

F0. Introduction

F0.1

(F0.1) Give a general description of and introduction to your organization.

Williams-Sonoma, Inc., incorporated in 1973, is an omni-channel specialty retailer of high-quality products for the home. In 1956, our founder, Chuck Williams, turned a passion for cooking and eating with friends into a small business with a big idea. He opened a store in Sonoma, California to sell the French cookware that intrigued him while visiting Europe but that could not be found in America. Chuck’s business, which set a standard for customer service, took off and helped fuel a revolution in American cooking and entertaining that continues today.

In the decades that followed, the quality of our products, our ability to identify new opportunities in the market and our people-first approach to business facilitated our expansion beyond the kitchen into nearly every area of the home. Our decades-long foundation in values leadership and commitment to “Good By Design” set the foundation for resilience and agility that this past year required. Our company outperformed the industry, and we met and exceeded many of our sustainability goals, demonstrating that a strategic approach to ESG can deliver business, social, and environmental impact. Our company strategy is driven by our key differentiators: our in-house design, our digital-first strategy and our values. These differentiators — including our core values — have become increasingly important in setting us apart and orienting us towards the future. Through our commitment to the three pillars of Planet, People and Purpose, we prioritize the health of our planet, the wellbeing of our people and a shared sense of purpose — the imperative to foster long-term, sustainable growth for our company and to drive positive change in our industry. Our customers have come to trust and depend on our brands for beautifully designed, high-quality, sustainable products and we’ve helped set the standard for the home furnishings industry. Today, over 40% of our products are sustainably sourced or made, and we will consistently grow that number to 75% through 2030. We speak to our “Good By Design” commitment and our pillars on our sustainability [website](#), which details our progress to public goals and our enhanced disclosures aligned with an environmental, social and governance framework.

Today, Williams-Sonoma, Inc. is one of the United States’ largest e-commerce retailers with some of the best known and most beloved brands in home furnishings. As the world’s largest digital-first, design-led, sustainable home retailer, we are shaping the future of shopping for the home. Our brands include Williams Sonoma, Williams Sonoma Home, Pottery Barn, Pottery Barn Kids, Pottery Barn Teen, West Elm, Rejuvenation, and Mark & Graham. We operate in the U.S., Puerto Rico, Canada, Australia and the United Kingdom, offer international shipping to customers worldwide, and have unaffiliated franchisees that operate stores in the Middle East, the Philippines, Mexico, South Korea and India, as well as e-commerce websites in certain locations.

F0.2

(F0.2) State the start and end date of the year for which you are reporting data.

	Start Date	End Date
Reporting year	February 3 2020	February 2 2021

F0.3

(F0.3) Select the currency used for all financial information disclosed throughout your response.

USD

F0.4

(F0.4) Select the forest risk commodity(ies) that you are, or are not, disclosing on (including any that are sources for your processed ingredients or manufactured goods); and for each select the stages of the supply chain that best represents your organization’s area of operation.

	Commodity disclosure	Stage of the value chain	Explanation if not disclosing
Timber products	Disclosing	Manufacturing Retailing	<Not Applicable>
Palm oil	Not disclosing	Retailing	Limited amounts of palm oil are used in apothecary and food products. WSI currently does not have a policy on palm oil procurement, however, our Williams Sonoma brand has eliminated non-traceable palm from their food products.
Cattle products	Not disclosing	Retailing	
Soy	Not disclosing	Retailing	Limited amounts of soy are used in apothecary and food products. WSI currently does not have a policy on soy procurement.
Other - Rubber	Not disclosing	Retailing	Limited amounts of rubber are used in our products. WSI currently does not have a policy on rubber procurement.
Other - Cocoa	Not disclosing	Retailing	WSI currently does not have a policy on cocoa procurement, however, our Williams Sonoma brand is now sourcing 100% Fair Trade-certified chocolate.
Other - Coffee	Not disclosing	Retailing	WSI currently does not have a policy on coffee procurement, however, our Williams Sonoma brand is now sourcing 100% Fair Trade-certified coffee.

F0.5

(F0.5) Are there any parts of your direct operations or supply chain that are not included in your disclosure?

Yes

F0.5a

(F0.5a) Identify the parts of your direct operations or supply chain that are not included in your disclosure.

Value chain stage	Exclusion	Description of exclusion	Potential for forests-related risk	Please explain
Direct operations	Facility	Wood used in construction of physical operations such as offices, distribution centers, and stores are not included as part of our supply chain wood procurement policy, tracking, and reporting as of today.	Potential for forests-related risk but not evaluated	Site construction materials, relative to the wood used in products, represents a small portion of our overall wood usage and is relatively low risk. While these wood sources are not currently evaluated individually, we consider new construction in North America low risk due to locally sourced wood. WSI also actively seeks reclaimed wood for store construction.
Supply chain	Other, please specify (Product packaging)	Product packaging is not included in overall usage metrics reported.	Potential for forests-related risk but not evaluated	The packaging suppliers for our stores and distribution centers and that our contract manufacturers purchase from are not included in the scope of our supply chain wood procurement questionnaires. However, we are transitioning all our retail operations to bags with >40% post-consumer recycled content and requiring all vendor packaging to be >70% curbside-recyclable materials and use > 70% recycled or responsibly sourced materials, such as FSC®-certified post-consumer recycled paper. We're also working with vendors to reduce packaging volume, using fewer materials to deliver packages more efficiently. We look to include more formal reporting around packaging in the future.

F1. Current state

F1.1

(F1.1) How does your organization produce, use or sell your disclosed commodity(ies)?

