



## **Human Rights Policy**

Big Lots, Inc., with its subsidiaries and affiliates (collectively, “Big Lots”), is committed to fostering and maintaining a corporate culture that respects and adheres to principles aimed at promoting, protecting, and supporting internationally recognized human rights in all aspects of our business, regardless of sex, race, color, religion, national origin, age, disability, marital status, gender identity or expression, sexual orientation, genetic information, military, veteran status, and any other characteristic protected under law.

The Big Lots Human Rights Policy (“Policy”) supports the fundamental principles of Human Rights, as defined by the United Nations’ Universal Declaration of Human Rights. We respect international human rights principles aimed at promoting and protecting human rights, including the United Nations’ Guiding Principles on Business and Human Rights, the International Bill of Human Rights (including the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), and the International Labor Organizations Declaration on Fundamental Principles and Rights at Work.

Individuals at all levels of our company, as well as our suppliers and vendors, are expected to adhere to the guidelines set forth in this Policy, including:

- All associates and officers of Big Lots
- All members of the Big Lots Board of Directors
- Any parties who conduct business with or on behalf of Big Lots, including vendors, suppliers, and other partners who provide goods and services to Big Lots.

This Policy focuses on promoting fundamental rights through our associates, customers, communities, and our supply chain.

### **Respect for Human Rights**

We continually evaluate and review our approach to human rights and how to best detect human rights risks. Where any events or partnerships may impact our commitment to human rights, we will assess the risk, conduct an investigation if needed, and provide a solution or action for remediation.

**Associates:** Our associates are an integral part of the Big Lots family, dedicated to our mission of helping people live BIG and save LOTS. We value and protect our associates’ human rights by offering freely chosen employment and a safe, healthy, and secure workplace. We embrace diversity in the workplace and strive to give everyone access to the same opportunities, and we do not tolerate disrespectful, inappropriate, or discriminatory behavior, harassment, unfair treatment, or retaliation of any kind.

**Customers:** We believe in respecting and safeguarding the rights of our customers, including their right to privacy. Our [privacy policies](#) and security practices explain how we strive to ensure that our customers' personal information is secure.

**Communities:** At Big Lots, we believe in advancing human rights in the communities that we serve. Our commitment to human rights is demonstrated through the generosity of our associates.

**Supply Chain:** We provide our partners with clear guidance on all of our standards in our compliance guide for vendors. We require all suppliers and vendors to comply with [Vendor Routing and Compliance Guide](#), applicable for domestic suppliers and [Import Supplier Manual](#) applicable for import suppliers. We expect our suppliers to treat workers throughout the supply chain with integrity and respect and adhere to the [Big Lot's Standards for Suppliers](#), which requires our suppliers to protect workers' human rights throughout the supply chain. We strictly prohibit and exercise a zero tolerance policy on human trafficking, child labor, and any form of forced, bonded, indentured, trafficked, slave, or prison labor.

### **Implementation**

We value associate feedback. We provide training and development programs to our associates and stakeholders on topics covered within this Policy and our [Code of Business Conduct and Ethics](#), to foster open communication, including how to submit anonymous complaints to BIG VOICE. We are committed to providing our associates with appropriate access to grievance mechanisms and remedial action.

Big Lots will promptly and thoroughly investigate all complaints of Policy violations. Violations of the Policy by Team Members, officers or Directors will result in discipline, up to and including termination of employment or removal from office. Violations of this policy by vendors, suppliers or other outside parties may result in termination of their relationship(s) with Big Lots.

### **Reporting Channel**

Big Lots values open communication, and we encourage our associates and stakeholders to come forward with a human rights concern by reporting it through these channels:

- Contact their appropriate Human Resources and/or Asset Protection partner
- Email our Human Resources Team at [HumanResources-GO@biglots.com](mailto:HumanResources-GO@biglots.com)
- Report confidentially to our BIG VOICE hotline at (866)-834-7325 or online at [BIG VOICE](#)

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