

BIG LOTS SUPPLIER CODE OF CONDUCT

Big Lots is committed to responsible business conduct. Whether a company is offering Big Lots' products to sell to the public or offering services to help Big Lots achieve its purpose, the expectation is always that companies working with Big Lots can do so legally. Respect for human rights and ethical business dealings are fundamental principles of our business practices and standards. We expect all our vendors, suppliers, manufacturers, contractors, subcontractors and their agents (collectively, "suppliers") to share those principles and uphold our standards. Suppliers must also conduct their business with a high level of integrity and maintain transparent and accurate records. Please refer to Big Lots' Import Supplier Manual and Big Lots' Vendor Routing and Compliance Guide for additional information pertaining to each standard, including the applicability of local laws and international conventions as well as implementation expectations.

If we find a supplier is not in compliance with this Code of Conduct, we will require immediate corrective action. Big Lots will not partner with suppliers that are unwilling or unable to work with us to achieve the following compliance standards:

COMPLIANCE WITH THE LAW

Compliance with all laws, rules, regulations and with Big Lots' policies published on its vendor portals. To the extent that Big Lots' policies impose a higher standard than what is required by any applicable law or regulation, Big Lots' policies shall prevail.

MINIMUM WAGES AND BENEFITS

Payment to workers of the minimum wage prescribed by local law or the prevailing local industry wage, whichever is higher; provision to workers of benefits that conform to the better of applicable local law or prevailing local industry standards; and payment to workers of overtime compensation in compliance with all applicable laws.

MAXIMUM WORKING HOURS

Overtime shall be limited to a level consistent with humane and productive working conditions. Workers shall not be required, on a regularly scheduled basis, to work in excess of 60 hours (or lower if prescribed by local laws or local industry standards) per week; and, generally, workers shall be provided with at least one day off in seven.

NO FORCED LABOR

Prison, indentured, bonded, involuntary or slave labor or labor obtained through human trafficking shall not be used. All work must be voluntary, and workers shall be free to leave work or to terminate their employment. Suppliers must not require workers to

surrender any government-issued identification, passport, or work permit as a condition of employment.

NO CHILD LABOR

All workers shall be at least the local minimum legal working age or ILO standard, whichever is higher.

HEALTH AND SAFETY FOR WORKERS

Suppliers shall provide all workers with a safe work environment, appropriate personal protective equipment, workplace health and safety information, and relevant health and safety training.

NONDISCRIMINATION

Suppliers shall select workers only on the basis of their ability to do the job and not on the basis of other personal or physical characteristics or beliefs. Suppliers shall prohibit discrimination or harassment on the basis of sex, race, color, religion, national origin, age, disability, marital status, gender identity, gender expression, or sexual orientation. All suppliers are expected to maintain a working environment free from discrimination or harassment.

NO CORPORAL PUNISHMENT

Neither corporal punishment nor any other form of physical or psychological coercion shall be used against workers.

FREEDOM OF ASSOCIATION

The lawful exercise of workers' rights of free association shall be respected and not restricted or interfered in, and workers lawfully exercising those rights shall not be threatened or penalized.

ENVIRONMENTAL PROTECTION

Suppliers must comply with all applicable environmental laws and regulations, including complying with all required environmental permits and any regular reporting obligations.

ACCESS FOR AUDITS

For the purpose of monitoring compliance with our policies, the company, subcontractors and its agents shall be given unrestricted access to all production facilities and dormitories and to all relevant records, whether or not notice is provided in advance. Suppliers must maintain all documentation to demonstrate compliance with

this Code of Conduct and shall make such documentation available to Big Lots' or its authorized third-party agent upon request.

NO UNAUTHORIZED SUBCONTRACTING

Big Lots requires all suppliers and subcontractors to fully comply with this Code of Conduct. Big Lots does not allow unauthorized subcontracting. A formal request must be submitted to Big Lots for approval, should a supplier require subcontracting. Suppliers shall not retain any subcontractor that fails to comply with this Code.

ANTI-CORRUPTION/ANTI-BRIBERY

Suppliers must comply with all applicable anti-corruption and anti-bribery laws, rules and regulations, including the United States Foreign Corrupt Practices Act ("FCPA"), in connection with the provision of any goods or services to Big Lots.

WHISTLEBLOWER PROTECTION AND NON-RETALIATION

Suppliers shall create programs to ensure the protection of worker whistleblower confidentiality, and to prohibit retaliation against workers who participate in such programs in good faith, or who refuse an order that violates the Code. Suppliers shall provide an anonymous complaint mechanism for workers to report any workplace grievances or violations in accordance with any applicable laws and regulations. Violations of this Code of Conduct can be reported **anonymously** to Big Lots through one of the following channels:

- Via internet: <http://convercent.com/report>
- Via telephone: (866)-834-7325
- Via mail: Ethics Department
c/o Office of the General Counsel Big Lots, Inc.
4900 E Dublin Granville Rd
Columbus, OH 43081- 7651

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