Timber products

Activity

- Buying manufactured products
- Retailing/onward sale of commodity or product containing commodity

Form of commodity

- Other, please specify (Goods for resale)

Source

- Contracted suppliers (processors)
- Contracted suppliers (manufacturers)

Country/Area of origin

Albania
 Argentina
 Australia
 Austria
 Belarus
 Bosnia & Herzegovina
 Brazil
 Cameroon
 Canada
 Chile
 China
 Croatia
 Czechia
 Democratic Republic of the Congo
 Denmark
 Estonia
 Finland
 France
 Germany
 Honduras
 India
 Indonesia
 Italy
 Japan
 Latvia
 Malaysia
 Mexico
 Mozambique
 Myanmar
 New Zealand
 Panama
 Philippines
 Poland
 Romania
 Russian Federation
 Serbia
 Slovakia
 Slovenia
 South Africa
 Sweden
 Switzerland
 Thailand
 Tunisia
 Turkey
 Ukraine
 United Kingdom of Great Britain and Northern Ireland
 United States of America
 Uruguay
 Venezuela (Bolivarian Republic of)
 Viet Nam

% of procurement spend

31-40%

Comment

We purchase finished goods made of wood from contract manufacturers. The majority volume of wood is used in the production of furniture with smaller volumes used to produce decorative accessories and kitchen tools.

F1.2

(F1.2) Indicate the percentage of your organization's revenue that was dependent on your disclosed forest risk commodity(ies) in the reporting year.

	% of revenue dependent on commodity	Comment
Timber products	31-40%	
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F1.5

(F1.5) Does your organization collect production and/or consumption data for your disclosed commodity(ies)?

	Data availability/Disclosure
Timber products	Consumption data available, disclosing
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F1.5a

(F1.5a) Disclose your production and/or consumption data.

Forest risk commodity

Timber products

Data type

Consumption data

Volume

306398

Metric

Cubic meters

Data coverage

Full commodity production/consumption

Please explain

<Not Applicable>

F1.5b

(F1.5b) For your disclosed commodity(ies), indicate the percentage of the production/consumption volume sourced by national and/or sub-national jurisdiction of origin.

Forest risk commodity

Timber products

Country/Area of origin

Argentina

State or equivalent jurisdiction

Specify state/equivalent jurisdiction (Rio Negro)

% of total production/consumption volume

0.35

Please explain

Tree stumps from fallen (dead) cedar trees are harvested and manufactured into furniture.

Forest risk commodity

Timber products

Country/Area of origin

Australia

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0.01

Please explain

Reclaimed wood

Forest risk commodity

Timber products

Country/Area of origin

Brazil

State or equivalent jurisdiction

Specify state/equivalent jurisdiction (Parana and Santa Catarina)

% of total production/consumption volume

1.38

Please explain

Plantation grown pine.

Forest risk commodity

Timber products

Country/Area of origin

Cameroon

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0

Please explain

Volume of wood from this country is less than 10 cubic meters. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

Democratic Republic of the Congo

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0

Please explain

Volume of wood from this country is less than 10 cubic meters. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

Honduras

State or equivalent jurisdiction

Specify state/equivalent jurisdiction (El Paraiso)

% of total production/consumption volume

0.01

Please explain

Volume of wood from this country is less than 10 cubic meters. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

India

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

11.45

Please explain

Multiple suppliers provide mango and acacia wood from this country and these agricultural and plantation woods aren't considered forest products so aren't governed by the national forest authority.

Forest risk commodity

Timber products

Country/Area of origin

Indonesia

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

9.27

Please explain

Multiple suppliers provided FAKO and SVLK documentation for mahogany, meranti, canarium, and Merkusii pine timber. State/specific municipality is traceable by Indonesia forest authorities but not provided to WSI.

Forest risk commodity

Timber products

Country/Area of origin

Malaysia

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0.88

Please explain

Composite wood (MDF and particle board) and acacia timber suppliers do not provide state/specific municipality documentation for these type of wood products. Composite wood inputs are from pulp wood plantations and not harvested from natural forests.

Forest risk commodity

Timber products

Country/Area of origin

Mexico

State or equivalent jurisdiction

Specify state/equivalent jurisdiction (Jalisco)

% of total production/consumption volume

0

Please explain

Pine wood from this country detailed in chain-of-custody documentation.

Forest risk commodity

Timber products

Country/Area of origin

Mozambique

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0

Please explain

Volume of wood from this country is less than 10 cubic meters. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

Myanmar

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0

Please explain

Volume of wood from this country is less than 1 cubic meter. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

Panama

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0.04

Please explain

Wood from this country is FSC certified but state of origin is not listed on shipping documents.

Forest risk commodity

Timber products

Country/Area of origin

Philippines

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0.35

Please explain

Multiple suppliers provided documentation for mahogany from national forest authority. State/specific municipality is traceable by Philippines forest authorities but not provided to WSI. Multiple suppliers provide mango and acacia wood from this country and these agricultural and plantation woods aren't considered forest products so aren't governed by the national forest authority.

Forest risk commodity

Timber products

Country/Area of origin

Thailand

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

6.51

Please explain

Composite wood (MDF and particle board) and rubber wood timber suppliers do not provide state/specific municipality documentation for these type of wood products. Composite wood inputs are from pulp wood plantations and not harvested from natural forests.

Forest risk commodity

Timber products

Country/Area of origin

Venezuela (Bolivarian Republic of)

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

0

Please explain

Volume of wood from this country is less than 10 cubic meters. Country of origin certificate provided does not include state of origin.

Forest risk commodity

Timber products

Country/Area of origin

Viet Nam

State or equivalent jurisdiction

Don't know

% of total production/consumption volume

16.47

Please explain

Composite wood (MDF and particle board), rubber wood and acacia timber suppliers do not provide state/specific municipality documentation for these type of wood products. Composite wood inputs are from pulp wood plantations and not harvested from natural forests.

