

CROWN CRAFTS, INC.

WHISTLEBLOWER POLICY

Introduction

Crown Crafts, Inc. (the “Company”) has adopted a Code of Business Conduct and Ethics (the “Code”) applicable to all employees that urges employees promptly to discuss with or disclose to their supervisor, the Company’s senior corporate officers (the “Officers”) or the Audit Committee of the Board of Directors (the “Board”) of the Company (the “Committee”) events that are of a questionable, fraudulent or illegal nature. In addition, the Code requires that the Chief Executive Officer and each senior financial officer of the Company, among other things, promptly report to the Board and Committee any fraud or violations of the Code (including any actual or apparent conflicts of interest between personal and professional relationships) involving any of the Company’s senior management or other employees who have a significant role in the Company’s financial reporting, disclosures or internal controls. As an additional measure to support the Company’s commitment to ethical conduct, the Board has adopted the following policies and procedures for: (i) the receipt, retention and treatment of any concerns, issues or complaints (collectively, “Concerns”) received by the Company regarding: (1) accounting, financial, internal controls or auditing matters; and (2) legal, compliance or regulatory matters (collectively, 1 and 2 are “Reportable Matters”), and (ii) the submission of Concerns by any employee, service provider or consultant of the Company (each, a “Party”) regarding Reportable Matters.

Submission of Concerns

Taking action to prevent problems is part of the Company’s culture. If you observe possible unethical or illegal conduct, you are encouraged to report your Concerns. Parties are urged to come forward with any such information, without regard to the identity or position of the suspected offender. Parties may choose any of the following modes of communicating suspected Concerns regarding Reportable Matters: (i) report the matter to your direct supervisor or manager; (ii) report the matter to the Company’s Chief Executive Officer or Chief Financial Officer; or (iii) report the matter to the Chairperson of the Committee.

If your situation requires that your identity be protected, please submit an anonymous Whistleblower Form, which form can be found in the “Governance” section of the Company’s website at <http://www.crowncrafts.com/about.html>. Whistleblower Forms should be sent to the following address:

Crown Crafts, Inc.
ATTN: Chairperson of the Audit Committee
P.O. Box 1028
Gonzales, Louisiana 70707-1028

Or via email to drdonecon@aol.com

The report, letter or e-mail (each, a “Communication”) should contain as much specific detail as possible to allow for proper assessment. The Communication should be candid and include all of the information that the Party knows regarding the Concerns. To the extent possible, the Communication should include sufficient corroborating information to support the commencement of an investigation. The Company may, in its reasonable discretion, determine to not commence an investigation if the Communication contains only unspecified or broad allegations without appropriate support.

Scope of Matters Covered by this Policy

This Policy relates to Concerns relating to any Reportable Matters, including, without limitation, the following:

- (1) fraud or deliberate error in the preparation, evaluation, review or audit of any financial statement of the Company;
- (2) fraud or deliberate error in the recording and maintaining of financial records of the Company;
- (3) deficiencies in or noncompliance with the Company’s internal controls over accounting or financial reporting;
- (4) a misrepresentation or false statement to or by an officer, accountant or external auditor regarding a matter contained in the financial records, financial reports or audit reports of the Company;
- (5) a deviation from full and fair reporting of the Company’s financial condition or results of operations; and
- (6) non-compliance with applicable legal, compliance and regulatory matters.

Treatment of Concerns

Upon receipt of any Communication, the Chairperson of the Committee, or an Officer of the Company if so designated by the Chairperson (each, an “Investigating Officer”), shall make a determination, in their reasonable judgment, whether a reasonable basis exists for commencing a formal investigation. The determination by the Investigating Officer will be provided to the Party who sent the Communication (unless the Communication was sent on an anonymous basis) to the Committee and to relevant management.

If the Investigating Officer determines that a reasonable basis exists for commencing a formal investigation, the Investigating Officer will promptly notify the Committee. The Committee will then determine, in its reasonable judgment, whether to commence a formal investigation. If the Committee decides that a formal investigation is warranted, it will instruct the Investigating Officer to proceed with such formal investigation. The Committee shall ensure coordination of the investigations and shall have overall responsibility for the implementation of this Policy. The Committee shall have the authority to retain outside legal, accounting or other relevant expertise in any investigation, as it deems necessary to conduct the investigation in accordance with its Charter and this Policy.

At each meeting of the Committee, the Chairperson of the Committee shall present a report containing the following information with respect to each Communication received during the

quarter: (i) a description of the Communication; (ii) whether or not the Communication resulted in the commencement of a formal investigation; and (iii) the status of each formal investigation.

Corrective Action

The Committee, with the input of the Investigating Officer and Company management, if requested, will determine the validity of Concerns and the appropriateness of any corrective actions. It is the responsibility of the Committee to report to the Board and to management any non-compliance with accounting, legal, compliance or regulatory requirements, and to assure that the Company takes appropriate corrective action. Directors, officers and employees that are found to have knowingly materially violated any laws, regulations or Company policies may be subject to disciplinary action.

No Retaliation

This Policy is intended to enable individuals to raise Concerns for investigation and appropriate action. With this goal in mind, consistent with the policies of the Company, the Committee and Officers shall not retaliate or tolerate any retaliation by management of the Company directly or indirectly, including encouraging retaliation by others, against anyone who, in good faith, makes a report of a Concern or provides assistance to the Committee, management or any other duly authorized person or group, including any governmental, regulatory or law enforcement body, investigating a report of a Concern. If the Chairperson of the Committee or any Officer becomes aware of a retaliatory action against a reporting person, the Officer or Chairperson of the Committee shall inform the Committee of such action.

Nothing in this Policy shall limit the authority of the Company to discipline, penalize, suspend or terminate any employee for good and sufficient reasons, which reasons shall not include having in good faith made a report of a Concern or provided assistance to the Committee, management or any other duly authorized person or group, including any governmental, regulatory or law enforcement body, investigating such report. A person’s right to protection from retaliation does not extend immunity for any complicity in the matters that are the subject of the Concerns or any ensuing investigation.

Confidentiality

Reports of Concerns, and investigations pertaining thereto, shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation. The Officer or Chairperson of the Committee shall take reasonable steps necessary to protect the identity of any person making a report of a Concern so as to prevent any officer, employee, contractor, sub-contractor or agent from being in a position to take any retaliatory action against such person making such report, including encouraging others to take retaliatory action. In no event will information be released to persons without a specific need to know about the Communication.

Retention of Complaints and Documents

The Chairperson of the Committee will maintain a log of all Communications, tracking their receipt, investigation and resolution. All Communications will remain confidential to the extent possible. All documents relating to the Communications and the investigations shall be maintained for a minimum of seven years.

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Adopted as of November 14, 2023.