



CANADA FORCED LABOUR AND CHILD LABOUR REPORT

This report is made in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") by Restoration Hardware, Inc. ("RH," "we," "us," or the "Company"). This report has been prepared for the calendar year ended February 3, 2024.

STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

RH is a leading retailer and luxury lifestyle brand operating primarily in the home furnishings market. We are committed to eliminating the risk of slavery, servitude, forced labour, child labour, and human trafficking in our business and supply chains. As a company with international operations and global supply chains, we understand the risk of forced labour and child labour 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.

RISK MITIGATION OF FORCED LABOUR AND CHILD LABOUR

OUR POLICIES

RH Team Members

At RH, we are committed to conducting our affairs in accordance with all applicable laws, rules and regulations of the countries where we do business. Our Code of Business Conduct (the "Code of Conduct") applies to everyone at RH, including our employees (who we refer to as "team members"), officers and directors, in addition to certain independent contractors, consultants and advisors who work at our facilities or on the Company's behalf. Our Code of Conduct is designed to promote honest and ethical conduct, including compliance with governmental laws, rules and regulations.

Product Partners, including Suppliers

We expect our values and principles to be maintained throughout our business, including our supply chains. We require our suppliers to adhere to our Product Partner Code of Conduct. Our Product Partner Code of Conduct outlines our expectations for a lawful workforce free from forced labour and child labour; fair treatment, non-discrimination and compliance with labor and employment laws; healthy and safe working conditions; and responsible sourcing. It specifically prohibits the use of child labour and forced, involuntary or trafficked labour. We expect our product partners' own factories, material sub-suppliers and sub-vendors will adhere to similar ethical standards.

OUR DUE DILIGENCE PROCESSES

RH Team Members

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 understand and comply with our policies and read and acknowledge our Code of Conduct.

Product Partners, including Suppliers

To monitor our product partners' compliance with the 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 product partners' facilities to conduct inspections and audits. We leverage third-party organizations to monitor our key product partners in adhering to expected standards and to mitigate and remediate any risks that might arise.

ASSESSMENTS OF THE EFFECTIVENESS OF OUR POLICIES AND PROCESSES

RH's Chief Compliance Officer regularly reports to the Audit Committee and the Nominating and Governance Committee of our Board of Directors on RH's general compliance with applicable laws and regulations, RH's corporate governance, and any other material compliance concerns. The RH Compliance Team has primary and day-to-day responsibility for implementing our Product Partner Code of Conduct, monitoring its use and effectiveness, dealing with queries concerning it, and auditing systems and procedures to ensure that it effectively counters the risks of forced labour and child labour. This process includes an independent and verifiable audit program of our supply chain network with particular focus on high-risk geographical regions and industry sectors.

ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Restoration Hardware, Inc. Based on my knowledge, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Carpe Diem,

A handwritten signature in black ink, appearing to read "Gary", written in a cursive style.

Gary Friedman
Chairman & Chief Executive Officer
July 30, 2024