Forest risk commodity

Timber products

Country/Area of origin

Any other countries/areas

State or equivalent jurisdiction

<Not Applicable>

% of total production/consumption volume

53.28

Please explain

WSI requires chain-of-custody documentation to at least the country of origin from all wood suppliers and reviews documentation for completeness and accuracy. Other countries of origin and their % to total volume are: Albania (0.00), Austria (1.31), Belarus (0.00), Bosnia and Herzegovina (0.14), Canada (0.27), Chile (2.38), China (21.16), Croatia (1.44), Czech Republic (0.00), Denmark (0.00), Estonia (0.50), Finland (0.60), France (0.02), Germany (0.90), Italy (0.36), Japan (0.01), Latvia (0.02), New Zealand (2.78), Poland (1.35), Romania (0.32), Russian Federation (1.19), Serbia (0.00), Slovakia (0.01), South Africa (0.00), Sweden (0.43), Switzerland (0.00), Tunisia (0.01), Turkey (0.00), Ukraine (0.23), United Kingdom (0.04), United States (15.19), and Uruguay (2.62).

F1.6

(F1.6) Has your organization experienced any detrimental forests-related impacts?

No

F2. Procedures

F2.1

(F2.1) Does your organization undertake a forests-related risk assessment?

Yes, forests-related risks are assessed

F2.1a

(F2.1a) Select the options that best describe your procedures for identifying and assessing forests-related risks.

Timber products

Value chain stage

Supply chain

Coverage

Full

Risk assessment procedure

Assessed in an environmental risk assessment

Frequency of assessment

More than once a year

How far into the future are risks considered?

1 to 3 years

Tools and methods used

Internal company methods

External consultants

FSC Global Forest Registry

Other, please specify (Preferred By Nature's Timber Risk Assessments and FSC Controlled Wood Assessments)

Please explain

1. WSI uses Preferred by Nature's Sourcing Hub as part of our risk-based approach to determine the country-level risk for wood and paper. Required chain-of-custody (COC) documents are partially based on the Sourcing Hub country risk rating. We also use Sourcing Hub ratings as a qualifying factor for PEFC-certified wood/paper, and wood/paper coming from countries rated as Low-Risk. 2. WSI considers wood/paper from species listed in CITES and the IUCN Red List as "vulnerable", "endangered" or "critically endangered" as High-Risk. Vendors sourcing wood/paper from species on these lists require COC documents linking the wood and/or paper from their factory to the forest management unit. The perceived riskiness of the country-source and species determines the required COC documents. Vendors can expect WSI to ask for detailed COC documents for wood/paper material sourced from countries that are not Low-Risk for Legality and for High-Risk species. WSI's Responsible Raw Material Standard for Wood is a risk-based framework to evaluate sources of wood/paper based on publicly available data on forest management practices, enforcement of forestry laws, environmental protection, and supply chain transparency/integrity. We require all suppliers to comply with our Responsible Wood and Paper Procurement Policy, which requires wood/paper purchased only from known, legal and responsibly managed forests (includes recycled and rediscovered sources). Vendors must also obtain COC documents to verify that wood and catalog paper comply with the policy. We may require independent third-party verification for the wood/paper in our products, which include any/all of the following methods conducted on a sampling basis at WSI's expense: Document verification; On-site assessments; Traceability tests; Scientific testing (i.e. wood anatomy, DNA, stable isotopic analysis, mass-spectrometry). The information is compared against the claims made by or documents provided by the vendor. WSI works with suppliers not in compliance to ensure traceability is improved, or to shift to new material suppliers if needed. We use online tools (Ecodesk) and manual data collection from vendors to track wood volume. Rainforest Alliance verified the final categorization of wood claims based on documentation. This is rolled up to a percentage of responsibly sourced wood in cubic meters, used in our furniture.

F2.1b

(F2.1b) Which of the following issues are considered in your organization's forests-related risk assessment(s)?

Availability of forest risk commodities

Relevance & inclusion

Relevant, always included

Please explain

WSI needs long-term access to forest-related commodities as they are primary materials in our furniture and home goods products, as well as packaging. Continued availability in our major sourcing regions is fundamental to our ability to make products and meet customer demand.

Quality of forest risk commodities

Relevance & inclusion

Relevant, always included

Please explain

As the world's largest digital-first, design-led, sustainable home retailer, and one of the only large-scale home furnishing retailers with a broad assortment of certified organic, FSC, reclaimed and recycled, and TENCEL products, the selection of components included in our products is extremely rigorous. Our brands provide high quality products in the luxury home goods sector and quality begins with our raw materials. Our brands' reputations are built on design, quality and durability, so lower quality inputs would impact brand reputation.

Impact of activity on the status of ecosystems and habitats

Relevance & inclusion

Relevant, sometimes included

Please explain

The status of ecosystems and habitats is included in our risk assessments. Wood and paper species listed by CITES and on the IUCN Red list are considered high-risk by WSI. WSI aims to have a positive impact on the environment, and we work with our contract manufacturers to provide materials that are responsibly managed and procured. In 2021, we joined WWF's Forests Forward, a performance-based program that engages diverse organizations and groups to improve forest management and responsible trade worldwide. Over the next three years, we will work with Forests Forward to increase our investment in responsible sourcing, so we can continue to protect critical ecosystems while meeting the growing demands of our business. Additionally, our commitment to FSC certification ensures the harvest of timber and non-timber products that maintain forest biodiversity, productivity, and ecosystem services.

