



## Human Rights Corporate Statement

Doing business the right way means we understand how our operations, our products and services, and even our business relationships could affect employees, our customers and people in the communities where we operate.

Best Buy is committed to respecting 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. Further, we seek to *advance* human rights through our actions and operations.

This corporate statement applies to employees, partners, suppliers and customers.

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 Responsible Business Alliance in order to improve raw material sourcing and, recruiting practices, working conditions and environmental performance in the global electronics supply chain. The [Best Buy Supplier Code of Conduct](#) and [Conflict Minerals Statement](#) detail expectations for our Exclusive Brands (private label) 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 Ethics](#) embeds these commitments and provides a mechanism for employees to voice concerns.
- Respecting the rights of our **customers**, including their right to privacy. Our [Privacy Policy](#) explains how we strive to ensure that our customers' personal information is secure.
- Seeking to advance the right to education 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 teens from underserved communities 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. We require all electronics recycling partners to maintain ISO 14001 certification, an OHSAS 18001 safety certification or industry equivalent and be certified to [eStewards®](#) or [R2®](#) industry certifications.

We adhere to a set of principles to ensure we meet our commitment to respect human rights.

### Follow global standards of human rights

- Universal Declaration of Human Rights.
- International Labor Organization Declaration on Fundamental Principles and Rights at Work.
- Organization for Economic Cooperation and Development Guidance for Responsible Supply Chain of Minerals from Conflict Affected and High-Risk Areas.
- United Nation's Guiding Principles on Business and Human Rights.
- United Nation's Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans and Intersex People.

## **Maintain strong governance practices**

- We conduct due diligence to proactively identify human rights risks in our operations.
- Our practices include zero-tolerance for egregious offenses such as child labor and forced labor.
- 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. Where local law is less stringent than international recognized human rights standards, we will apply the higher standards.
- We maintain a Human Rights Executive Committee that includes the department head from:
  - Best Buy Health
  - Communications and Public Affairs
  - Corporate Responsibility
  - Diversity & Inclusion
  - Exclusive Brands (private label)
  - External Reporting & Accounting
  - Government Affairs
  - Legal
  - Merchandising
- The Best Buy Board of Director's Nominating and Corporate Governance Committee is responsible for oversight of the company's Corporate Responsibility and Sustainability programs and receives periodic updates, including on our Human Rights efforts.
- We provide accountability and a path to remediation via grievance mechanisms for our employees as well as customers, community members and employees of our partners and suppliers.
- We are committed to continuous improvement by regularly reviewing and updating our policies and programs.

## **Effectively communicate our human rights commitments**

- All Best Buy employees are required to take an annual training course focused on our Code of Ethics. This includes specific information regarding human rights.
- All Best Buy Exclusive Brands suppliers must abide by our Supplier Code of Conduct. We conduct annual trainings and regularly audit for compliance.
- Our Conflict Minerals Statement is shared with our suppliers and is publicly available for all stakeholders.
- Our human rights commitments and progress are detailed annually in our [Corporate Responsibility & Sustainability Report](#), publicly available for all stakeholders.

## **Proactively engage stakeholders to protect and advance human rights through our memberships and partnerships, including:**

- The Responsible Business Alliance.
- The Responsible Minerals Initiative.
- The Responsible Labor Initiative.
- The Retail Industry Leaders Association's Responsible Sourcing Working Group
- BSR's Human Rights Working Group.
- The Clubhouse Network, where we are bridging the gap between the classroom and the tech skills needed in the real world in our Best Buy Teen Tech Centers.

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