

Kimball[®]International

HUMAN RIGHTS COMMITMENT



BUSINESS PARTNER CODE OF CONDUCT

Kimball International has a long-standing record of maintaining and promoting ethical employment practices, encompassing more than the minimum legal requirements of human and labor rights. We are committed to upholding and respecting human rights for all employees. Our approach to protecting and safeguarding human rights is informed by the Universal Declaration of Human Rights. Ethical conduct and strong business relationships are the foundation of our human rights practices.

The following principles are embedded throughout our business and are integrated into our policies and procedures. These same principles apply to our interactions with customers and others with whom we do business, including vendors, contractors, and subcontractors. Kimball International expects that the entities with which we do business similarly respect individual human rights and requires that they conduct their business operations free from human rights abuses, such as forced or child labor, human trafficking, and slavery. To read our Business Partner Code of Conduct, [click here](#).

COMPLIANCE WITH LAWS

Kimball International complies with applicable U.S. federal, state, local and non-US country-specific national and international laws regarding labor relations. We recognize and respect the rights of employees to freely associate, organize and bargain collectively in accordance with the laws of the countries in which they are employed.

DIVERSITY, EQUITY, INCLUSION AND BELONGING

Kimball International promotes an environment where each employee is valued, respected, and treated with dignity. We believe that diverse voices are essential in creating an organization where every person feels a sense of belonging and we are committed to creating equity and a sense of inclusion for all. This is our mission and commitment.

Kimball International prohibits unlawful discrimination, harassment, and retaliation. Our employment practices are non-discriminatory and non-retaliatory, and our policies are designed to safeguard all persons (employees and job applicants) from discrimination, harassment and retaliation on the basis of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, genetic information (including family medical history), political affiliation, military service, or other legally protected status or actions. We are committed to eliminating barriers to success. This includes, but is not limited to, hiring qualified applicants with disabilities, and providing employees with disabilities reasonable accommodations that do not impose an undue hardship.

DISCRIMINATION AND HARASSMENT FREE WORKPLACE

Kimball International is committed to maintaining a work environment that is free of all forms of inappropriate conduct including harassment and discrimination based upon a person's age, race, color, religion, ancestry, national origin, sex, gender, disability, genetic information, sexual orientation, gender identity, status as a protected veteran, or any other category protected by applicable law. Kimball International will not tolerate any form of inappropriate behavior, harassment, or unlawful discrimination against our employees by anyone, including managers, supervisors, other employees, vendors, clients, customers, or others with whom our employees come into contact through their work for Kimball International.

BUSINESS PARTNER CODE OF CONDUCT

SAFETY, HEALTH AND SECURITY

Kimball International creates safe and secure workplace environments for our people and strives to have an injury free culture at each of our locations. Kimball International promotes awareness and education among employees with the goal of eliminating exposures and risks that create unsafe conditions and behaviors. All employees are required to work safely, follow safety policies and regulations, report unsafe conditions, and wear appropriate safety equipment.

HUMAN TRAFFICKING AND FORCED LABOR-FREE WORKPLACE

Kimball International is committed to a work environment that is free from human trafficking and any form of forced labor or unlawful child labor.

Kimball International employees, contractors, subcontractors, vendors, suppliers, partners, and others through whom Kimball International conducts business must not engage in any practice that constitutes trafficking in persons or forced labor. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons
- Procuring commercial sex acts
- Using forced labor in the performance of any work
- Destroying, concealing, confiscating, or otherwise denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place
- Charging applicants/candidates recruitment fees

VIOLATION REPORTING

Kimball International values open and honest communication among all employees. We have established various communication channels to report any violations of this or any other Kimball International policy, including notifying ① any supervisor or manager with whom they feel comfortable discussing the problem, ② any Human Resources personnel including the Chief Human Resources Officer, or directly to the Kimball International Legal Department. In addition, an anonymous, confidential, third-party "hotline" reporting system has been established with a company called EthicsPoint. All reports are promptly investigated and there will be no retaliation for making a report in good faith or cooperating with an investigation.

Kimball International's Executive Management Team and Board of Directors are committed to the ongoing review and progression of these principles.