Regulation

Relevance & inclusion

Relevant, always included

Please explain

WSI is a global retailer and we understand compliance with regulations is a basic requirement of doing business. We are committed to only purchasing wood and paper obtained from known, legal and responsibly managed forests. This includes recycled and rediscovered sources. We do not source wood and paper from: • Unknown sources • Sources engaged in illegal harvesting or trading • Sources violating human rights, and/or engaged in the conflict-timber trade • Forests where high conservation values are threatened • Forests being converted to plantations or non-forest use • Forests that contain species that have been genetically modified We are also committed to marketing that is transparent and honest, allowing our customers to make informed choices about the products they purchase. We comply with state and federal marketing laws and regulations, we internally review and, as needed, work with third-party certification organizations to verify product claims. We monitor and adapt policies and procedures as regulations change. We maintain thorough vendor certification and chain-of-custody documentation to support marketing and sustainability claims.

Climate change

Relevance & inclusion

Relevant, always included

Please explain

Climate change is always included in risk assessments because as a multinational retailer with a global supply chain, WSI has exposure to climate related risks, such as changes in water availability, changes in climate patterns, rising temperatures or geopolitical uncertainty. We see the protection of forests as an important component in combating climate change. Promoting the use of responsibly sourced material is key to conserving this valuable resource. We set a Science-Based Target to achieve a 50% reduction in absolute emissions in scopes 1 & 2 and a 14% reduction in absolute emissions in scope 3 by 2030 and forest products are a critical component of our emissions reduction strategy. Our Pottery Barn brand also committed to plant 3 million trees in 3 years through the Arbor Day Foundation. Projects have been developed for 2021 to plant 1 million trees and additional projects will be added to reach 3 million trees by 2023.

Impact on water security

Relevance & inclusion

Relevant, sometimes included

Please explain

Water is an essential resource needed for raw materials and used across WSI's entire value chain. WSI's production processes globally are dependent on access to water. Cleaning machinery, processing textiles, and the product finishing process all require water, thus water security can impact our broader supply chain operations. Protection of natural forests is an important component in protecting watersheds and the communities that rely on them.

Tariffs or price increases

Relevance & inclusion

Relevant, sometimes included

Please explain

Timber used in our products and packaging is subject to price fluctuations. Variability in the price of raw materials for products and packaging can have a significant impact on our vendors and our own supply chain. Additionally, cost for certified forest products is a factor in our decision-making process, but not the only factor. We actively monitor commodity pricing and work with our vendors to forecast demand and plan for raw material and production needs.

Loss of markets

Relevance & inclusion

Relevant, sometimes included

Please explain

Due to changing customer expectations and a competitive business market, market-related risks are always included in our risk assessment. To maintain and attract customers, our success depends, in large part, upon our ability to identify and analyze factors affecting our business, and to anticipate and respond in a timely manner to changing merchandise trends and customer demands. For example, in the specialty home products business, style and color trends are constantly evolving, so we must manage our inventory effectively and commensurate with customer demand. Customer requirements around more sustainable products are growing, and our customers expect our products to be high-quality and responsibly sourced. We are actively growing our assortment of certified responsibly sourced product because we see that as a key differentiator that will allow us to continue to gain market share as consumer preference shifts.

Leakage markets

Relevance & inclusion

Relevant, always included

Please explain

WSI's public Wood & Paper Procurement Policy outlines our commitment to only purchase timber from legal and well-managed sources. This policy intends to avoid unforeseen consequences, such as activity-shifting and market leakage as well as other negative impacts. All of our vendors are required to comply with this policy and are trained to it as well as to comply with our bi-annual reporting and documentation process. We conduct a bi-annual wood survey with vendors and collect and maintain up-to-date vendor certifications and chain-of custody document, including transaction certificates. Additionally, we are exploring new systems for traceability and testing to verify claims. Beyond that, we have dedicated sourcing offices in all of our major sourcing geographies with local teams that regularly visit factories to ensure compliance with our standards. We conduct annual third-party compliance audits with our suppliers that include a review of management systems. We invested in a new wood traceability system with Sourcemap. We are also exploring additional due diligence and supply chain mapping, forensic analysis, and molecular isotope testing of the raw material inputs for composite wood used in our products with Preferred By Nature and Double Helix to improve our traceability program. Although we already exceeded our goal of 50% responsibly sourced wood by 2021, this added enhanced traceability allows us to set a higher target and increase our market share with customers looking for assurance that the products they purchase are from responsible sources.

Brand damage related to forest risk commodities

Relevance & inclusion

Relevant, always included

Please explain

Damage to brand reputation is always considered in risk assessment, particularly with respect to forest-related products. Our reputation could be damaged if we do not (or are perceived not to) act responsibly with respect to any social or sustainability matters (including forest-related issues), which could negatively impact our business and results of operations. Investors and customers are beginning to ask about sustainability impacts to the business and how they are incorporated into the company's strategy. If we fail to adequately address investor concerns about deforestation or sustainability, our reputation could be harmed. If we fail to maintain a stringent verification process for sustainability marketing and certification claims on product tags, online copy, and in broader marketing claims, our reputation with consumers could be harmed. Since 2008, we've engaged with WWF to establish a chain-of-custody process to track and validate our wood sources. Policies such as WSI's Fiber Procurement and Wood & Paper Procurement detail our commitment to legal, ethical and responsible procurement of key materials. We require that all vendors participate in fiber and wood surveys to ensure they meet our standards, and our products are accurately marketed to customers. After a vendor is onboarded, they are required to provide up-to-date and relevant chain-of-custody certifications and supporting documentation. Internally, we publish a quarterly list of vendor certifications and scopes to our global design, sourcing and merchant teams, and we hold regular trainings on certifications and standards. We maintain up-to-date vendor chain-of-custody certificates and regularly collect and verify transaction certificates to support marketing claims. With the broadest assortment of sustainably sourced, quality, durable products in the home furnishings industry, customers rely on us for responsibly-made items.

