

## **GLOBAL HUMAN RIGHTS POLICY**

### **I. INTRODUCTION**

Foot Locker, Inc. unlocks the inner sneakerhead in all of us, sparking discovery, and igniting the power of sneaker culture. This would not be possible without the efforts of the Company's employees ("team members"), customers, vendor partners, shareholders, and the communities it serves, each of whom is passionate about sneakers, and critical to our growing business.

The Company is committed to respect internationally recognized human rights standards and it seeks to avoid adverse impacts on human rights resulting from its business activities. This commitment is informed not only by our own values but also by the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Universal Declaration of Human Rights.

### **II. PURPOSE AND SCOPE**

This Policy emphasizes the Company's commitment to basic human rights as a core component of the way it does business. This Policy supports the Company's values by guiding team members toward the fundamental principles and requirements for upholding basic human rights in the workplace.

This Policy supports team members in creating and maintaining a work culture that prohibits unhealthy or unsafe work conditions, forced labor, or child labor, as well as supporting the provision of equal human rights to all persons. These include, but are not limited to, the protection of minority groups, the protection of women's rights, the protection from discrimination based on gender (including gender identity), sexual preference, race or ethnicity, color, religion, regionality or nationality, age, disability, sexual orientation, political beliefs or affiliations, or marital, maternity or parental status, the right to clean fresh water and sanitation, and protections against child, involuntary or forced labor, or corporal punishment.

This Policy provides direction and guidance to team members to ensure that all practices and processes support the fundamental principles of basic human rights and are developed and implemented in a manner that complies with the Company's values around human rights and respects the inherent value of each individual. This Policy helps ensure that team members engaged in company business understand their responsibility for upholding human rights and equality in the workplace.

This Policy applies to all Company team members. The Company expects any parties who do business on the Company's behalf to also conduct its business in ways that uphold the principles of this Policy.

### **III. REQUIREMENTS**

The Company is committed to maintaining a work environment that respects and supports the provision of basic human rights to all of its team members around the world, especially members of at-risk groups including women, young workers, and foreign contract workers, regardless of the country in which they work, to the full extent permitted by law. To this end, the Company:

- strictly prohibits all forms of labor in the workplace that are detrimental to the health or safety of any team members;
- strictly prohibits forced or compulsory labor for any team members;
- promotes, protects, and helps ensure the full and equal enjoyment of human rights by all persons, including those with disabilities; and
- commits to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats, and security safeguards for team members are provided, as needed, and are maintained with respect for team member privacy and dignity.

The Global Sourcing Guidelines set forth the Company's due diligence efforts in connection with this Policy.

The Company will not tolerate any behavior or actions prohibited by the requirements herein.

### **IV. SUPPLIER RESPONSIBILITIES**

The Company is concerned about the safety and fair treatment of the workers who manufacture the goods the Company sells, wherever the workers are located. To this end, the Company has developed Global Sourcing Guidelines, which apply worldwide to the Company's suppliers. The Global Sourcing Guidelines, Conflict Minerals Policy, and Modern Slavery Report each require all of the Company's suppliers to respect certain standards that the Company believes should be universal notwithstanding more relaxed standards (if any) which may be imposed by applicable local laws. We audit our private label suppliers' factories, both from a social and a security standpoint, particularly in developing countries or places with known human rights abuses. We engage with our suppliers on a regular basis to understand their policies and procedures regarding human rights as well.

### **V. REPORTING CONCERNS**

The Company's Code of Business Conduct includes robust policies in furtherance of this Policy, including harassment and discrimination policies, and also provides ongoing training to promote a respectful workplace. The Company encourages all team members to "speak up" by informing us if they experience, witness, or become aware of any conduct that might constitute discrimination or harassment. The Company has a Code of Business Conduct Hotline available via telephone at 1-866-839-5112 (for the U.S. and Canada), and the web at [footlocker.ethicspoint.com](http://footlocker.ethicspoint.com) (international telephone numbers are available on this site), which is managed by an independent third party and is available 24 hours per day, 7 days per week, in multiple languages. There will be no retaliation for asking questions or reporting concerns in good faith. Concerns directed to the Hotline can be made anonymously, where allowed by local law. The Company will take the appropriate steps to investigate allegations.

**VI. ADMINISTRATION**

This Policy is administered by both the Company's General Counsel and Chief Supply Chain Officer. The Company's Board of Directors, or a committee thereof, shall be informed regarding the administration of this Policy.

**VII. EFFECTIVE DATE**

The effective date of this Policy, as amended, is June 15, 2023.

**VIII. QUESTIONS AND COMMENTS**

The Company welcomes questions and comments regarding this Policy, all of which should be sent to the Company's Secretary at Foot Locker, Inc., 330 West 34th Street, New York, New York 10001. All questions and comments will remain confidential.