

Leggett & Platt, Incorporated

Human Trafficking and Slavery Statement for Financial Year 2022

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, Kayfoam Woolfson Unlimited Company, and Trio Line Polska sp. z o.o.) 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, 2022. 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 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.

Human Trafficking and Slavery

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 chains:

- Verification. L&P’s highest risk regarding human trafficking and slavery relates to our non-U.S. suppliers. On a regular basis, we evaluate and address the risks of human trafficking and slavery by conducting due diligence on our non-U.S. suppliers through our sourcing evaluation process, which includes, for example, supplier verification that human trafficking and slavery is not part of the supplier’s chain. Our sourcing evaluation 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 due diligence when appropriate. Our sourcing evaluation process also includes an assessment of the financial viability of certain suppliers using a risk-based approach.

In addition, to mitigate the risk of slavery, forced labor, or child labor occurring within our supply chain, we also distributed an assessment in 2022 to substantially all our critical Tier 1 suppliers. This assessment asks such suppliers to provide verification, among other things, that: (1) they have measures in place to prevent any kind of slavery and forced labor; (2) they comply with local legislation on the minimum age of employees; and (3) they do not violate the ILO Forced Labor Convention (No. 29), the ILO Abolition of Forced Labor Convention (No. 105), or the ILO Worst Forms of Child Labor Convention (No. 182).

- Audit. Under our standard Purchase Order Terms and Conditions, we generally are permitted to audit our suppliers' compliance with applicable laws, including human trafficking and slavery laws. On a regular basis, we conduct on-site and/or remote audits of selected suppliers to evaluate compliance with our policy prohibiting human trafficking and slavery. Suppliers are selected for on-site and/or remote audits using a risk-based approach. Risk factors include, but are not limited to, an assessment of annual spend and the level of risk for slave labor or human trafficking in the country where the supplier operates. On-site and/or remote audits are typically conducted by our internal personnel and may or may not be unannounced, depending on the circumstances. On-site and/or remote audits may include speaking directly to the supplier's workers and not merely its management.
- Certification. Our standard Purchase Order Terms and Conditions require our direct suppliers to agree that the products we purchase will be produced in compliance with laws regarding human trafficking and slavery and include procedures for suppliers failing to meet our standards. Such procedures generally include our right to terminate any agreements with a supplier if we determine that such supplier is in violation of laws regarding human trafficking and slavery.
- Internal Accountability. Our standard Purchase Order Terms and Conditions also include accountability standards for certain of our suppliers regarding human trafficking and slavery. As noted above, we require that our suppliers agree that the products we purchase will be produced in compliance with laws regarding human trafficking and slavery, and, if a supplier fails to follow these requirements, we generally have the right to terminate our relationship with such supplier. Our Supplier Code of Conduct, available at <https://leggett.com/document/load/supplier-code-of-conduct.pdf>, also sets forth our expectation that our suppliers will act in compliance with applicable laws and will not engage in human trafficking. Our Supplier Code of Conduct also sets forth our expectation that our suppliers will refrain from using any form of forced, involuntary, debt-bonded, or child labor in their operations or supply chains.

In addition, 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, as well as forced, involuntary, debt-bonded, and child labor. Our Business Policies Manual also states our expectation that our employees will comply with all applicable laws prohibiting these practices.

L&P maintains an Ethics Hotline through which complaints of human trafficking or slavery can be made. Any complaint of human trafficking or slavery that is reported through our Ethics Hotline is immediately brought to the attention of two directors on our Board of Directors, certain members of our Executive Leadership Team, the Chief Compliance Officer, and VP – Internal Audit. Reports to the Ethics Hotline can be made on a confidential and anonymous basis to the fullest extent practicable and allowed by law. Employees reporting suspected human trafficking or slavery violations in good faith will not be subject to retaliation of any kind by L&P.

L&P received no complaints or allegations of human trafficking or slavery in our supply chain through our Ethics Hotline in 2022. If we learn of any allegations of human trafficking or slavery through our Ethics Hotline or any other means, we will promptly investigate and, if substantiated, take appropriate corrective, disciplinary, and legal action. Such action could include termination of involved parties.

- Training. Our Legal Department annually provides training and/or distributes training materials on human trafficking and slavery to our employees who have direct responsibility for supply chain management. In 2022, training materials, company policies and information on human trafficking and slavery were distributed to employees of our Purchasing Department and management with direct responsibility for our supply chain, including our Vice President – Procurement; Staff Vice President – Corporate Procurement; Staff Vice President – Global Procurement; and President – International Supply Chain Compliance. The annual training focuses on raising awareness of human trafficking and slavery and teaches employees how to identify red flags, or indicators, of potential human trafficking or slavery issues within our vendors’ operations. For example, employees are directed to pay attention to whether vendors’ workers cannot take breaks, suffer under unusual restrictions, or are denied access to identity documents, such as passport or drivers’ licenses. It also includes specific content on ways to mitigate the risks of human trafficking and slavery within our supply chain. For instance, employees are encouraged to remain alert for vendor practices that seem unfair or oppressive and to exercise caution with prices and deals that seem “too good to be true.” In the training, we encourage employees to report any potential issues to the Legal Department.

Forward-Looking Statements

This Statement may contain “forward-looking statements” including, but not limited to, plans, goals, objectives, or projections with respect to 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 “believe,” “expect,” “intend,” “may,” “plan,” “project,” “seek,” “should,” 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

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

Board Approval

This Statement was approved by L&P's Board of Directors on May 4, 2023.

Director's Signature

A handwritten signature in black ink, appearing to read "J. M. Dolloff".

Mitch Dolloff
President and CEO
May 16, 2023