Corruption

Relevance & inclusion

Relevant, always included

Please explain

WSI operates in some countries where the risk of corruption may be significant, leading employees and/or third parties to directly or indirectly, voluntarily or involuntarily, adopt practices contrary to regulation and WSI's commitment to integrity. Corruption takes a variety of forms that are not necessarily easy for employees to identify. WSI is committed to maintaining the highest level of integrity and honesty throughout its business. Every associate and supplier have a responsibility to act with the highest ethical standards, to treat other associates, vendors, customers, stockholders, governments and the communities in which we do business with honesty, respect and civility. We have an enterprise-wide approach to ethics that is detailed in our Code of Conduct, and we maintain a third-party ethics hotline across our offices, stores and factories that ensures confidentiality. We maintain our own global sourcing offices and directly manage our suppliers through these offices to improve efficiency and reduce the risk of corruption in our supply chain.

Social impacts

Relevance & inclusion

Relevant, sometimes included

Please explain

Social impacts such as human rights abuses are included in WSI's risk assessment to identify potential cases throughout the supply chain. Our Supplier Code of Conduct and accompanying implementation standards detail the principles and practices that we expect our manufacturing suppliers to uphold. The Code, which is based on universally accepted, fundamental principles and local laws, represents our commitment to source goods from suppliers who value and incorporate these provisions into their operations. Suppliers shall always comply with the highest requirement, whether the applicable local law or WSI requirement, and have a system in place to ensure they are continuously updated with applicable laws and regulations and WSI requirements. We promote the use of FSC-certified forest products, in part, because of the high importance placed on social welfare and stakeholder engagement at all stages of production. FSC certification ensures the harvest of timber and non-timber products protects the rights of local communities and indigenous people. Our wood sourcing practices have been recognized by the Sustainable Furnishings Council, ranking WSI among the top scorers on their Wood Furniture Scorecard for the past 3 years (2018-2020). In 2020, we expanded the number of wood products that are FSC-certified from 18% to 24%, shifting more products into the "Best" category of our "Good-Better-Best" approach.

Other, please specify

Relevance & inclusion

Not considered

Please explain

Risks listed above are comprehensive.

F2.1c

(F2.1c) Which of the following stakeholders are considered in your organization's forests-related risk assessments?

Customers

Relevance & inclusion

Relevant, always included

Please explain

Customer service and exceeding customer expectations is a key driver in all decision-making at the company. With consumer preference shifting towards sustainable options, we are one of the only large-scale home furnishing retailers with a broad assortment of certified organic, FSC, reclaimed and recycled, and TENCEL products. A survey of our customers found that they are 40% more likely (than the average customer) to prioritize social and environmental factors when choosing products, and 70% of customers 35 and under say sustainability and social impact play a significant role in deciding where to shop (across all WSI brands). At the end of 2020, 40% of all products sold by WSI carried at least one environmentally or socially beneficial certification or attribute. In addition, our brands have reduced the number of promotions and sales reflecting a growing willingness of customers to pay full price for products that meet their expectations and meet environmental and social preferences. We outperformed our industry in 2020, growing our business by 15% and demonstrating sustainable growth.

Employees

Relevance & inclusion

Relevant, always included

Please explain

Across the organization, prospective talent is increasingly drawn to WSI because of our dedication to sustainability and our ambitious goals. With more individuals inquiring about sustainability during the interview process, continued commitment to sustainability remains important for talent acquisition and retention.

Investors

Relevance & inclusion

Relevant, always included

Please explain

Sustainability is an important topic among WSI investors, who are using sustainability as a lens with which to evaluate company performance and alignment with their values. WSI investors noted climate change and product sustainability certifications as areas of interest, of which forests play an important role.

Local communities

Relevance & inclusion

Relevant, sometimes included

Please explain

Engagement and support of local communities is an important aspect of all our CSR work. With a global supply chain presence, our business operations interact with local communities.

NGOs

Relevance & inclusion

Relevant, sometimes included

Please explain

WSI seeks the expertise and guidance of credible NGOs to help inform and shape our policies and practices. WSI maintains longstanding partnerships with organizations such as WWF, Rainforest Alliance and many others, relying heavily on these engagements to inform and improve our forest-related risk assessments.

Other forest risk commodity users/producers at a local level

Relevance & inclusion

Relevant, sometimes included

Please explain

WSI supports the promotion of credible forest certification, legality, and traceability standards throughout our supply chain which raises the bar for all growers and producers.

Regulators

Relevance & inclusion

Relevant, always included

Please explain

WSI supports the enforcement of global forest regulations to ensure that all actors operate on an even playing field. We monitor changes in regulation and adapt our wood policies and procedures as necessary.

Suppliers

Relevance & inclusion

Relevant, always included

Please explain

WSI's suppliers are critical stakeholders in our responsibly sourced material procurement strategies. We take great efforts to educate our suppliers on our goals and expectations and understand their challenges and business needs.

Other stakeholders, please specify

Relevance & inclusion

Not considered

Please explain

The list of stakeholders outlined above is comprehensive.

F3. Risks and opportunities

F3.1

(F3.1) Have you identified any inherent forests-related risks with the potential to have a substantive financial or strategic impact on your business?

