

Fighting Against Forced Labour and Child Labour in Supply Chains Act

2025 Report

Introduction

Wayfair is committed to preventing and fighting against forced labour and child labour within its business and supply chains. This report is made by Wayfair LLC pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C. 2023, c. 9 for the fiscal year January 1, 2025 through December 31, 2025. Unless otherwise specified, the term “Wayfair” as used in this report refers collectively to Wayfair LLC, a Delaware Limited Liability Company, its subsidiaries, and its affiliates (only Wayfair LLC is a reporting entity under The Act).

This report describes Wayfair’s structure and the steps taken to reduce the risk that forced labour or child labour is occurring in its operations and supply chains, as-well as relevant policies, training procedures, and action plans.

Our Organization's Structure, Activities and Supply Chains, and Supply Chain Risks

Wayfair is one of the world’s largest online destinations for home products, offering a broad selection of furniture, décor, housewares, and home improvement products. Customers in Canada can purchase products through Wayfair’s website. The majority of products sold on Wayfair’s platform are shipped directly to customers by third-party suppliers, while an increasing proportion is fulfilled through Wayfair’s logistics network. Wayfair’s ultimate parent company is Wayfair Inc., a publicly traded company headquartered in the United States. Wayfair has more than 12,000 employees across North America and Europe. Additional information about Wayfair, including our annual reports, is available on its [Investor Relations Page](#).

Wayfair does not manufacture the products it sells. Accordingly, the principal risk of forced labour or child labour arises within certain parts of its third-party supplier base and upstream supply chains. Risk may also be elevated for products containing materials that government investigative agencies have identified as presenting a heightened risk of forced labour, including cotton produced in certain geographic regions.

Our Policies on Forced Labour

Wayfair maintains policies and due diligence processes designed to prevent and reduce the risk of forced labour and child labour in its activities and supply chains. These include the [Supplier Code of Conduct](#), our [Supply Chain Transparency Policy](#) and our [Code of Business Conduct and Ethics](#), supplier contractual requirements, and internal escalation channels. Together, these policies and processes establish the standards that guide Wayfair's approach to supplier engagement and supply chain oversight, including expectations relating to labour practices, human rights, workplace conditions, and compliance with applicable laws. They support the identification, assessment, and escalation of potential concerns through supplier onboarding and ongoing relationship management, the review of relevant information and documentation, and the use of compliance, investigation, and corrective action mechanisms where appropriate. These policies and processes reflect our commitment to conducting business ethically and with integrity and to maintaining systems and controls designed to mitigate the risk of forced labour and child labour within our supply chains.

Due Diligence Processes and Training

As part of its efforts to mitigate risk and promote compliance with applicable laws, Wayfair has implemented a number of measures, such as the following:

- requiring suppliers to comply with all applicable laws relating to forced labour, human trafficking, child labour, working hours, harassment, abuse, discrimination, product safety, and factory security across their operations in or as part of our supply chain.
- requiring suppliers to adhere to Wayfair's Supplier Code of Conduct, which sets out Wayfair's expectations with respect to forced labour, child labour, human trafficking, and other social responsibility matters in sourcing and manufacturing. Suppliers are contractually obligated to comply with the Supplier Code of Conduct, the legal requirements of the jurisdictions in which they and Wayfair operate, and relevant industry standards. Suppliers are prohibited from employing minors except as permitted under applicable law, and workers must not be subjected to physical, sexual, psychological, or verbal harassment or abuse. Suppliers are also expected to provide a safe and healthy workplace, comply with applicable wage and hour laws, and maintain written disciplinary procedures that are clearly communicated to workers and prospective employees.
- incorporating the Supplier Code of Conduct into day-to-day business operations. Wayfair's category management teams are familiar with the standards set out in the Code and are positioned to support compliance with those requirements.

Wayfair also maintains multiple channels through which concerns relating to the Supplier Code of Conduct may be escalated.

- recognizing that sustainability extends beyond environmental considerations and also includes the treatment of people throughout the supply chain. Additional information on this topic and on Wayfair's broader corporate responsibility efforts is available [here](#).
- emphasizing product ingredients and sourcing transparency as an important part of the customer experience. To support this, Wayfair has introduced search functionality and on-site product icons that identify items with sustainability-focused attributes, and it continues to work with suppliers to expand the availability of such products across Wayfair sites.
- providing training and related resources to employees who manage supplier relationships in order to strengthen their ability to identify and address forced labour risks, as well as other social responsibility issues. These resources include internal materials describing Wayfair's policies and reporting procedures, together with more formal training for management teams responsible for supplier oversight. Wayfair continues to evaluate opportunities to further strengthen formal training in this area.

Monitoring Supplier Adherence to our Values

Wayfair's supplier compliance framework is designed to promote adherence to its Supplier Code of Conduct. All suppliers are expected to comply with the Supplier Code of Conduct, and failure to do so may result in the removal of products from Wayfair's websites and, in certain cases, the suspension or termination of the supplier's Wayfair account. Suppliers may be subject to audits conducted by Wayfair or by third parties acting on Wayfair's behalf. As part of this process, Wayfair may request relevant documentation, including chain-of-custody documentation, and suppliers are required to provide such documentation within 48 hours of the request. These audits are one of the means by which Wayfair evaluates the effectiveness of its social compliance program.

Where an audit identifies a breach of the Supplier Code of Conduct, the supplier is required to prepare and implement a detailed corrective action plan and to take immediate steps to demonstrate compliance. Wayfair may also conduct follow-up audits to confirm that any identified issues have been satisfactorily remediated.

Remediation

During the 2025 reporting period, Wayfair did not identify any instances of forced labour in its activities or supply chains through the operation of the policies, due diligence processes, and compliance measures described in this report. Wayfair also did not

identify any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour in its activities or supply chains.

Further steps

Following a review of the steps we have taken this year to combat forced labour and child labour we intend to:

- strengthen our processes for evaluating the effectiveness of the measures in place to prevent and address forced labour.
- continue to enhance employee training and guidance to promote greater awareness of forced labour risks across the business.

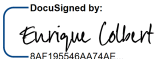
Governing body approval and attestation

This report was approved by authorized representatives of Wayfair LLC on May 11, 2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Enrique Colbert, General Counsel

I have the authority to bind Wayfair LLC

Signed  DocuSigned by:
Enrique Colbert
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