

Leggett & Platt, Incorporated

Human Rights Policy

Leggett & Platt, Incorporated and its subsidiaries (collectively, “L&P,” “we,” or “our”) hereby adopt this Human Rights Policy (the “Policy”). All of our employees worldwide are required to follow this Policy.

Our Organization

Leggett & Platt, Incorporated, a publicly traded company headquartered in Carthage, Missouri, was founded as a partnership in 1883 and was incorporated in 1901. A pioneer of the steel coil bedspring, L&P has become an international diversified manufacturer that conceives, designs and produces a wide range of engineered components and products found in many homes and automobiles. L&P’s operations are organized into 15 business units, which are divided into seven groups under three segments: Bedding Products; Specialized Products; and Furniture, Flooring & Textile Products.

Our Human Rights Goals

In accordance with our goals and company values, we endeavor at all times to respect human rights in our operations. We seek to avoid causing or contributing to adverse human rights impact(s) through our activities, and we seek to timely address such impacts if they occur.

We acknowledge and respect human rights principles, including the principles generally reflected in the following international human rights instruments:

- The United Nations Guiding Principles on Business and Human Rights;
- The United Nations Universal Declaration of Human Rights;
- The International Labor Organization Declaration on Fundamental Principles and Rights at Work; and
- The United Nations Global Compact.

These human rights instruments help inform our principles and guide our approach on human rights issues.

Forced Labor

We prohibit the use of any forced, involuntary, compulsory, and debt-bonded labor, and slavery and human trafficking, in our labor force. We strive to ensure that our employees’ right of movement and freedom to change employment is respected.

Child Labor

We prohibit the use of child labor in any form. We define a child as anyone under the age of 16. If local law is more restrictive than our policy, our policy is to comply with local law.

Compensation and Benefits

We promote the well-being of our employees by providing compensation and benefits that are competitive with the compensation practices relative to the industry and local labor market of the countries where we conduct business. We work to ensure compliance with applicable wage, overtime, and benefits laws.

Working Hours

We work to ensure compliance with applicable laws and regulations on working hours.

Freedom of Association and Collective Bargaining

We respect our employees' right to form or join (or not join) a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to bargaining in good faith with their freely chosen representatives to the extent required by applicable law.

Harassment and Discrimination

We strive to maintain workplaces that are free from harassment or discrimination on the basis of sex, age, race, ethnicity, ancestry, color, sexual orientation, gender identity and expression, national or place of origin, citizenship, pregnancy, religion or creed, disability, family status, marital status, military status, genetic information, or any other status protected by law.

Health and Safety

The health and safety of our employees is of utmost importance. We strive to provide a healthy and safe work environment for all of our employees that meets or exceeds applicable legal standards for occupational health and safety.

Equal Employment Opportunities

We are committed to practices that advance equal employment opportunities for qualified individuals without regard to sex, age, race, ethnicity, ancestry, color, sexual orientation, gender identity and expression, national or place of origin, citizenship, pregnancy, religion or creed, disability, family status, marital status, military status, genetic information, or any other status protected by law.

Additional Codes, Policies, and Statements

We have several codes, policies, and statements that provide additional guidance regarding human rights. Please review the following documents for additional information:

- [*Code of Business Conduct and Ethics*](#), which outlines our commitment to a business culture of honesty and accountability and serves as a source of guiding principles for our employees, officers, and directors.
- [*Supplier Code of Conduct*](#), which sets forth our expectation that our suppliers will act ethically, responsibly, and in compliance with applicable laws. Our *Supplier Code of Conduct* sets out certain minimum human rights standards we expect of our suppliers. We enforce these standards and promptly investigate any alleged violation of these standards and take appropriate corrective actions for violations, up to and including terminating the supplier relationship or contacting the authorities. However, we are not responsible for the actions and practices of companies in which we do not exert management control.
- [*Human Trafficking and Slavery Policy*](#), which states our policy to comply with all laws prohibiting human trafficking and slavery, as well as forced, involuntary, debt-bonded and child labor.
- [*Human Trafficking and Slavery Statement*](#), which describes certain steps that we've taken to identify and mitigate risks of human trafficking and slavery within our business and supply chain, including providing training to relevant members of our staff.
- [*Conflict Minerals Policy*](#), which sets forth our principles against human rights violations related to the sourcing of tin, tantalum, tungsten and/or gold ("Conflict Minerals") in our covered products.
- [*Conflict Minerals Report*](#), which describes the measures that we've taken to exercise due diligence on the source and chain of custody of necessary Conflict Minerals in our covered products.

Grievance Mechanism; Reporting Violations

If you become aware of any situation that you believe may violate this Policy or the law, please report it directly to L&P's General Counsel at:

LEGGETT & PLATT, INCORPORATED
General Counsel – Legal Department
No. 1 Leggett Road
Carthage, MO 64836 USA
Email: legal@leggett.com
Fax: 417-358-8449 (+1 417 358 8449 internationally)

You may also contact L&P's Ethics Hotline by e-mailing legal@leggett.com or by calling the phone number listed on the poster located in your facility. Reports can be made on a confidential

and anonymous basis to the fullest extent practicable and allowed by law. **Employees reporting suspected human rights violations in good faith will not be subject to retaliation of any kind by L&P.**

Governance and Accountability

Respect for human rights is an important part of our corporate sustainability strategy. To the extent that human rights concerns are reported to our General Counsel or to our Ethics Hotline, such issues are addressed and the concerns and our responses are reported to senior management and, if applicable, to our Audit Committee in accordance with our Ethics Hotline protocols.

Communication

This Policy is distributed annually to substantially all employees with a company e-mail address through internal communication channels, including a distribution using our learning management platform as well as by posting the policy on our company intranet. In addition, we also make this Policy publicly available to all employees as well as other stakeholders through our sustainability website at leggett.com/sustainability and our annual Sustainability Report.

Human Rights Due Diligence

We use human rights due diligence to identify risks and work to mitigate them. In 2022, we distributed human rights assessments to substantially all of our critical Tier 1 suppliers. This assessment covered a wide variety of topics, including, but not limited to, equal employment opportunity, harassment, discrimination, slavery, forced labor, child labor, working hours, minimum wages, collective bargaining, and freedom of association.

Memberships and Engagements

We are an active member of the following initiatives, groups and associations that support human rights:

- **The Responsible Business Alliance (RBA)** is one of the world's largest industry coalitions dedicated to corporate social responsibility in global supply chains; and
- **The Responsible Minerals Initiative (RMI)** provides companies with tools and resources to make sourcing decisions that support the responsible sourcing of minerals from conflict-affected and high-risk areas.

Right to Modify Policy

We reserve the right to amend, modify or discontinue this Policy at any time and for any reason.

Policy is Aspirational

The statements in this Policy are aspirational in nature and are not guarantees or promises that the principles set forth in this Policy will be achieved in all circumstances.

Approval

This Policy was approved on March 19, 2023.

Leggett & Platt, Incorporated

A handwritten signature in black ink that reads "Mitch Dolloff". The signature is written in a cursive style with a large, stylized initial "M".

Mitch Dolloff
President and CEO

Date Last Revised: 3/4/2023

Date Last Reviewed: 3/19/2023