



Product

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STRATEGIC FOCUS AREA

Ethical Sourcing

A product's supply chain is as important as the product itself. Working closely with product partners, we are able to review and assess risks in our supply chain and develop strategies to mitigate them. Whether it's implementing policies for Ethical Sourcing and compliance audits or product specification documents that outline product material or performance attributes, increased visibility into our products' chain of custody allows us to seek more sustainable ways to bring carefully curated products to our customers.

Initiatives

Calculate initial supply chain emissions to complete GHG inventory

Enhance training programs and engagement with product partners

Enhance audit review processes

Determine priorities for product-related sustainability attributes and development of sustainability guidelines for certain products

Expand inquiries regarding certain product materials

"In accordance with our value to **Do the Right Thing**, our Responsible Sourcing Group strives to ensure that ethical trade and environmental sustainability and community partnerships are part of our operational footprint, while creating value to our business, as well as the vendors with whom we work, the customers we serve and the communities where we operate."



Gaby Morris

Director of Quality Assurance and Responsible Sourcing

We are committed to engaging and maintaining relationships with internal and external partners in an ethical and responsible manner, while taking protective action to promote human rights, sourcing products ethically and protecting the environment. We recognize that populations that engage in meaningful, productive labor with equitable compensation contributes to a community's overall welfare. We work with factories and product partners who have an interest both in helping their workers thrive and in shipping excellent quality, compliant products to At Home.





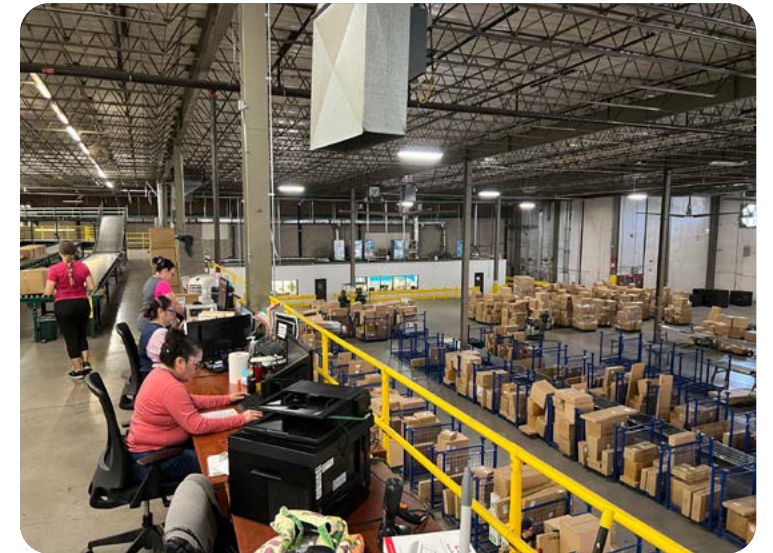
Our Ethical Sourcing Policy is based on core International Labor Organization (ILO) conventions, SA8000 standard and UN Guiding Principles on Business and Human Rights and is one of the foundations of our commitment to People and the Planet. The policy outlines the minimum standards we require from our product partners focused on protecting worker safety, ensuring safe working conditions, assuring voluntary labor, complying with local minimum wages and workday hours, allowing freedom of association, preventing discrimination and implementing raw materials sourcing strategies that consider environmental impact. The policy also provides the baseline with which we review compliance, as well as evaluate partnerships and future business relationships. All of our product partners must acknowledge, sign and abide by our Ethical Sourcing Policy, and they must engage with their supply chain accordingly by creating and managing similar strong ethical sourcing programs within their own organizations while providing supporting documentation as evidence.

At Home also requires that every new product partner submits current and valid Ethical Sourcing documentation that confirms compliance to national and local laws where they operate. Our onboarding of a new product partner is not considered complete until all documentation has been reviewed by our team.

Our Ethical Sourcing Department receives and evaluates audit reports and supporting documentation such as certifications, third-party factory audit reports and documented worker interviews. Thereafter, the Ethical Sourcing Department provides feedback to product partners and requires corrective action plans and subsequent follow-up audits as needed. Our team utilizes a digital platform to house the factory documentation gathered, including approvals and rejections, to be able to better assist the Merchandising Group on key decisions for future programs. In accordance with our Ethical Sourcing Policy, we will

terminate relationships with product partners if we learn that they are engaged in criminal activity such as human trafficking, forced labor, child labor, or violations of human rights. In doing so, the team is able to focus on higher risk geographic locations and request spot-audits, as needed.

We collaborate with third-party assessment companies which are accredited by global organizations such as Business Social Compliance Initiative and Sedex/SMETA, among others. We strongly encourage our auditing partners to be part of and accredited by the Association of Professional Social Compliance Auditors. Such accreditation allows us to expand our reach to the factories with which we work around the globe. For example, we are able to establish a standard process that leverages activities and initiatives already adopted by our product partners. We can also leverage these organizations' expertise in executing and implementing corrective action plans that are focused on improving the welfare of workers and protecting the environment.