	Risk identified?
Timber products	Yes
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F3.1a

(F3.1a) How does your organization define substantive financial or strategic impact on your business?

i) Definition of substantive financial or strategic impact: An impact in which our business, financial condition or operating results could be harmed substantially, which could cause the market price of our stock to decline materially.

ii) Quantifiable indicator of substantive financial or strategic impact: Requires a year-over-year minimum impact of 10bps on operating margin or \$6M.

Currently, forest-related risks are evaluated in relation to our value chain and our suppliers' ability to access affordable, high-quality forest products for use in WSI products. We understand there are additional inherent risks that could affect our direct operations and sourcing strategies, but these risks have not been calculated.

F3.1b

(F3.1b) For your disclosed forest risk commodity(ies), provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Forest risk commodity

Timber products

Type of risk

Reputational and markets

Geographical scale

Country

Where in your value chain does the risk driver occur?

Supply chain

Other parts of the value chain

Primary risk driver

Availability of certified sustainable material

Primary potential impact

Brand damage

Company-specific description

A survey of our customers found that they are 40% more likely (than the average customer) to prioritize social and environmental factors when choosing products, and 70% of customers 35 and under say sustainability and social impact play a significant role in deciding where to shop (across all WSI brands). We exceeded our public goal of meeting 50% responsibly sourced wood by 2021, but as our customers continue to demand more certified products, the future availability of certified sustainable materials may pose a risk if we cannot meet demand. Additionally, we must be able to substantiate and validate any product claims. Suppliers must comply with WSI's responsible material sourcing policies, including our Wood & Paper Procurement policy that details our commitment to legal, ethical and responsible procurement of key materials. We require all vendors to participate in bi-annual wood surveys to ensure they meet our standards, and our products are accurately marketed to customers. After a vendor is onboarded, they are required to provide up-to-date and relevant chain-of-custody certifications and supporting documentation. Internally, we publish a quarterly list of vendor certifications and scopes to our global design, sourcing and merchant teams, and we hold regular trainings on certifications and standards. We maintain up-to-date vendor chain-of-custody certificates and regularly collect and verify transaction certificates to support sustainability and marketing claims.

Timeframe

1-3 years

Magnitude of potential impact

Medium

Likelihood

Unlikely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial**Primary response to risk**

Engagement in multi-stakeholder initiatives

Description of response

By partnering with external stakeholders and suppliers, we promote responsible harvesting and prevent deforestation. Our engagements with organizations like FSC® and WWF's Global Forest & Trade Network (GFTN) made us an early adopter of our industry's most impactful frameworks for responsible sourcing. Since 2006, we've partnered with FSC® to use 100% FSC-certified catalog paper and FSC-certified wood. In 2007, we formalized our Wood and Paper Procurement Policy. Since 2008, we've engaged WWF to establish a chain-of-custody process to track and validate our wood sources. In 2015, we set an ambitious goal to source 50% of our wood responsibly by the end of 2021, and in 2020 we exceeded that target at 65%. We categorize our wood using a Good-Better-Best approach, which includes: Best – FSC®; Better – Rediscovered wood (reclaimed/recycled and orchard wood sources), FSC® controlled wood and PEFC; Good – verified legal and low-risk wood for legality, Preferred By Nature's Timber Risk Assessments and FSC's National Risk Assessments. We actively engage the FSC, GFTN and Rainforest Alliance on specific initiatives to advance our understanding and impacts throughout our supply chain. Our wood sourcing practices have been recognized by the Sustainable Furnishings Council, ranking WSI among the top scorers on their Wood Furniture Scorecard for the past 3 years (2018-2020).

Cost of response**Explanation of cost of response****Forest risk commodity**

Timber products

Type of risk

Physical

Geographical scale

Global

Where in your value chain does the risk driver occur?

Supply chain

Primary risk driver

Increased severity of extreme weather events

Primary potential impact

Constraint to growth

Company-specific description

The increased frequency of drought, floods, and wildfires pose a threat to forestry and our access to timber products.

Timeframe

>6 years

Magnitude of potential impact

High

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial

The cost of timber products could increase.

Primary response to risk

Establishment of site-specific targets

Description of response

Approximately 65% of our merchandise purchases in fiscal year 2020 were sourced from foreign vendors predominantly in Asia and Europe and we are the 13th largest importer in the US by container volume. Temporary disruption of production capacity within our supply chain or transportation could result in delays of goods manufactured and shipped to meet customer demand. Our estimated impact ranges from an extreme weather event impacting production in one country to an extreme weather event impacting a raw material supply chain or transportation channels in multiple countries. We maintain a balanced global landscape of vendors and invest in long-term partnerships to create a more resilient supply chain. We also invested in a new wood system with Sourcemap to achieve greater traceability of raw materials, back to the forest and fiber extraction. WSI joined as the first member of WWF's Forests Forward initiative. Through Forests Forward, we will evaluate investment opportunities for landscape improvement projects globally aimed at protecting biodiversity, improving livelihoods of indigenous peoples, and lowering emissions through carbon sequestration.

Cost of response**Explanation of cost of response****Forest risk commodity**

Timber products

Type of risk

Physical

Geographical scale

Country

Where in your value chain does the risk driver occur?

Supply chain

Primary risk driver

Other physical driver, please specify (Due to the COVID-19 pandemic and the resulting regional lockdowns, timber mills and other activities related to timber production experienced reduced or limited production. This impacted our access to timber products.)

Primary potential impact

Supply chain disruption

Company-specific description

WSI saw a direct impact due to supply chain disruption in the U.S. timber industry because of the pandemic.

