



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

The California Transparency in Supply Chains Act of 2010 requires retailers and manufacturers of a certain size to publicly disclose their efforts to eradicate slavery and human trafficking from their supply chains.

HNI Corporation and its operating companies strive to maintain a culture of integrity. HNI's Global Human Rights policy is based on our commitment to being a responsible global citizen and reflects our core beliefs of fairness and respect, integrity without compromise, a community for everyone, and positively impacting the planet. HNI requires the same commitment to integrity from its suppliers and service providers, including compliance with our policy prohibiting slavery, human trafficking, and other forms of forced labor, through HNI's Supplier and Service Provider Code of Conduct.

HNI Corporation is dedicated to conducting business in a lawful and ethical manner. We have focused our compliance efforts in this area for regions or locations with highest risk. We have a variety of mechanisms in place to assess and reduce risks in our supply chain, including:

EXPECTATIONS FOR MEMBERS

HNI's Code of Integrity provides a guide to our members for living our values. The code reviews compliance, ethics, human rights, and responsible business practice expectations for all HNI members. All members are trained on the code.

EXPECTATIONS FOR OUR SUPPLIERS AND SERVICE PROVIDERS

The HNI Supplier Code of Conduct is an expectation of suppliers and includes provisions on forced labor. Under the code, suppliers are expected to comply with applicable laws and regulations and strictly prohibits the use of forced labor, which includes slavery and human trafficking.

THIRD-PARTY AUDIT AND CERTIFICATION

HNI uses a risk-based approach to identify, prevent, and mitigate potential adverse impacts of our business activities and relationships on human rights. We use a third-party tool to assess environmental, social, and governance risks, including human rights risks, in our supply chain. This tool allows ongoing monitoring of risk and prioritization of engagement with suppliers. To mitigate supply chain risk, we require our suppliers to acknowledge compliance with our Supplier and Service Provider Code of Conduct, which outlines HNI's human rights policy.

For suppliers located in Asia, we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other corporate social responsibility requirements. The program is based on SA8000 standards, with additional environmental, health, and safety-related regulations. Our third-party consultant is engaged on a continuous basis to monitor, provide suggestions, evolve our standards, and certify our program, with audits conducted on an annual basis.

Suppliers are expected to respect rights in their workplaces, and they have an important role in promoting responsible sourcing policies and principles in their own supply chains. As part of our commitment to building supplier capability, we have engaged suppliers in training and awareness to drive continuous improvements.

EMPLOYEE TRAINING

HNI provides training on the prevention of slavery and human trafficking for members that have direct supply chain responsibility. All HNI members sign off on the HNI Code of Integrity, which requires that they always act in an ethical manner and in compliance with the law. Since our employees have been trained to identify non-compliance, they are expected to report any potential unlawful or unethical conduct. In addition, HNI maintains a toll-free number published on our vendor portal for associates and/or third parties to report suspected abuse of our codes of conduct (violations may be reported confidentially through HNI's Speak Up reporting mechanism by calling 888-475-4618 or at www.SpeakUp.HNICorp.com).

ACCOUNTABILITY

Failure by a supply chain partner or service provider to comply with HNI's Code of Conduct is grounds for immediate termination for cause by HNI of any agreement in effect between the Company and service provider, without liability on the part of the Company. Credible information regarding a potential violation of this policy, whether by an HNI member, HNI supplier, or HNI business partner must be promptly reported, following the guidelines set forth in the HNI Problem Resolution Policy.

Alternatively, violations may be reported confidentially through HNI's Speak Up reporting mechanism by calling 888-475-4618 or at www.SpeakUp.HNICorp.com.