

# HAVERTYS®

## VENDOR CODE OF CONDUCT

Haverty Furniture Companies, Inc. and its affiliates (referred to as “Havertys”) are committed to maintaining the highest level of integrity and honesty throughout all aspects of our business, and we expect our business partners, including suppliers, agents, and sub-contractors, who provide goods and services or manufacture products for sale to Havertys and its customers (collectively referred to as “Vendors”) to respect and adhere to the same philosophy in the operation and management of their businesses.

We believe that acting with the highest ethical standards is not only the right thing to do – it helps us and our partners achieve long-term success. Our Vendor Code of Conduct (the “Code”) detail the principles and practices that we expect all Vendors to uphold. This Code, based on accepted principles, local laws and regulations, represents our commitment to partner with Vendors who value and incorporate these provisions into their operations. We expect Vendors to have management systems in place to ensure they are in compliance with this Code.

**Our Values, Business Ethics, and Integrity:** Our core values of customer focus in all we do, integrity in playing it straight, quality in everything we do, teamwork to bring team members together and the pride in our history and heritage drive all the expectations in this Code. To that extent, the following core guidelines in conducting business with Havertys is expected throughout the term of the partnership:

- 1. Laws and Regulations:** Vendors must operate in full compliance with all applicable laws and regulations of the United States and the countries in which they (or their sub-contractors) operate and conduct business (with or without local presence) to manufacture and distribute merchandise or provide services to Havertys.
- 2. Conflicts-of-Interest:** Vendors shall not engage in any activity which could create either the appearance of, or an actual conflict-of-interest, between the personal interests of Havertys associates or their immediate family members and Havertys interests.
- 3. Gifts and Entertainment:** Havertys employees are prohibited from receiving or giving gifts and entertainment, unless: the entertainment or gift supports a legitimate business interest of Havertys; the value, frequency and type of gift or entertainment is reasonable, given the business context (and subject to thresholds contained in Havertys policies); the intent and effect is not to unduly prejudice the recipient in favor of the giver; and the entertainment or gift does not violate any laws or any applicable policies of the recipients organization.
- 4. Anti-Corruption:** Vendors must not tolerate, permit, sanction, or engage in bribery, corruption, or unethical practices whether in dealings with public officials, or individuals in the private sector. Vendors must comply with all applicable anti-corruption laws and regulations, including the United States Foreign Corrupt Practices Act, in connection with the providing goods or services to Havertys.

5. **Fair Dealing:** Vendors must not manipulate, conceal, or misrepresent facts, falsify records, misuse information, or otherwise act illegally, unfairly, dishonestly, or unethically in any interactions directly or indirectly related to Havertys.
6. **Sub-Contracting or Third-Party Providers:** No Vendor shall use third-party providers without prior disclosure and written consent of Havertys. Vendors are permitted to use subcontractors or other third-party providers upon approval from and in accordance with the terms of the applicable agreement with Havertys. If, per your contract with Havertys, you are permitted to delegate duties to subcontractors, you are expected (and may be required by law or contract) to perform similar levels of due diligence on them, and to flow-down all appropriate legal and contractual obligations. You are then responsible for monitoring and enforcing the compliance of your subcontractors with the obligations and requirements as defined for all Vendors in the Havertys contract.
7. **Restricted Materials:** Vendors shall implement a thorough process to comply with all applicable laws and regulations related to restricted materials (such as conflict materials), to restrict or prohibit the use of any and all such materials in the manufacture, labelling or packaging of any products.
8. **Confidential Information:** Vendors are expected to respect and protect Havertys intellectual property rights, and to maintain the confidentiality and security of any information entrusted to them by Havertys or its customers, unless otherwise expressly permitted by the terms of the applicable Vendor agreement with Havertys.
9. **Information Privacy and Security:** Vendors must ensure information security with proper technical, physical, and administrative measures. Vendors are expected to respect and protect the information privacy of individuals whose personal information is entrusted to them, directly or indirectly, by these individuals or by Havertys through any form of communication (electronic or paper). Vendors may only use, retain, and disclose entrusted information for the purpose of conducting business with Havertys. Vendors must comply with all applicable privacy and data security laws in the countries they conduct business.
10. **Use of Technology:** Vendors shall use technology in a responsible and secure fashion in accordance with an industry standard framework such as National Institute of Standards and Technology (NIST), as well as all applicable laws and regulations. For example, with regards to Artificial Intelligence (“AI”), Vendors shall develop and establish a reliable and compliant AI governance framework which consists of processes, methods, controls, and supporting tools to drive greater confidence and transparency in the end-to-end lifecycle and use of the relevant AI.
11. **Insider trading:** As a Vendor, you may be entrusted with information that has not yet been (or may never be) disclosed to the public. This information could affect our valuation, or the stock price and/or valuation of other companies. Our ethical standards (and the law) strictly forbid you from acting on such information. This applies not only to you and your workers directly, but to family, friends, or others who might be in a position to make investment

decisions based on the information. If you have access to such information, you are expected to keep it confidential, and to handle it with the utmost care and discretion.

