorney for the purpose of reporting or investigating suspected violations of law or as part of a document, which is sealed, that is filed in a legal proceeding.

If a Team Member files a lawsuit claiming retaliation by At Home for reporting suspected violations of law, he or she can disclose At Home trade secrets to his or her attorney and use such trade secret information in related court proceedings if the Team Member files documents, which are sealed, that contain the trade secrets and the Team Member does not disclose the trade secrets except as permitted by court order.

Violations of At Home's Speak Up and Whistleblowing Policy

Team Members are subject to discipline, up to termination, for any violations of At Home's whistleblowing policy. Team Member violations of At Home's whistle-blowing policy can constitute violations of other relevant At Home policies. Team Members who intentionally make false reports of ethical misconduct are subject to discipline, up to termination. Team Members who file reports of ethical misconduct for illegal purposes are subject to appropriate legal action by At Home or governmental entities.