

# **Leggett & Platt, Incorporated**

## **Human Trafficking and Slavery Statement for Financial Year 2018**

Leggett & Platt, Incorporated and certain of its subsidiaries which are in-scope for purposes of either Section 54, Part 6, of the United Kingdom Modern Slavery Act 2015, including Leggett & Platt Components Europe Limited and Pullmaflex UK Limited, or the California Transparency in Supply Chains Act (collectively, the “Subsidiaries”) hereby make this Human Trafficking and Slavery Statement (the “Statement”) for the financial year ending on December 31, 2018. References to “L&P”, “we”, or “our” are to Leggett & Platt, Incorporated and its Subsidiaries.

### **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, offices, vehicles, aircraft, and other applications. L&P’s operations are organized into 15 business units, which are divided into 10 groups under four segments: Residential Products; Industrial Products; Furniture Products; and Specialized Products.

### **Our Human Trafficking and Slavery Policy**

Human trafficking and slavery are crimes under state, federal and international law, but unfortunately still exist in many countries. Businesses sometimes inadvertently facilitate these crimes through the purchase of products that have been tainted in the supply chain. L&P recognizes the suffering caused by human trafficking and slavery and are committed to ensuring human trafficking and slavery are not taking place in our business and supply chains. This is a responsibility we take very seriously.

### **What We Are Doing**

L&P has taken the following steps, among others, to identify risks of human trafficking and slavery within our business and supply chain:

- L&P’s main risk regarding human trafficking and slavery relates to our suppliers. We evaluate and address the risks of human trafficking and slavery by conducting due diligence through our sourcing evaluation process, which includes, for example, supplier verification that human trafficking and slavery is not part of the supplier’s chain. This due diligence process is typically conducted by L&P and not by a third party, although we may utilize third parties and other resources to assist with our due diligence when appropriate.
- From time to time, we conduct on-site audits of selected suppliers to evaluate compliance with our standards and policies, including our policy on human trafficking and slavery. This verification process is typically conducted by our internal personnel and may or may not be unannounced, depending on the circumstances.

- Our standard Purchase Order Terms and Conditions (a) require our direct suppliers to ensure that their products comply with all applicable laws regarding human trafficking and slavery, and (b) include procedures for suppliers failing to meet our standards.
- Our Business Policies Manual includes accountability standards for our employees regarding human trafficking and slavery.
- Our Legal Department from time to time provides training and/or distributes training materials on human trafficking and slavery to our employees who have direct responsibility for supply chain management. In 2018, our Legal Department distributed training materials and company policies and information on human trafficking and slavery to employees of our Purchasing Department with direct responsibility for supply chain management.

This Statement provides examples of compliance activities taken by L&P related to human trafficking and slavery. This Statement is not intended to be exhaustive.

### **Board Approval**

This Statement has been approved by L&P's Board of Directors on February 27, 2019.

### **Director's Signature**

A handwritten signature in black ink that reads "R. Ted Enloe III". The signature is written in a cursive style with a large, prominent "R" and "E".

R. Ted Enloe, III  
Board Chair