Timeframe

Current - up to 1 year

Magnitude of potential impact

Medium-high

Likelihood

Virtually certain

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact (currency)

<Not Applicable>

Potential financial impact figure - minimum (currency)

<Not Applicable>

Potential financial impact figure - maximum (currency)

<Not Applicable>

Explanation of financial

Access to certain American hardwood species has been disrupted and is causing direct impacts to the production of furniture collections.

Primary response to risk

Engagement with suppliers

Description of response

Our brands are working with suppliers to secure American hardwood species that have become unavailable due to pandemic-related workforce slowdowns. We maintain a balanced global landscape of vendors and invest in long-term partnerships to create a more resilient supply chain. We also invested in a new wood traceability system with Sourcemap to achieve greater traceability of raw materials, back to the forest and fiber extraction.

Cost of response

Explanation of cost of response

F3.2

(F3.2) Have you identified any forests-related opportunities with the potential to have a substantive financial or strategic impact on your business?

	Have you identified opportunities?
Timber products	Yes
Palm oil	<Not Applicable>
Cattle products	<Not Applicable>
Soy	<Not Applicable>
Other - Rubber	<Not Applicable>
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

F3.2a

(F3.2a) For your selected forest risk commodity(ies), provide details of the identified opportunities with the potential to have a substantive financial or strategic impact on your business.

Forest risk commodity

Timber products

Type of opportunity

Markets

Where in your value chain does the opportunity occur?

Supply chain
Other parts of the value chain

Primary forests-related opportunity

Increased demand for certified materials

Company-specific description & strategy to realize opportunity

At the end of 2020, 40% of all products sold carried at least one environmentally or socially beneficial certification or attribute. In addition, our brands have reduced the number of promotions and sales reflecting a growing willingness of customers to pay full price for products that meet their expectations and meet environmental and social preferences. We outperformed our industry in 2020, growing our business by 15% and demonstrating sustainable growth. We invested in a new wood traceability system with Sourcemap. We are also exploring additional due diligence and supply chain mapping, forensic analysis, and molecular isotope testing of the raw material inputs for composite wood used in our products with Preferred By Nature and Double Helix to improve our traceability program. Although we already exceeded our goal of 50% responsibly sourced wood by 2021, this added enhanced traceability allows us to set a higher target and increase our market share with customers looking for assurance that the products they purchase are from responsible sources.

Estimated timeframe for realization

1-3 years

Magnitude of potential impact

Medium-high

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Forest risk commodity

Timber products

Type of opportunity

Markets

Where in your value chain does the opportunity occur?

Supply chain

Primary forests-related opportunity

Increased availability of products with reduced environmental impact (other than certified products)

Company-specific description & strategy to realize opportunity

We have engaged with the Global Platform for Sustainable Natural Rubber (GPSNR) and have joined as an affiliate member. GPSNR aims to improve the environmental and social performance of rubber plantations. Rubberwood is a significant input into composite wood and other components of our furniture products and currently we don't consider rubberwood a responsibly sourced material unless it is FSC-certified. By increasing the volume of more sustainable rubberwood we can offer customers additional assurance that our products are made with responsibly sourced materials.

Estimated timeframe for realization

1-3 years

Magnitude of potential impact

Medium-high

Likelihood

Likely

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Forest risk commodity

Timber products

Type of opportunity

Financial Incentives

Where in your value chain does the opportunity occur?

Other parts of the value chain

Primary forests-related opportunity

Forestry fund

Company-specific description & strategy to realize opportunity

Our Pottery Barn brand committed to planting 3 million trees in 3 years. For each customer purchase of indoor wood furniture beginning December 31, 2020, Pottery Barn will plant a tree with Arbor Day Foundation. By committing to tree-planting and engaging with our customers, we are raising awareness of the importance of forests to protect biodiversity and mitigate the catastrophic effects of climate change. Pottery Barn’s program strengthens our corporate-wide commitment to sourcing wood responsibly. By choosing to use responsibly sourced wood in our products, committing to public goals, and engaging in external partnerships such as with Arbor Day Foundation, we show that our work to support healthy forests and ecosystems is credible.

Estimated timeframe for realization

1-3 years

Magnitude of potential impact

Medium

Likelihood

Virtually certain

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

F4. Governance

F4.1

(F4.1) Is there board-level oversight of forests-related issues within your organization?

Yes

F4.1a

(F4.1a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for forests-related issues.

Position of individual	Please explain
Board-level committee	The Nominations, Corporate Governance and Social Responsibility Committee (the "Committee") of the Company's Board of Directors oversees Corporate and Social Responsibility matters, including environmental-related issues. The Committee is comprised of 3 Directors who monitor the Company's environmental, social and governance policies and advise on policies and strategies that could help our social and environmental impact and risk profile.

F4.1b

(F4.1b) Provide further details on the board's oversight of forests-related issues.

	Frequency that forests-related issues are a scheduled agenda item	Governance mechanisms into which forests-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding annual budgets Reviewing and guiding corporate responsibility strategy Reviewing and guiding risk management policies Reviewing and guiding strategy Setting performance objectives	The Committee engages regularly with management on environmental-related issues (including forests), for example, approving updates to WSI's climate and environmental strategy and policy disclosures, and receiving quarterly updates on WSI's environmental-related goals and achievements. Management of sustainability is led by our Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development, who is responsible for coordinating a cross-functional team of subject matter experts as well as a dedicated, global team of Sustainability professionals. These cross-functional leaders across the company determine the strategies, policies and goals related to our Environmental, Social, and Governance (ESG) strategy, and regularly report to and seek input from the Committee on those matters, including environmental-related issues. Nominations, Corporate Governance and Social Responsibility Committee Charter outlines this committee's responsibilities: https://ir.williams-sonomai.com/investor-information/governance/default.aspx

