Vendor Code of Conduct

Hobby Lobby Stores, Inc. (“Hobby Lobby”), is committed to conducting business in an ethical manner and in compliance with applicable law. While Hobby Lobby recognizes and respects the cultural differences that exist throughout the world, it expects its vendors, and all vendor subcontractors, to comply with this Code of Conduct.

Vendors are required to:

- Treat all employees with dignity and respect;
- Maintain a safe and healthy workplace in compliance with applicable law, including providing reasonable access to drinkable water and sanitary facilities, fire safety, and adequate lighting and ventilation;
- Maintain reasonable work hours in compliance with applicable law;
- Pay at least the minimum wage required by applicable law;
- Pay overtime wages required by applicable law;
- Provide employment benefits required by applicable law; and
- Comply with applicable law regarding protection of the environment.

Vendors are prohibited from:

- Using child labor (any person younger than 15 years of age or, if higher, the applicable minimum legal age of employment);
- Using forced, slave, or other involuntary labor, including but not limited to prison or indentured labor; and
- Using corporal punishment, threats of violence or other forms of physical, sexual, or psychological abuse.

Hobby Lobby representatives may periodically conduct unannounced on-site visits to vendor facilities to verify compliance with this Code of Conduct. Hobby Lobby representatives may include third-party inspectors, such as OOCL Logistics. Vendors agree to cooperate with such verification efforts. Hobby Lobby reserves the right to suspend future orders or to terminate its relationship with vendors who fail to comply with this Code of Conduct.