



HNI CORPORATION GLOBAL HUMAN RIGHTS POLICY

HNI Corporation'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. As a signatory to the UN Global Compact, we respect and support human rights, avoid contributing to adverse human rights impacts, and seek to address such impacts if they occur. HNI complies with all applicable laws and regulations and respects internationally recognized human rights standards and guidelines, including:

- The United Nations Universal Declaration on Human Rights
- The International Bill of Human Rights
- The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The UN Guiding Principles on Business and Human Rights, and
- The OECD Guidelines for Multinational Enterprises

PURPOSE

This policy emphasizes HNI's commitment to basic human rights as core components of the way we do business and how we engage our members and business partners.

SCOPE AND DISTRIBUTION

The Global Human Rights policy applies to all HNI operations worldwide and all members regardless of title, position, or location. We expect all trade partners who do business with HNI to conduct business in ways that uphold the principles of this policy.

POLICY DEFINITION

A. ETHICAL BUSINESS PRACTICES

How we do business is important to us. We build business relationships based on trust and transparency. It is the policy of the Corporation to maintain high standards of integrity and to engage in ethical behavior in relation to all business practices. Our Supplier and Service Provider Code of Conduct enlists our supplier partners in upholding our commitment to human rights, fair labor, and sustainability. At HNI, we believe this joint commitment to ethical business practices is foundational to our shared success.

B. ANTI-CORRUPTION

It is the policy of the Corporation to comply with anti-corruption, anti-bribery and trade laws in the U.S. and other countries in which we do business. We maintain high standards and adherence to fair competition wherever we operate. All HNI members are trained and required to sign off on how to identify corruption and are expected to report any potential unlawful or unethical conduct. HNI complies with all applicable regulations and operates in an ethical manner. Our Supplier and Service Provider Code of Conduct requires our supplier partners to uphold a similar commitment to compliance and prohibits corruption in any form.

C. HUMAN TRAFFICKING AND FORCED LABOR

HNI has a long-standing, zero-tolerance policy prohibiting trafficking-related activities and forced labor of any kind. HNI addresses human trafficking and forced labor in our Supplier and Service Provider Code of Conduct and expects that our business partners do not participate in human trafficking or use forced labor.

D. CHILD LABOR RESTRICTIONS

It is the policy of the Corporation to not use child labor. For purposes of this policy, a “child” is anyone under 16 years of age. HNI addresses child labor in our Supplier and Service Provider Code of Conduct, and we expect that our business partners will adopt and enforce the standards of this code.

E. EMPLOYMENT RELATIONSHIP, COMPENSATION, AND WORK HOURS

HNI complies with all applicable wage and hour labor laws and regulations governing employee compensation and working hours, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation.

The Corporation routinely evaluates our members' job functions and responsibilities and conducts compensation analysis to ensure compensation and benefits programs are competitive and equitable.

The Corporation occasionally uses workers employed by employment agencies to meet temporary staffing needs. Workers employed by a temporary employment agency may only be used on a short-term basis. A worker employed by a temporary employment agency may not work at an HNI business(es) for more than eleven months in any twenty-four-month period of time.

F. EQUAL OPPORTUNITY EMPLOYER

At HNI, we have a longstanding commitment to equal opportunity in all aspects of employment including compensation, job placement and promotion and protection of all members. We do not tolerate discrimination against any person because of race. Our workplace policy is dedicated to providing a work environment that is free from harassment and promotes an inclusive workforce through our HNI Belong strategy.

G. SAFE AND HEALTHY WORKPLACE

Member safety is our top priority. HNI strives for a zero-harm workplace. This includes providing members with a safe and healthy workplace in compliance with all applicable laws and regulations. We foster a culture where all members are responsible for safety and are supported to operate safely. Where locations are not third party certified, HNI operates an internal ISO aligned safety management system across its operations.

H. FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

It is the policy of the Corporation to uphold members' rights to individually decide to join or refrain from joining any lawful organization. The corporation is committed to complying with laws pertaining to freedom of association and to promoting a work environment that fosters inclusiveness, communication, productivity, and member engagement. The Corporation respects the rights of members to associate, organize, and bargain collectively in a lawful and peaceful manner without penalty.

I. PROTECTING MEMBER PRIVACY

It is the policy of the Corporation to protect member data in accordance with company policies and applicable laws. HNI has safeguards in place to protect personal data from unauthorized access and disclosure, including limiting access to such data only to those members with a legitimate business purpose.

J. CONFLICT MINERALS

HNI Corporation and its operating companies are committed to taking steps to use only conflict-free 3TG minerals in products we manufacture. Suppliers to HNI (or its operating companies) of materials, products or components containing 3TG minerals are expected to assure the 3TG minerals are conflict free.

APPLICABILITY

This policy applies to all HNI personnel, including directors, officers, and members. Our relationships with our business partners, including our dealers, consultants, contract labor, service providers and suppliers are defined by contracts and agreements which are based on lawful and ethical practices. We expect that our business partners adopt and enforce standards similar to those in this policy and in our Supplier and Service Provider Code of Conduct.

GOVERNANCE AND COMMUNICATION

HNI's Board of Directors oversees the Corporation's corporate social responsibility ("CSR") strategy and program, including human rights.

HNI Legal and Compliance shall implement this policy and communicate requirements to all personnel and external stakeholders.

HNI members receive training on the HNI Member Code of Integrity, which includes respecting human rights. Members with direct responsibility for supply chain management periodically receive training on human rights, including the California Transparency in Supply Chains Act, human trafficking, and slavery.

DUE DILIGENCE

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 CSR auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR 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.

REMEDIATION

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. Speak Up is available to all internal and external stakeholders.

HNI policy and Federal law prohibit retaliation against those who make reports of misconduct and prohibit interfering with members' cooperation with government authorities investigating allegations of prohibited activity.

REFERENCE

Please review the following documents for additional information:

1. California Transparency in Supply Chains Act
2. Conflict Minerals Policy
3. CORE Policy
4. Corporate Governance Guidelines
5. HNI Belong
6. Member Code of Integrity
7. Supplier and Service Provider Code of Conduct

Any questions concerning this Policy should be referred to the Law Department.