



UK MODERN (ANTI) SLAVERY POLICY AND STATEMENT

INTRODUCTION

The following statement is published by RH Global Holdings, Inc., pursuant to Section 54 of the Modern Slavery Act 2015 and discloses the steps RH (“we,” “us,” or the “Company”) has taken to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, “Modern Slavery”) does not occur in any part of our business or supply chains.

BUSINESS

RH is a leading retailer and luxury lifestyle brand operating primarily in the home furnishings market. We are committed to eliminating the risk of Modern Slavery in our business and supply chains. As a company with international operations and global supply chains, we understand the risk of Modern Slavery in supply chains. To mitigate and remediate this risk, we have established policies and procedures to maintain accountability at RH and throughout our supply chains.

ANTI-SLAVERY POLICY STATEMENT

RH is dedicated to acting ethically and with integrity in our business dealings and relationships with employees, customers, and suppliers. We are committed to implementing and enforcing effective systems and controls that monitor our business and supply chains. As part of the RH Product Partner Onboarding process and prior to entering any contractual relationship, our suppliers (both direct and indirect) must commit to abide by our Product Partner Code of Conduct and the Product Partner Purchase Order Terms and Conditions. Our Product Partner Code of Conduct outlines our expectations that our product partners have a lawful workforce free from Modern Slavery; offer their employees fair treatment and non-discrimination and comply with labor and employment laws; provide healthy and safe working conditions; and source responsibly. The Product Partner Code of Conduct specifically prohibits the use of involuntary labor and other illegal practices associated with Modern Slavery. We ask that our suppliers hold their own sub-suppliers to similar ethical standards.

COMPLIANCE

RH’s Chief Compliance Officer oversees and administers the Company’s corporate and compliance policies. Our leadership team is responsible for ensuring that RH team members (we refer to our employees as “team members”) understand and comply with our policies and read and acknowledge our Code of Business Conduct, which is designed to promote honest and ethical conduct, including compliance with governmental laws, rules and regulations.

To monitor our product partners’ compliance with our Product Partner Code of Conduct and other applicable requirements, we rely on our Social and Product Partner Compliance Program and our Product Safety and Compliance Program. These programs grant us and our agents access to suppliers’ facilities to conduct inspections and audits. We leverage third-party organizations to monitor our key product partners’ adherence to expected standards and to mitigate and remediate any risks that might arise.

All RH team members, business partners, and collaborators must read, understand, and comply with this policy. Violations, suspicion of violations or potential policy conflicts should be notified to RH senior leadership without delay. We also encourage RH team members, business partners, and collaborators to alert us about any issue or suspicion of Modern Slavery in any part of our business or supply chains at any tier at the earliest possible opportunity.

BREACHES

Anyone who violates this policy may face disciplinary action, which, if the allegation is substantiated, could result in dismissal for misconduct or gross misconduct. The Board of Directors of RH Global Holdings, Inc. has approved this Modern (Anti) Slavery Statement on July 30, 2024 and it has been signed by the following Director:

Carpe Diem,

A handwritten signature in black ink, appearing to read 'Gary', with a stylized, flowing script.

Gary Friedman
Chairman & Chief Executive Officer