



STANLEY FURNITURE
COMPANY

Stanley Furniture Company Inc. expects its employees and its suppliers to adhere to high standards of integrity and to foster fair and ethical relationships. It is the long-established policy of Stanley Furniture Company, Inc. (“Stanley Furniture” or “Company”) to observe and comply with all laws, rules and regulations of Federal, state, local and foreign governments affecting the Company’s operations and requires all associates of the Company to avoid activities which could lead to involvement in any unlawful unethical practices.

Stanley Furniture strongly supports the aims and objectives of the California Transparency in Supply Chains Act of 2010 and expects its employees, contractors, suppliers and business partners to comply with all applicable legal requirements regarding human rights and labor practices. As part of Stanley Furniture’s commitment to preventing slavery and human trafficking in its supply chain, its Code of Conduct requires the following:

- Stanley Furniture relies on its select group of vendors and suppliers, several of whom have Stanley Furniture employees on-site monthly monitoring their activities, to comply with applicable laws in the jurisdiction in which they operate. At its largest suppliers, Stanley Furniture conducts on-site visits to verify that the suppliers are meeting Stanley Furniture’s expectations and requirements. Smaller suppliers are also periodically visited and inspected by Company personnel.
- At its larger suppliers’ facilities, Stanley Furniture conducts annual on-site visits to verify that the suppliers are meeting Stanley Furniture’s expectations and requirements, including its commitment to anti-slavery and anti-human trafficking. Smaller suppliers are also periodically visited by Stanley Furniture personnel for scheduled on-site reviews.
- While Stanley Furniture does not require written certifications from its vendors and suppliers, its direct suppliers are expected and required to comply with the laws regarding slavery and human trafficking in the counties in which they are doing business.
- Stanley Furniture maintains the right to investigate and discipline or terminate business relationships with any employee, contractor or vendor failing to meet Stanley Furniture’s expectations or any legal requirements related to slavery and human trafficking.
- Stanley Furniture provides employees and management who have direct responsibility for supply chain management with periodic training on its standards regarding human trafficking and slavery in its supply chain.