

Diversity, Inclusion, and Antibullying Policy

Purpose

Overstock.com, Inc. (“Overstock,” “we,” “our”) strives to create and maintain an inclusive, outcome-driven, and positive work environment that encourages and welcomes diversity and where everyone is treated with dignity, decency, and respect. Under our “be you” value, we celebrate our differences, respecting and welcoming our colleagues with unique and diverse opinions and ideas. No matter your background, your perspective, your experience, your identity, we want you to be authentically you.

Recognizing the diversity within Overstock allows us to acknowledge the value of the differences and similarities in others.

Our inclusive workplace allows people to feel safe and relaxed about themselves and focus on the job at hand. It also helps ensure we can hire, develop, and retain top talent, resulting in a more successful company.

Policy

This policy applies to all Overstock employees. Every employee is responsible for their own behavior and for maintaining a work environment in which we treat colleagues with dignity, decency, and respect. Bullying behavior has no place in our work environment.

Employees are expected to:

- Treat others with dignity and respect at all times;
- Maintain inclusive behaviors that promote harmonious and respectful relationships in the workplace, uphold basic standards of civility, and guard against discrimination;
- Cultivate practices that eliminate bias, prejudice, and misunderstanding;
- Foster teamwork and participation, encouraging the representation of diverse perspectives;
- Respectfully address and/or report discriminatory, harassing, unfair, offensive, defamatory, bullying, shaming, threatening, abusive, violent, or biased behavior; and
- Be open-minded and actively listen if given feedback regarding others’ perception of your conduct.

Employees are expected to avoid:

- Behaviors that are discriminatory, harassing, unfair, offensive, defamatory, bullying, shaming, threatening, abusive, or violent;
- Supporting discriminatory, harassing, unfair, offensive, defamatory, bullying, shaming, threatening, abusive, or violent behavior, including purposefully ignoring such behavior; and
- Using slang or idioms that could be offensive.

Supporting Policies

Overstock has a range of policies that support the underlying principles of understanding, acceptance, and respect. These policies include our:

- Code of Business Conduct and Ethics;
- Employee Handbook;
- Unlawful Harassment Policy; and
- Social Media Policy.

Complaint Procedure

Employees should report concerns or complaints using the procedures outlined in our Employee Handbook.

Updated December 9, 2022