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Slavery and Human Trafficking Statement: Modern Slavery Act

Introduction

Wayfair is committed to combating modern slavery and human trafficking within our business and supply chain. This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and details Wayfair's actions to minimise the risk of slavery occurring in our operations and supply chains, as well as relevant policies, training procedures, and action plans.

The term "Wayfair" as used in this Statement refers collectively to Wayfair Inc. and its subsidiaries, including Wayfair Stores Limited (Ireland) and Wayfair (UK) Limited, whose financial year ends on December 31.

Our Organisation and Supply Chain

Wayfair is one of the world's largest online destinations for the home, offering a vast selection of furniture, decor, housewares, and home improvement products. The majority of Wayfair's products are shipped to customers directly from our suppliers, with an increasing proportion flowing through our logistics network. Wayfair (UK) Limited is incorporated in England and Wales under company registration number 06776852. Our ultimate parent company is Wayfair Inc., headquartered in the United States. Wayfair has over 16,000 employees across North America and Europe. For more information about Wayfair, including our annual reports, please visit our Investor Relations Page.

Our Policies on Slavery and Human Trafficking

Our policies and practices reflect our commitment to acting ethically and with integrity in all our business relationships, implementing effective systems and controls to ensure slavery and human trafficking do not take place within our supply chain.

Wayfair stands firmly against all forms of forced labour and human rights abuses. All Wayfair suppliers are bound by Wayfair's Supplier Code of Conduct, which upholds the human rights of all workers and explicitly prohibits any form of forced labour. Our Supply Chain Transparency Policy and Code of Business Conduct and Ethics further reinforce our commitment to combating slavery and human trafficking.

As part of our initiative to mitigate risk and ensure adherence to applicable laws, Wayfair:

- **Requires** our suppliers to comply with all relevant laws related to forced labour, human trafficking, child labour, working hours, harassment, abuse, discrimination, product safety, and factory security.

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- **Mandates** that all suppliers adhere to our **Supplier Code of Conduct**, which prohibits slave labour, human trafficking, and other unethical practices in their procurement and manufacturing processes.
- **Requires** suppliers to attest in writing that they comply with our Supplier Code of Conduct, the legal requirements of all the countries in which we operate, and industry standards. Suppliers are prohibited from employing minors as defined by the relevant jurisdictions. Additionally, workers must not be subjected to physical, sexual, psychological, or verbal harassment or abuse.
- **Demands** that suppliers take all necessary steps to provide a safe and healthy workplace, comply with all applicable wage and working hour laws, and maintain written disciplinary procedures that are clearly communicated to all workers and prospective employees.
- **Integrates** the Supplier Code of Conduct into day-to-day operations. Wayfair's category management teams are familiar with the Code and promote adherence to its requirements. Wayfair has developed multiple channels for reporting and escalating any issues related to supplier compliance.
- **Recognises** that sustainability encompasses both environmental and human factors. Additional details on our corporate responsibility efforts can be found here.
- **Enhances** product-ingredient and sourcing transparency by providing a new search functionality and icon across our sites to highlight products with sustainably-focused features. We actively partner with suppliers to expand such offerings.
- **Offers training** to employees and management responsible for supply chain management to build understanding and capacity to identify and address slavery, human trafficking, and other social responsibility issues.

Due Diligence Processes and Supplier Adherence to Our Values

As part of our compliance program, all suppliers must comply with our Supplier Code of Conduct. Failure to do so may result in the removal of products from our websites and, in certain cases, suspension or termination of the supplier's Wayfair account. All suppliers are subject to periodic audits conducted by Wayfair or a third party engaged by Wayfair. During these audits, Wayfair may request documentation, including chain of custody records. All requested documentation must be provided within 48 hours of request.

If an audit reveals a violation of our Supplier Code of Conduct, the supplier must prepare and implement a corrective action plan immediately to demonstrate compliance. Wayfair may conduct follow-up audits to ensure violations are addressed.

In 2024, Wayfair initiated a partnership with an AI-driven company to further enhance supply chain visibility and strengthen our ability to identify and prevent forced labour within our value chain. By leveraging advanced analytics, predictive modeling, and automated risk assessment tools, we aim to proactively detect and mitigate human rights violations across our supplier network. This collaboration represents a significant step in our ongoing efforts to ensure ethical sourcing and uphold our commitment to combating modern slavery.

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Further Steps

Following a review of the steps taken in the past year to combat slavery and human trafficking, Wayfair intends to:

- **Continue developing mechanisms** to assess the effectiveness of our measures in combating modern slavery.
- **Further enhance our supplier onboarding and screening processes** to better identify potential risks related to forced labour and human rights abuses.
- **Expand our training programs** to increase business-wide awareness of modern slavery risks and further integrate responsible sourcing principles into our operations.

In accordance with the UK Modern Slavery Act 2015 and associated guidance, this statement was approved on **20 May 2025** by the Board of Directors of Wayfair UK Limited.

Enrique Colbert, Director, Wayfair UK Limited

Date: 5/22/2025

Signature: DocuSigned by: Enrique Colbert 8AF195546AA74AE...