

## **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, 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 Rights Goals**

It is our goal to respect human rights in our operations. We will seek to avoid causing or contributing to adverse human rights impacts through our activities, and we will 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 will not use any forced, involuntary, compulsory, or debt-bonded labor, nor will we use slavery or human trafficking, in our labor force. At all times, the freedom of our employees to change employment and their right of movement will be respected.

## **Child Labor**

We will not use 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, we will comply with local law. However, even where local law permits us to employ people younger than 16, we will not.

## **Compensation and Benefits**

We will promote the well-being of our employees by providing compensation and benefits that comply with applicable law and are competitive with the compensation practices in the countries where we do business.

## **Working Hours**

We will comply with applicable laws and regulations on working hours.

## **Freedom of Association and Collective Bargaining**

We will 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 will bargain in good faith with their freely chosen representatives to the extent required by applicable law.

## **Harassment and Discrimination**

Each individual has the right to work in an environment free of unlawful harassment or discrimination. This includes unlawful harassment or discrimination based on a person's sex, age, race, color, sexual orientation, gender identity, national origin, citizenship, pregnancy, religion, disability, military status, genetic information, or any other status protected by law.

## **Health and Safety**

We will strive to provide and maintain for all employees a safe and healthy work environment that meets applicable legal standards for occupational safety and health.

## **Equal Employment Opportunities**

We are committed to practices that advance equal employment opportunities for qualified individuals without regard to sex, age, race, color, sexual orientation, gender identity, national origin, citizenship, pregnancy, religion, disability, 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 will 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 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 conflict minerals.

## **Grievance Mechanism; Reporting Violations**

This Policy has been communicated to all employees with a company e-mail address and is accessible to all employees. 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](mailto: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](mailto: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, such issues are monitored and reported to senior management and our Audit Committee in accordance with our Ethics Hotline protocols.

## **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 April 10, 2022.

Leggett & Platt, Incorporated

A handwritten signature in black ink that reads "Mitch Dolloff". The signature is written in a cursive, flowing style.

Mitch Dolloff  
*President and CEO*

Date Last Revised: 4/10/2022

Date Last Reviewed: 4/10/2022