

Leggett & Platt, Incorporated

Modern Slavery Statement for Financial Year 2023

Leggett & Platt, Incorporated and certain of its subsidiaries which are in-scope for purposes of the United Kingdom Modern Slavery Act 2015, the California Transparency in Supply Chains Act, or the Canadian Fighting Against Forced and Child Labour in Supply Chains Act (collectively, the “Subsidiaries”) hereby make this Modern Slavery Statement (the “Statement”) for the financial year ending on December 31, 2023. References to “L&P”, “we”, or “our” are to Leggett & Platt, Incorporated and its Subsidiaries. References to Subsidiaries currently directly covered by a disclosure obligation include: (i) with respect to the United Kingdom Modern Slavery Act 2015: Leggett & Platt Components Europe Limited, Pullmaflex UK Limited, Kayfoam Woolfson Unlimited Company, and Trio Line Polska sp. z o.o.; and (ii) with respect to the Canadian Fighting Against Forced and Child Labour in Supply Chains Act (the “Canadian Act”): Leggett & Platt Canada Co., Terrafix Geosynthetics, Inc., and L and C Windsor Cables, Ltd.¹

About Our Structure, Business Operations, and Supply Chain

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.

Our 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 manufacturing facilities are located in Austria, Belgium, Brazil, Canada, China, Croatia, Denmark, France, Germany, Hungary, India, Ireland, Mexico, Poland, South Korea, Switzerland, the United Kingdom, and the United States.

L&P purchases a wide variety of products and services from suppliers around the world. Our supplier network is large, complex, and global, with thousands of suppliers in over sixty (60) countries. Our supply chain encompasses, but is not limited to, the following types of suppliers:

¹ For purposes of the Canadian Act:

- (i) Leggett & Platt Canada Co., Terrafix Geosynthetics, Inc., and L and C Windsor Cables, Ltd. are each currently an “entity” under the Canadian Act and are making this Statement as a joint report pursuant to Section 11(2)(b) of the Canadian Act.
- (ii) With respect to the approval and signing requirements under the Canadian Act, this Statement has been approved by the respective governing bodies of each of Leggett & Platt Canada Co., Terrafix Geosynthetics, Inc., and L and C Windsor Cables, Ltd. In addition, a Director for each of the respective governing bodies signed this Statement.
- (iii) Leggett & Platt Canada Co., Terrafix Geosynthetics, Inc., and L and C Windsor Cables, Ltd. each conduct business as an indirect subsidiary of Leggett & Platt, Incorporated. Leggett & Platt Canada Co.’s principal activities are (a) converting, distributing, and selling woven and non-woven fabrics, and (b) designing, manufacturing, and selling furniture components into the work furniture industry and comfort products into the automotive industry; Terrafix Geosynthetics, Inc.’s principal activities are distributing and selling of civil construction materials; and L and C Windsor Cables, Ltd.’s principal activities are importing, distributing, and selling automotive cables.

- Component suppliers: Suppliers that provide parts and materials to our manufacturing operations;
- Finished product manufacturers: Suppliers that produce finished L&P products that we resell; and
- Logistics service providers: Suppliers who transport components and finished products.

About Our Policies and Codes

We have several policies and codes that provide guidance regarding human trafficking, child labor, and slavery. These policies and codes apply to Leggett & Platt, Incorporated and its subsidiaries. Our specific policies and codes include:

- *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.
- *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 Rights Policy*, which states our policy to acknowledge and respect human rights. Our *Human Rights Policy* helps inform our principles and guide our approach on human rights issues.
- *Supplier Code of Conduct*, which sets forth our expectation that our suppliers will act ethically, responsibly, and in compliance with applicable laws, including laws related to human trafficking, child labor, and slavery.
- *Conflict Minerals Policy*, which sets forth our principles against human rights violations related to the sourcing of tin, tantalum, tungsten, and/or gold (“Conflict Minerals”) in our covered products.

Human Trafficking, Child Labor, and Slavery

Human trafficking, child labor, 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, child labor, and slavery and undertakes actions to attempt to mitigate the risk of human trafficking, child labor 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, child labor, and slavery within our business and supply chains:

- Verification. L&P's highest risk regarding human trafficking, child labor, and slavery relates to our non-U.S. suppliers. On a regular basis, we evaluate and address the risks of human trafficking, child labor, 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, child labor, and slavery are not part of the supplier's chain. During our sourcing evaluation process, auditors regularly look for red flags, or indicators, that human trafficking, child labor, or slavery may be occurring (e.g., the level of production at the facility does not appear to match the number of workers at the facility, etc.). 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.

