

Overstock Supplier Code of Conduct

Overstock.com, Inc. (“Overstock”, “us”, “we”, or “our”) is committed to conducting business in an ethical manner, with safe and secure working conditions, and with social and environmental responsibility. Accordingly, we require all entities offering products for sale (“Supplier”, “you”) on websites owned or operated by Overstock and/or owned or operated by third parties who permit Overstock to sell products through such websites (“Overstock Sites”) to conduct business in compliance with this Supplier Code of Conduct (“Code”). This Code is intended to create a safe and fair ecosystem for Overstock, Suppliers, their employees, and their customers.

Code Requirements: Suppliers are required to maintain high ethical standards in manufacturing, distributing, storing, advertising, offering for sale, and transporting products that are offered for sale on Overstock Sites and conduct business in a fair and humane manner. Pursuant to the Code, Suppliers are required to:

1. Comply with all applicable laws and regulations, including those pertaining to health, safety, security, labor (including working hours), environment, waste, intellectual property, anti-corruption, anti-bribery, fair business, advertising, competition laws, fair trading, and antitrust.
2. Respect and protect human rights through the avoidance of:
 - a. all forms of forced or compulsory labor, child labor, or other abusive or illegal labor practices;
 - b. all forms of illegal discrimination of any kind; and
 - c. all forms of illegal violence and threatening behavior.
3. Develop, implement, and maintain safety and security policies and practices that are sufficient to protect the health, safety, and security of their employees and visitors, operations, and data.
4. Cooperate with any requests from Overstock related to Supplier compliance with the Code in a timely manner.

Other: Overstock encourages its Suppliers to exceed the minimum requirements set forth in the Code, including in the following ways:

1. Establish and enforce policies and reasonable processes to:
 - a. identify and mitigate environmental, health, safety, and ethical risks associated with operational and labor practices, including those specific to at-risk groups such as women and children;
 - b. ensure compliance with all applicable laws, regulations, and policies, including this Code; and
 - c. encourage fair treatment of employees and other stakeholders and prohibit discrimination based on factors such as race, religion, gender, gender identity, sexual orientation, or disability.
2. Create and maintain training programs and policies for employees to educate employees on complying with all applicable laws, regulations, and policies, including this Code.
3. Protect the environment by incorporating sustainable solutions in the way they do business, such as adopting environmental sustainability strategies and making reasonable efforts to use environmentally responsible transportation products, packaging, services, and technology in their supply chains.

Non-Compliance: Overstock takes violations of this Code seriously. Overstock may take measures as it deems appropriate in its sole discretion to review Supplier adherence to the Code at any time, whether such review is conducted by Overstock or a third party, and whether such review is generic or targeted. Overstock may take remedial action to address any nonconformance with the Code. Remedial action may include, but is not limited to, the removal of Supplier’s product(s) from Overstock Sites, suspension of Supplier listing or other privileges, account probation, suspension, or termination, and/or any other action as Overstock deems appropriate in its sole discretion.

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.

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