

## **CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE**

On January 1, 2012, the California Transparency in Supply Chains Act of 2010 went into effect in the state of California. The Act requires retailers and manufacturers that do business in California to publicly disclose their efforts to eradicate slavery and human trafficking from their supply chains. Big Lots is committed to ensuring that its supply chain reflects its values and respect for human rights. To that end, Big Lots requires that its suppliers, their contractors and their subcontractors certify that they agree to and fully comply with, the standards listed in Big Lots' Standards for Suppliers ("Standards for Suppliers").

The Standards for Suppliers requires that suppliers comply with the legal requirements and standards of their industry under the local and national laws of the jurisdictions in which the suppliers are doing business, including the labor and employment laws of those jurisdictions, and any applicable U.S. laws. Furthermore, the Standards for Suppliers states that Big Lots will not accept products from suppliers who utilize in any manner child labor, forced labor or prison labor in the manufacturer of its products.

Big Lots favors suppliers who have a social and political commitment to basic principles of human rights and who do not discriminate against their employees in hiring practices, or any other term or condition of work, on the basis of race, color, national origin, gender, sexual orientation, religion, disability or other similar factors.

In order to monitor compliance with its Standards for Suppliers, Big Lots or its designee inspects its suppliers' production facilities. Big Lots requires that its suppliers disclose the locations of their factories where its merchandise is being produced in order that either Big Lots or its designee may inspect the factories to ensure good practices and adherence to the Standards for Suppliers.

Big Lots expects its employees who have responsibility in supply chain management to have read the Standards for Suppliers.