



Human Rights Corporate Statement

Best Buy is committed to respecting human rights as outlined in the Universal Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work. In alignment with the United Nation's Guiding Principles on Business and Human Rights, we seek to avoid adverse human rights impacts, conduct remediation if impacts do occur and drive continuous improvement of our human rights management. Where appropriate, we also seek to support and advance human rights through our actions.

Best Buy complies with all laws and regulations wherever we operate. In cases where local laws may conflict with recognized human rights, we will comply with the law while seeking to meet the underlying principles of international human rights standards.

At Best Buy, we believe that we can have the greatest impact by focusing on the rights most at risk, as determined by our human rights impact assessment. We seek to manage these risks by:

- Respecting the rights of workers in the supply chain and leveraging industry partners, through the Electronic Industry Citizenship Coalition, in order to improve working conditions and environmental practices in the global electronics supply chain. The Best Buy Supplier Code of Conduct and Conflict Minerals Statement detail expectations for the Exclusive Brands supply chain.
- Respecting the rights of Best Buy employees and striving for a diverse, inclusive and respectful workplace free of harassment and discrimination. The Best Buy Code of Business Ethics embeds these commitments and provides a mechanism for employees to voice concerns.
- Respecting the rights of our customers, including their right to privacy. The Best Buy Valuable Information Protection program and Privacy Policy explain how we strive to ensure that our customers' personal information is secure.
- Seeking to advance rights in the communities where we operate by building stronger communities through sharing our knowledge of technology. Programs such as Geek Squad Academy and Best Buy Teen Tech Centers help under-served teens build their technology skills, inspiring their future education and career choices.
- Respecting the rights of workers in the consumer electronics recycling value chain through adherence to policies and standards for safe and responsible recycling.

At Best Buy, we engage stakeholders regarding our human rights program and we report on our progress in our annual Corporate Responsibility & Sustainability Report.

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