

Leggett & Platt, Incorporated

Human Trafficking and Slavery Statement for Financial Year 2019

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, 2019. 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 seven groups under three segments: Bedding Products; Specialized Products; and Furniture, Flooring & Textile 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 undertakes actions to attempt to mitigate the risk of human trafficking and slavery 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 to attempt to identify and mitigate risks of human trafficking and slavery within our business and supply chain:

- **Verification.** L&P’s main risk regarding human trafficking and slavery relates to our suppliers. From time to time, 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. Our due diligence process also includes an assessment of the financial viability of our suppliers.
- **Audit.** 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 process is typically conducted by our internal personnel and may or may not be unannounced, depending on the circumstances. On-site audits may include speaking directly to the supplier's workers and not merely its management.

- Certification. Our standard Purchase Order Terms and Conditions (a) require our direct suppliers to agree that the products we purchase will be produced in compliance with laws regarding human trafficking and slavery, and (b) include procedures for suppliers failing to meet our standards. Such procedures generally include the right to either immediately terminate any agreements with a supplier or to terminate after providing notice and opportunity to cure if we determine that such supplier is in violation of laws regarding human trafficking and slavery.
- Internal Accountability. Our Business Policies Manual includes accountability standards for our employees regarding human trafficking and slavery. Our Business Policies Manual states our opposition to the use of human trafficking and slavery, forced, involuntary and debt bonded labor, and child labor. Our Business Policies Manual also states our expectation that our employees will comply with all laws regarding human trafficking and slavery. In addition, L&P maintains an ethics hotline through which complaints of human trafficking or slavery can be made. L&P received no complaints or allegations of human trafficking or slavery in our supply chain through our ethics hotline in 2019.
- Training. 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 2019, 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. The training includes specific content on ways to mitigate the risks of human trafficking and slavery within our supply chain.

Forward-Looking Statements

This Statement may contain “forward-looking statements” including, but not limited to, plans, goals, objectives, or projections with respect to corporate responsibility, sustainability, human trafficking, slavery, or other matters. These statements are identified either by the context in which they appear or by use of words such as “anticipate,” “believe,” “commit,” “desire,” “estimate,” “expect,” “guidance,” “intend,” “may,” “plan,” “pledge,” “project,” “seek,” “should,” “strive,” “target,” or the like. Examples of forward-looking statements include statements related to our future plans, and any other statement that does not directly relate to any historical or current fact. Forward-looking statements are based on our current expectations and assumptions, which may not prove to be accurate. These statements are aspirational and are not guarantees or promises and are subject to risks, uncertainties and changes in circumstances that are difficult to predict, including, but not limited to, our ability to detect or mitigate human trafficking and slavery. Actual results may differ materially from any forward-looking statements. No assurance can be given that any plan, goal, objective or projection set forth in forward-looking statements can or will be achieved, and readers are cautioned not to place undue reliance on such statements. We undertake

no obligation to update or revise any of the forward-looking statements in this Statement, whether as a result of new information, future events, changes in expectations or otherwise.

Disclaimer

While we expect our suppliers to act ethically, responsibly and in compliance with applicable laws, this Statement is not a guarantee or promise that our suppliers will follow the guiding principles set forth in this Statement. We are not responsible for the actions and practices of companies in which we do not exert management control.

Right to Modify Statement

We reserve the right to amend or modify this Statement without notice at any time and for any reason.

Prior Statements or Policies

This Statement supersedes and replaces all prior human trafficking and slavery statements or policies, if any. Any prior statements or policies shall be void and of no force and effect.

Board Approval

This Statement has been approved by L&P's Board of Directors on May 15, 2020.

Director's Signature



Karl Glassman
Chairman and CEO
May 19, 2020