

Overstock Human Rights Policy

At Overstock.com, Inc. (“Overstock”), we are committed to conducting business in a manner that respects, protects, and supports human rights, including the rights of women, children, and minority groups. We support the worldwide eradication of human trafficking, slavery, forced or compulsory labor, child labor, and other abusive labor practices. We require our suppliers to maintain high ethical standards in producing and transporting products offered for sale on our websites, including the obligation to avoid all forms of forced or compulsory labor or other abusive or illegal labor practices. We recognize our business activities can impact human rights of our employees, workers in the supply chain, and our customers (“Stakeholders”). We seek to avoid adverse impacts and remedy impacts if they occur.

Our Human Rights Policy applies to our company, employees, and our suppliers. We considered aspects of the [UN Universal Declaration of Human Rights](#), [OECD Guidelines for Multinational Enterprises](#), and the [UN Guiding Principles on Business and Human Rights](#) as we established our Human Rights Policy.

As part of our ongoing commitment to human rights, we are committed to providing an effective remedy if we cause or contribute to an adverse human rights impact. We will continue to look for ways to promote and advance human rights within our sphere of influence. We will continue to consider human rights when making relevant business decisions. We will continue to consider input from our Stakeholders as we identify salient risks and evaluate our approach to human rights. When we identify risks to human rights, we assess the risk, investigate if necessary, provide a solution or action to remediate the risk, and drive continuous improvement of our human rights approach.

Key Areas of Impact

We have identified three key areas of impacts to human rights:

- **Working conditions in our supply chain.** We respect the rights of workers in our supply chain, including at-risk groups such as women and children, by requiring our suppliers to avoid all forms of forced or compulsory labor or other abusive labor practices, and to comply with the [Overstock Anti-Human Trafficking and Forced Labor Policy](#) and all applicable laws.
- **Employee Rights.** We celebrate our colleagues’ differences, respecting and welcoming their unique opinions and ideas. No matter their background, perspective, experiences, identity, we want colleagues to be authentically themselves. We respect the rights of all Overstock employees by striving for a diverse, inclusive, and respectful workplace that allows everyone access to the same employment opportunities regardless of gender, race, disability, ethnicity, nationality, religion, veteran status, sexual orientation, gender identity, or gender expression. We understand the need to protect the rights of minority groups and women. We require all Overstock employees to comply with the [Overstock Code of Business Conduct and Ethics](#) which provides for a safe work environment free from harassment and discrimination. We provide a competitive, unique, and wide variety of services and benefits to our employees that exceed compliance with applicable laws and regulations, including those laws and regulations that govern working conditions, compensation, benefits, opportunity, and hours. We offer various trainings to all employees that reinforce our commitments.
- **Customer Privacy.** We respect the rights of our customers, including their right to privacy, by ensuring their personal information is secure as outlined in our Employee Handbook and the [Overstock Privacy and Security Policy](#).

Reporting

Overstock expects and encourages any person with human rights concerns related to our business to report those concerns through our telephone hotline at (866) 418-0710, which provides an option to remain anonymous. We do not retaliate against individuals who report misconduct in good faith.

Governance

Everyone has the responsibility to uphold and safeguard human rights. Our Chief Executive Officer, Chief People Officer, and ESG Captain meet periodically, but no less than annually, to review and discuss our human rights impacts and

efforts, including our compliance with this Human Rights Policy and to make any necessary updates to the policy. We are committed to tracking human rights impacts and periodically reporting on our progress.

Dated December 27, 2021