F4.2

(F4.2) Provide the highest management-level position(s) or committee(s) with responsibility for forests-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the board on forests-related issues	Please explain
Other, please specify (Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development)	Assessing forests-related risks and opportunities	More frequently than quarterly	CSR reports directly to the EVP of Sourcing, Quality Assurance, and Sustainable Development. She is informed about forest-related initiatives regularly. EVP of Sourcing, Quality Assurance, and Sustainable Development supports key wood sourcing initiatives including supply chain mapping, strategic supplier certifications, and supplier engagement beyond tier 1.
Corporate responsibility committee	Other, please specify (Informed and consulted)	Quarterly	CSR convenes quarterly meetings with executive business leaders to review CSR work generally, including ongoing forest-related risks and opportunities.
President	Managing forests-related risks and opportunities	Quarterly	Brand presidents are made aware of brand progress toward WSI's 50% responsibly sourced wood goal. CSR distributes quarterly reporting to show each brand's performance in each category of responsibly sourced wood highlighting key drivers, challenges and opportunities.

F4.3

(F4.3) Do you provide incentives to C-suite employees or board members for the management of forests-related issues?

	Provide incentives for management of forests-related issues	Comment
Row 1	No, not currently but we do plan to introduce them in the next two years	WSI has a public-facing goal to achieve 50% responsibly sourced wood by 2021, which the company exceeded in 2020 at 65%. The Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development has concrete climate and forest-related sustainability goals in her annual objectives and is evaluated on these goals in her annual performance reviews and monetary incentives are provided. Also, the Sustainability team has concrete climate and forest-related sustainability goals in their annual objectives and is evaluated on these goals in annual performance reviews and monetary incentives are provided.

F4.4

(F4.4) Did your organization include information about its response to forests-related risks in its most recent mainstream financial report?

No, but we plan to do so in the next two years

F4.5

(F4.5) Does your organization have a policy that includes forests-related issues?

Yes, we have a documented forests policy that is publicly available

F4.5a

(F4.5a) Select the options to describe the scope and content of your policy.

	Scope	Content	Please explain
Row 1	Company-wide	Commitment to eliminate conversion of natural ecosystems Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and engagement Recognition of the overall importance of forests and other natural ecosystems Description of business dependency on forests Description of forests-related standards for procurement	Our Wood and Paper Procurement Policy is publicly available on our corporate website: https://sustainability.williams-sonomainc.com/2020/03/12/williams-sonoma-inc-wood-paper-procurement-policy/ https://sustainability.williams-sonomainc.com/2020/03/03/responsible-materials-finishes/

F4.5b

(F4.5b) Do you have commodity specific sustainability policy(ies)? If yes, select the options that best describe their scope and content.

	Do you have a commodity specific sustainability policy?	Scope	Content	Please explain
Timber products	Yes	Company-wide	Commitment to eliminate conversion of natural ecosystems Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and engagement Recognition of the overall importance of forests and other natural ecosystems Description of business dependency on forests Description of forests-related standards for procurement	Our Wood and Paper Procurement Policy is publicly available on our corporate website: https://sustainability.williams-sonomainc.com/2020/03/12/williams-sonoma-inc-wood-paper-procurement-policy/
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F4.6

(F4.6) Has your organization made a public commitment to reduce or remove deforestation and/or forest degradation from its direct operations and/or supply chain?

Yes

F4.6a

(F4.6a) Has your organization endorsed any of the following initiatives as part of its public commitment to reduce or remove deforestation and/or forest degradation?

Other, please specify (WSI's own wood goal: 50% responsibly sourced wood by 2021)

F4.6b

(F4.6b) Provide details on your public commitment(s), including the description of specific criteria, coverage, and actions.

Forest risk commodity

Timber products

Criteria

Other, please specify (Restricting the sourcing of forest commodities to credibly certified, recycled/reclaimed, or low risk sources)

Operational coverage

Supply chain

% of total production/ consumption covered by commitment

51-60%

Cutoff date

Not applicable

Commitment target date

2021-25

Please explain

WSI has set a company-wide public goal to achieve 50% responsibly sourced wood by 2021.

F5. Business strategy

F5.1

(F5.1) Are forests-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are forests-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, forests-related issues are integrated	5-10	WSI set a science-based target to reduce scope 3 emissions by 14% by 2030. The role of forests to combat climate change is a key component of this commitment.
Strategy for long-term objectives	Yes, forests-related issues are integrated	5-10	WSI joined WWF's Forests Forward program and is considering investments in landscape protection and conservation projects as well as other initiatives to support our science-based target.
Financial planning	Yes, forests-related issues are integrated	5-10	In 2020, WSI exceeded its 50% responsibly sourced wood goal a year early, sourcing 65% responsibly sourced wood. We anticipate expanding our goal to a higher percentage of responsibly sourced wood and to add additional criteria related to promoting additional capacity of more responsibly source materials and possibly link this work to the larger topic of climate change mitigation. WSI also invested in a new wood traceability system with Sourcemap in addition to expanding due diligence tools to include supply chain mapping, wood forensic analysis, and molecular isotope testing to improve our ability to verify that wood meets our policy requirements. Lastly, we are expanding our focus on packaging and launched a cross-functional team across our brands to improve the customer unboxing experience. We set goals to design packaging with more than 70% curbside recyclable materials, utilizing more than 70% recycled or responsibly sourced materials, such as FSC®-certified post-consumer recycled paper. We also joined the Sustainable Packaging Coalition.

F6. Implementation

F6.1

(F6.1) Did you have any timebound and quantifiable targets for increasing sustainable production and/or consumption of your disclosed commodity(ies) that were active during the reporting year?

Yes

F6.1a

(F6.1a) