



CONFLICT MINERALS POLICY

Introduction

Our Supplier Code of Conduct defines our expectations of our suppliers toward legal compliance, ethical conduct, anti-corruption, labor and environmental protection. This Policy should be read in conjunction with our Supplier Code of Conduct and sets forth our opposition to human rights violations related to the unethical trade of tin, tantalum, tungsten and/or gold (“Conflict Minerals”). Because of the link between the unethical extraction and trade of Conflict Minerals and associated human rights violations in the Democratic Republic of the Congo, adjoining countries, and other high-risk areas of the world, we strive to increase transparency and promote responsible procurement by our suppliers in an attempt to create positive change.

Our Policy

We prohibit human rights abuses associated with the extraction, transport or trade of Conflict Minerals in our products. We also prohibit any direct or indirect support to armed groups or security forces that illegally control or tax mine sites, transport routes, trade points or any upstream actors in our supply chain. Similarly, we have no tolerance for corruption, money-laundering and bribery. We require our suppliers to agree to follow the same principles.

Supplier Requirements

Our suppliers who provide components, parts or materials containing Conflict Minerals must work with us to achieve conflict-free sourcing. Components, parts or materials, which either directly or indirectly contribute to conflict, are unacceptable. Our suppliers must define, implement and communicate to sub-suppliers their commitment to responsible sourcing and legal compliance. Our suppliers must work with sub-suppliers in an attempt to ensure traceability of these Conflict Minerals at least to the smelter or refiner level. Traceability information must be maintained and recorded for five years and provided to us upon request. Our suppliers are encouraged to support industry efforts to enhance traceability and responsible practices in global mineral supply chains.

Company Activities

We have implemented a reasonable, good faith process in an attempt to identify Conflict Minerals in our supply chain and to determine, to the extent reasonably practicable, the country of origin of those identified minerals. We have incorporated the principles of this Policy into our Purchase Order Terms and Conditions, and we will work with our suppliers in an attempt to increase transparency in the supply chain. We aim to create awareness and build capacity within our suppliers through communication and training. We will communicate this Policy to identified suppliers who provide to us components, parts or materials containing Conflict Minerals.

Assessing and Responding to Identified Risks

We collect information from suppliers for our products in an attempt to identify those suppliers that include Conflict Minerals in their products. This information, along with data gathered from other available sources, is used to assess risks of non-compliance with this Policy. Our approach, when

commercially reasonable, is to establish long-term relationships with suppliers, seek sustainable solutions and work with suppliers to achieve improvements. If we identify a reasonable risk that a supplier is violating our commitments set forth in this Policy, we will implement a corrective action plan within a reasonable timeframe. If necessary, we will follow-up on the effectiveness of corrective actions. Continued non-conformance or refusal to address issues of concern may ultimately lead to termination of the supplier relationship.

Grievance Mechanism and Reporting

This Policy will be reviewed regularly and updated as needed. We will comply with legal requirements to disclose our conflict minerals due diligence process and our conclusions regarding our mineral supply chain. Our employees, suppliers and other parties can report concerns and alleged violations of this Policy as follows:

- (i) Write us at Leggett & Platt, Incorporated, General Counsel, No. 1 Leggett Road, Carthage, Missouri 64836;
- (ii) Email us at Legal@leggett.com; or
- (iii) Call us at 800-888-4258 (HALT).

Reports can be made on a confidential and anonymous basis to the fullest extent practicable and allowed by law. We will not retaliate against any individual for making a report in good faith.

Date Last Revised: 2/24/2022

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