Product Quality and Safety

Product Quality and Safety Program

Our Product Compliance, Quality and Safety Program requires that all products shipped to our stores are safe, legal and fit for its intended purpose. As such, products must not pose a material safety risk to our store team members, our customers, or the environment, and all products must meet the regulatory requirements for distribution and sale in all states in which we operate, as well as comply with federal laws and various statutes. In addition, our program requires that products function as intended and have a reasonable end of life. We participate in various forums with regulators and other leaders in the industry regarding regulatory matters.

We strive to work with product partners with core competencies that are evident in the products we commission to them. We onboard product partners who have experience and expertise in their product categories and who can demonstrate they understand and adhere to our corporate compliance program through their own compliance programs, documentation and traceability. During the product development process of our private brands, Merchandising, Sourcing and Quality Assurance Groups work with product partners and factories to ensure quality, safety and compliance are built into the product from concept to finished product. Our Product Compliance, Quality and Safety Program requires that product partners ensure that all products meet or exceed regulatory, quality and safety standards by regularly testing and inspecting their products before, during and after manufacturing and shipping and, when feasible, by reviewing and evaluating portions of their supply chain.



“Product safety and quality are always top of mind for At Home. Our dedicated team of Quality Compliance professionals, along with our product partners, ensure that the products we sell are safe and exceed customer expectations.”



Stephanie Cook
Quality Assurance Manager

Supply Chain Auditing and Compliance

Quality Assurance Training

We focus on defining and prioritizing our goals to ensure we implement a roadmap that allows us to progressively move the needle while we remain focused on what our customers want. Every fiscal year we have a goal to create or enhance our program’s technical specification documents and quality guides that consider the evolution of our supply chain as well as the changes in the regulatory environment. We collaborate with third party organizations to create testing protocols to improve the traceability and visibility into the supply chains of specific products’ and to execute field verification and inspection. We recognize that our customers are becoming more interested and engaged in the source and origin of the products as they make purchase decisions and are placing increasing value on products’ lifecycle and circularity. By working with the Merchandising and Sourcing Groups and product partners, the Quality Assurance Group assists in providing guidelines and expectations that become realistic, achievable and measurable results. Whether it’s sourcing wood furniture that is FSC certified or shatterproof ornaments that utilize recycled plastics, At Home and product partner groups hold robust dialogue and review documentation to substantiate claims and supply chain traceability.

“As global citizens, we value and embrace diverse backgrounds, experiences and perspectives and believe that there is an opportunity for our products to reflect this.”



Debbie Bentlage
VP Sourcing

Our Quality Assurance Group regularly hosts training sessions for all of our product partners, where the Quality Assurance Group reviews and explains updates to regulatory requirements and safety parameters, as well any changes to our corporate compliance program. These scheduled training sessions are mandatory for all product partners, the Quality Assurance Group maintains a log of participants and follows up with supplemental documentation and FAQs that are published for our product partner community. In addition, the Quality Assurance Group holds one-on-one sessions with new product partners during their onboarding process and schedules additional training on specific regulatory topics with product partners who ship products that are affected by these regulations.

Our Quality Assurance Group actively works to gain visibility into and understanding of our supply chain beyond direct suppliers, with particular emphasis on production of items that contain raw materials that may be subject to restrictions or sanctions, or connections to

suppliers that may be subject to restrictions or sanctions or that come from a region of the planet with particular emphasis or concern from the global community.

DEI in our Products

Our continued commitment to DEI is evident in the products we source. Our Merchandising and Sourcing Groups are conscientious of the needs and trends of our diverse customers and help us offer products that are inclusive and appealing. Whether sourcing beautifully handcrafted products from around the globe or providing items that give our customers options through representation, we keep diversity as one of the guiding principles in the development of our product offerings.

Our holiday collections speak to the diversity of our customers. At Home Merchant Groups have sought out opportunities to showcase items that offer our customers representation through diversity of skin tones in many of our holiday items. Seeking and embracing diversity in our product offering allows At Home to reach a broader customer base and therefore executing our mission to enable everyone to make their house a home. In addition, we continue to listen to our customers to be able to bring them the products that will help them decorate their homes beyond traditional holidays.

Our continued work with collaborators brings creative concepts and ideas to life through exceptional design work, market intelligence and global sourcing efforts. In addition to these key collaborations, we have launched our exclusive private brands, which like our every day products, speak to the diversity of tastes and authenticity.