It is our procedure to conduct screening on all of our direct suppliers, both prior to doing business with them and on an ongoing basis. During this screening, it is our procedure to confirm, among other things, that (1) the direct supplier is not located in the Xinjiang Uyghur Autonomous Region of the People's Republic of China, (2) the direct supplier is not listed on the Uyghur Forced Labor Prevention Act Entity List, (3) the direct supplier is not named in human trafficking cases prosecuted by the U.S. Department of Justice; and (4) the direct supplier is not named on the Transparency List on Contemporary Slavery in Brazil.

In addition, to mitigate the risk of forced labor, child labor, or slavery occurring within our supply chain, we also distributed an assessment in 2023 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 forced labor and slavery; (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, child labor, 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, child labor, 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 human trafficking, child labor, and slavery 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, child labor, 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, child labor, or slavery.
- Internal Accountability. Our standard *Purchase Order Terms and Conditions* also include accountability standards for certain of our suppliers regarding human trafficking, child labor, 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, child labor, 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 refrain from engaging in human trafficking or 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, child labor, 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, child labor, or slavery can be made. Any complaint of human trafficking, child labor, 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 Executive Vice President – General Counsel, 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, child labor, 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, child labor, or slavery in our supply chain through our Ethics Hotline in 2023. If we learn of any allegations of human trafficking, child labor, 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, child labor, and slavery to our employees who have direct responsibility for supply chain management. In 2023, training materials, company policies and information on human trafficking, child labor, and slavery were distributed to

employees of our Corporate Procurement Department and management with direct responsibility for our supply chain, including our Vice President – Supply Chain; 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, child labor, 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. Employees are also 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.” The training includes specific content on ways to mitigate the risks of human trafficking and slavery within our supply chain. In the training, we encourage employees to report any potential issues to the Legal Department.

Assessing Our Effectiveness

We track certain relevant performance indicators in order to assess the effectiveness of our actions to prohibit human trafficking, child labor, or slavery in our business and supply chain. Performance indicators include (i) the number of employees who receive training and/or training materials over human trafficking, child labor, and slavery, and (ii) the number of complaints or allegations reporting human trafficking, child labor, or slavery in our supply chain through our Ethics Hotline.

Measures Taken to Remediate Loss of Income to Most Vulnerable Families

The Canadian Act requires disclosure of any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced or child labor in its activities and supply chains. The measures that we have taken to mitigate forced or child labor consist of the measures described in this Statement. We have not identified any loss of income to vulnerable families resulting from the measures we have taken to mitigate the use of forced or child labor in our activities and supply chains.

Forward-Looking Statements

This Statement may contain “forward-looking statements” including, but not limited to, plans, goals, expectations, objectives, or projections with respect to the prohibition of human trafficking, child labor, 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, expectations, 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 inability to detect or prohibit human trafficking, child labor, and slavery, changes in our organizational structure or geographic area of operations, changes in the products or services purchased in our supply chain, our employees’ lack

of compliance with all applicable laws prohibiting human trafficking, child labor, and slavery, and our suppliers' failure to act ethically, responsibly and in compliance with applicable laws. 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.

Approval and Signing

Governing Body Approval

L&P's Board of Directors approved this Statement on May 8, 2024.

Director's Signature

This Statement is signed by a director of L&P's Board of Directors.



Mitch Dolloff
President and CEO, Leggett & Platt, Incorporated
May 9, 2024


Approval and Signing for the Canadian Fighting Against Forced and Child Labour in Supply Chains Act

Governing Body Approval

This Statement was approved by the board of Leggett & Platt Canada Co. in their capacity as governing body of Leggett & Platt Canada Co. on May 9, 2024.

Signature of Board Member

This Statement is signed by a member of the board of Leggett & Platt Canada Co.



Shonna L. Koch
Director, Leggett & Platt Canada Co.
May 9, 2024

Approval and Signing for the Canadian Fighting Against Forced and Child Labour in Supply Chains Act

Governing Body Approval

This Statement was approved by the board of Terrafix Geosynthetics, Inc. in their capacity as governing body of Terrafix Geosynthetics, Inc. on May 9, 2024.

Signature of Board Member

This Statement is signed by a member of the board of Terrafix Geosynthetics, Inc.



Shonna L. Koch
Director, Terrafix Geosynthetics, Inc.
May 9, 2024


Approval and Signing for the Canadian Fighting Against Forced and Child Labour in Supply Chains Act

Governing Body Approval

This Statement was approved by the board of L and C Windsor Cables Ltd. in their capacity as governing body of L and C Windsor Cables Ltd. on May 9, 2024.

Signature of Board Member

This Statement is signed by a member of the board of L and C Windsor Cables Ltd.



Shonna L. Koch

Director, L and C Windsor Cables Ltd.

May 9, 2024