**Labor, Health and Safety:** Havertys values our employees and every human being who has a role to play in our business and our extended supply chain. We understand that the best results happen when we value human life and provide workers with a free, lawful, and safe working place. Vendors are expected to adhere to all applicable laws and regulations relating to labor, health and safety, including but not limited to:

- Child Labor: Workers are over the country legal working age. All legal regulations on the employment of young workers below the age of 18 years are followed.
- Voluntary Labor: All work is voluntary and not performed under threat of penalty or coercion. Forced labor, including slave, bonded, trafficked, indentured or prison labor, is prohibited.
- Harassment and Abuse: Workers are treated with respect and dignity. Workers are not subject to any form of physical, sexual, psychological or verbal harassment or abuse.
- Discrimination: Workers are not subject to discrimination in hiring, compensation, promotion or discipline on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, parental status, social or ethnic origin or any other status protected by country law.
- Wages, Benefits and Terms of Employment: Vendors compensate all workers with wages, including overtime premiums that meet or exceed legal requirements and provide legally mandated benefits.
- Health and Safety: Vendors maintain a safe, hygienic and healthy working environment and residential facilities, where provided. Adequate measures, systems, protections and training are provided to avoid preventable incidents and injuries.
- Whistleblower Protections: Vendors shall ensure that workers have an effective mechanism to report grievances and that facilitates open communication between management and workers. Vendors shall also prevent and address any retaliation against employees who raise or report concerns in good faith and implement mechanisms to promptly and thoroughly investigate, consistent with applicable law, any such complaints.

**Environmental laws:** Vendors comply with all applicable environmental laws and regulations in the country of operation, adopt reasonable measures to mitigate negative operational impacts on the environment, and strive to continuously improve environmental performance, with an aim to provide safe, and sanitary environment for workers.

**Transparency, Responsibility, Monitoring & Compliance:** In keeping with our core values, Havertys expects transparency, accountability, and compliance with this Code. Vendors are

required to be transparent in their policies, processes and standards which govern their operations and are related to their compliance with the Code. As a condition of doing business with Havertys, Vendors agree to give Havertys, or third-party representatives unhindered access, with notice, to their facilities and records related to compliance with the Code.

1. **Monitoring and Enforcement:** Havertys, whether acting by itself or through a third party, may engage in inspections and audits from time to time to ensure compliance with this Code. Vendors and their third-party partners must maintain all documentation to demonstrate compliance with this Code and shall make such documentation available to Havertys or Havertys authorized third-party agent upon request.
2. **Communication to all parties involved:** Vendors must communicate the provisions of this Code to all workers and supervisors of all parties
3. **Management Systems and Processes:** Vendors shall implement management systems that facilitate compliance with this Code and any applicable laws and regulations.

### **Vendor Selection and Subcontracting**

Vendor evaluation and selection procedures include an assessment of Vendor's business practices and corporate values, including the following reviews:

- Vendor Business Review – Best-fit products and services to meet our needs.
- Commercial Review – Best value vs. expenditure.
- Security Review – Security architecture review.
- Legal Review – Terms and conditions review.
- Financial Review – Economic value and funding review.

Where appropriate, Havertys may invite Vendors to participate in a competitive bidding process. Havertys expects Vendors to agree to Havertys' standard contractual documentation but may elect in its sole discretion to adopt part or all of specific Vendor's agreements.

Violations of this Code can be reported confidentially in any language to our Vendor Compliance Team by using the following channels.

- E-mail: [legalnotices@havertys.com](mailto:legalnotices@havertys.com)
- Mail:
  - Legal & Compliance, Havertys
  - 780, Johnson Ferry Road, Suite 800, Atlanta, GA 30342
- Phone: 404-443-2900

Your dedication to full and complete compliance with this code in the conduct of your business with Havertys is appreciated. Havertys relies on the utmost cooperation and commitment of its Vendors with this code's effort to build a positive, safe, and healthy working environment. Havertys will not knowingly support or conduct business with any Vendor involved in any

activities that go against the letter and/or the spirit of the principles listed above. Appropriate procedures must be in place with the Vendor's organization and enforced to deal with any breaches of these aforementioned principles and standards.

Thank you in advance for your cooperation. Havertys looks forward to continually strengthening our relationship for years to come.

Dated June 26, 2025