



Lowe's Canada Human Rights Policy Statement

The Lowe's Canada Human Rights Policy is intended to inform the public and suppliers of our philosophy and commitments. This policy is aligned with the Lowe's Companies, Inc. Human Rights Policy which is applicable to Lowe's Companies Canada, ULC and RONA Inc. (hereinafter "Lowe's Canada").

Lowe's Companies Inc. and its subsidiaries and affiliates (collectively, "Lowe's") is committed to fostering a company that recognizes and respects 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. Lowe's seeks to respect and promote human rights when engaging with associates, subcontractors, suppliers, customers, and other partners. Lowe's expects the same from its vendors. We will do this, as appropriate, through proactive engagement, monitoring, certification, and contractual provisions. Suppliers operating in or procuring from areas where we identify our most severe risks will be the key focus of this engagement. With this commitment, Lowe's adopted this Human Rights Policy ("Policy") and supports the fundamental principles of Human Rights, as defined by the "Universal Declaration of Human Rights". In addition, Lowe's aligns with the principles set forth in the United Nations Global Compact, the International Bill of Human Rights (including the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR)), and the International Labor Organizations (ILO) Declaration on Fundamental Principles and Rights at Work. This Policy applies to all associates, vendors, suppliers, customers, subcontractors, and other partners who provide services and goods to Lowe's.

Statement

Lowe's conducts a corporate-wide human right review at least annually. Lowe's focuses on promoting fundamental rights through associates, customers, communities and supply chain workers.

- **Associates:** Lowe's associates are vital assets to the company. Lowe's Business Code of Conduct requires associates to uphold the highest safety and ethical standards, and to create a safe and non-discriminating environment for Lowe's associates, visitors and customers.
- **Customers:** Lowe's aims to serve customers, not only by providing excellent products, but also to safeguard their human rights.
- **Communities:** Lowe's is committed to fostering an environment where individuals are treated fairly, valued, respected, safe and inspired to serve customers and the community.
- **Supply chain workers:** Lowe's serves customers, but also serves those who serve customers. Suppliers should treat workers throughout the supply chain with integrity and respect and adhere to the Vendor Code of Conduct, which requires Lowe's suppliers to protect workers' human rights throughout the supply chain. Human trafficking, child labor and forced labor are strictly prohibited and enforced with a zero-





tolerance policy. Lowe's also requires all suppliers and vendors to comply with Lowe's Vendor Safety Standards, which are outlined in Lowe's vendor safety expectations.

Additional References: [Lowe's Ethics and Compliance Policies](#) including Vendor Code of Conduct and Lowe's Code of Business Conduct and Ethics.

Implementation

Lowe's continually evaluates and reviews our approach to human rights and how to best detect human rights risks. We believe that working through external initiatives and partnerships is often the best way to address shared challenges for operating our business responsibly. Where any events may impact Lowe's commitments to human rights, Lowe's will assess the risk, conduct an investigation if needed, and provide a solution or action for remediation. We will continue to track and publicly report on progress on an annual basis in Lowe's Corporate Sustainability Report.

Lowe's conducts training and development programs to foster open communication, inclusion and ensure equal employment opportunities for all. Associates receive regular anti-discrimination and anti-harassment workplace training and, annually verify compliance with the Code of Business Conduct and Ethics. Our vendors receive responsibility training focused on the Vendor Code of Conduct and Lowe's compliance program.

Reporting Channel

Lowe's expects any stakeholders of Lowe's business to report or address any human rights concerns through any of the following channels:

- E-mail: compliance@lowes.com
- Telephone: 1-800-309-5859
- NAVEX Global:
 - Website (option to report anonymously): www.ethicspoint.com
 - Telephone: 800-784-9592 for the U.S. and Canada; 10-800-120-1239 for Southern China; 10-800-712-1239 for Northern China; 800-964214 for Hong Kong; 001-8008407907 or 001-866-737-6850 for Mexico; 00801-13-7956 for Taiwan; 1-800-80-8641 for Malaysia; 001-803-011-3570 or 007-803-011-0160 for Indonesia; 120-11067 for Vietnam; 001-800-12-0665204 for Thailand; 000-800-100-1071 or 000-800-001-6112 for India; 01800-9-155860 for Colombia; 0800-8911667 for Brazil or 503-619-1883 for use internationally

