



MODERN (ANTI) SLAVERY POLICY AND STATEMENT

INTRODUCTION

The following statement is published by RH and RH Global Holdings, Inc., pursuant to Section 54 of the Modern Slavery Act 2015 and discloses the steps RH has taken to ensure that slavery, servitude, forced labour, and human trafficking (collectively, 'Modern Slavery') does not occur in any part of our business or supply chains. We expect our supply chain (both direct and indirect suppliers) to adhere to our Vendor Code of Conduct (available upon request).

BUSINESS

RH (collectively, "we," "us," or the "Company") is a lifestyle brand and luxury retailer in the home furnishings market. We offer merchandise assortments across several categories, including furniture, lighting, textiles, bath, décor, outdoor and garden, and child and teen furnishings. We position our Galleries as showrooms for our brand. We have an integrated RH Hospitality experience in select Design Gallery locations, which includes restaurants, wine bars and a one of a kind hospitality experience for travelers, RH Guesthouse in New York and RH England, The Gallery at the Historic Anhvo Park.

POLICIES AND PRACTICES

RH is committed to the eradication of any risk of Modern Slavery in its business operations and supply chains. RH is committed to implementing all necessary safeguards and effective systems to prevent slavery, servitude, forced labour, or human trafficking (collectively, 'Modern Slavery') from occurring in any part of our business or supply chains. RH will act at all times with integrity in all business dealings and demands ethical behaviour of its partners and suppliers, one that enhances compliance with national and international laws and universally accepted practices. RH expects its suppliers to share these values and to act in full compliance with national, local, and international laws relating to the management of their businesses and the welfare of their employees. RH requires suppliers to comply with the points outlined in its Vendor Code of Conduct. If subcontracting any part of the supply chain process, vendors are required to ensure that these subcontractors comply. The Vendor Code of Conduct demands of our supply chain a demonstrable commitment to business integrity, respect of human rights, and fair and ethical employee engagement. In addition to establishing RH's ethical principles and expectations, the code also specifies compliance criteria for social responsibility, occupational health and safety, employment terms and conditions, and environmental issues.

ANTI-SLAVERY POLICY STATEMENT

RH is pledged to act ethically and with integrity in all our business dealings and relationships with employees, customers, and suppliers. We are committed to implementing and enforcing effective systems and controls that monitor our supply chain and our business. We are committed to transparency and in our approach to tackling modern slavery throughout our supply chains, consistent with disclosure obligations under the Modern Slavery Act 2015. We demand the same from all contractors, suppliers, and other business partners and collaborators. As part of our supply chain contracting processes, we set out specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect our suppliers to hold their own sub-suppliers to the same high standards.

RESPONSIBILITY FOR THE POLICY

As part of the RH Vendor Onboarding process and prior to entering any contractual relationship, suppliers must commit to abide by, the RH Vendor Code of Conduct and the Vendor Purchase Order Terms and Conditions. RH has overall responsibility for ensuring that the policy complies with our legal and ethical obligations, and that all parties under our control do likewise. RH has primary and day-to-day responsibility for implementing the policy, monitoring its use and effectiveness, dealing with queries concerning it, and auditing internal control systems and procedures to ensure that it effectively counters modern slavery. This process includes an extensive, independent, and verifiable audit program of our supply chain network with particular focus on high-risk geographical regions and industry sectors. Leadership at all levels of our company is responsible for ensuring that those in our charge understand and comply with the policy and are given adequate and regular training on the issues and challenges of modern slavery in supply chains.

COMPLIANCE

All RH employees, business partners, and collaborators must read, understand, and comply with this policy. The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us, under our control, or on our behalf. All parties must avoid any activity that might lead to, imply, or even suggest a breach of this policy. Violations, or suspicion of violations or potential policy conflicts, should be notified to RH senior leadership without delay. We encourage alerts 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.

REPORT & REDRESS

Our expected ethical standards to factory working conditions, including modern slavery, is communicated to all suppliers, contractors, and business partners at the outset of our business relationship and reinforced as appropriate thereafter as part of our Vendor Compliance education and audit program. The welfare and safety of workers is an RH priority, and we provide training and guidance to suppliers and collaborators on how to address and eradicate coercive, abusive, or exploitative practices where found. If unsure whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any form of modern slavery, we encourage all parties to raise the concern with us directly and immediately.

BREACHES

Anyone who violates this policy will face disciplinary action, which, if the allegation is substantiated, will result in dismissal for misconduct or gross misconduct.

The Board of Directors of RH Global Holdings, Inc. has approved this Modern (Anti) Slavery Statement 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