STRATEGIC FOCUS AREA

Packaging

Taking a deeper dive into our products' direct to consumer and transportation packaging are key components of our ESG initiatives. Our focus to evaluate new materials and technologies, engage product partners, and work closely with our packaging suppliers will help us align priorities and execute with support from all stakeholders.

Whether for transporting our products through our supply chain or the appeal it creates for sale to consumers, Packaging is a key operating focus for At Home. As part of our ESG strategic focus areas, Packaging is similarly relevant because of its environmental impact, our marketing opportunities and our reputation with stakeholders. We intend to better utilize consumer packaging that not only speaks about the products and their attributes, but also reduces waste. Further, while protective packaging is essential to preserve the quality of the product throughout its transportation, we continue to consider opportunities to reduce single use packaging, and to shift to packaging that does not increase GHG emissions in its manufacturing process by utilizing excess materials within production. For example, we use fabric sacks as packaging for bed sheets that is made from portions of the same fabric as the bed sheets instead of using plastic packaging. To date, we have reduced the use of plastic and switched to fabric self-bags for over 75% of our bed sheets sets program. We are looking at other product opportunities to right size and better utilize packaging materials that will protect the product, promote its features and functionality and reduce waste.

Initiatives

Engage with direct and indirect packaging partners regarding potential packaging guidelines and green product options

Introduce reusable At Home shopping bags and consider customer incentives regarding shopping bag use, re-use and recycling

Increase recycling rates, including product transport packaging removed in stores

Establish a packaging data baseline to use for initial packaging standards

Our Packaging Group seeks to work with printer and packaging partners who share our ESG values, including those that utilize recycled materials and components, as well as inks and other materials that have lower environmental impact and are free of toxic chemicals. We require our printing partners to provide comprehensive profiles that demonstrate their own efforts to incorporate sustainable processes and materials into their operations and continue to seek printer and packaging partners that are in closer proximity to our product partners' factory base, in order to be more efficient and timely and to reduce waste.

In response to regulatory requirements in the state of New York, At Home has eliminated single use plastic bags at point of sale by implementing reusable bags in our stores within the state. We are now

working on a broader effort to reduce single use plastics at point of sale across all of our stores, including exploring materials and processes with added renewable and recyclable attributes. Part of implementing this initiative on a large scale will be to find a product partner who understands and shares our sustainable objectives.

"Our private brand products and packaging have been carefully curated and have come to life through thoughtful consideration for People and Planet."



Maral Solaimani

Private Brands & Collaborations Manager

We are focused on improving our packaging guidelines that will make for more efficient transportation of our goods, while reducing unnecessary packaging, utilizing recycled materials where feasible and increasing awareness within our supply chain and customer base. Further, we are considering clearer environmental standards for the materials and inks that must be used in retail product packaging, as well as opportunities to be more efficient in our transportation packaging. We also will continue to evaluate product partners based on their own sustainability efforts and goals to make repurposing or recycling packaging available.

STRATEGIC FOCUS AREA

Product Lifecycle

We are engaging in discussions around a product's end of useful life in working with product partners on new projects. We understand that together we have a responsibility to seek better ways to reduce waste by providing options to our consumers for product disposal, as well as divert unsold products from being discarded.

Initiatives

Develop a pilot program for customer take-back for end-of-life solutions

Identify partnerships for donations and recycling of sample products and products that are damaged or marked out of stock

Initial, internal lifecycle assessment work to better understand the current state of circularity opportunities and risk for certain product categories

We understand the importance of product circularity and the impact that consumer products have on our Planet. As such, we are working with our product partners to better understand how various raw materials and manufacturing processes contribute to a product's useful

life. Given the number of products we sell, we value any improvements that we can make to their useful lives and how consumers dispose of them. As we collaborate in the development of new products, we carefully consider raw materials, use of chemicals and processes that allow our customers to enjoy our products for a long time and that are less detrimental to the environment. We also work with product partners to include recycled raw materials when feasible, and we encourage and support their efforts to continue to develop and enhance what is possible.

Our partnership with Habitat for Humanity has provided additional opportunities to extend the end of life of our products. In our stores, we have designated Habitat Pick-up Days when customers can bring gently used products to pre-determined store locations where Habitat for Humanity will take those products in exchange for an At Home discount coupon. Habitat for Humanity then makes use of these items that would otherwise be discarded. Take back programs such as this make it convenient for our customers to participate in recycling programs with less hassle and reinforces to them how important these programs are for us.

True to our **Be Creative** value, our stores have found additional donation opportunities within the communities where our stores are located. This has an immediate positive impact to the organizations that benefit, and it makes our associates feel equally rewarded knowing they are **Doing the Right Thing** in their communities. One of the most recent events benefitted organizations such as Goodwill of Clermont, Mariners Church, The Otherside Academy, American Legion, Miracle Hill Ministries, St. Luke's Church, and Love Your Neighbor.

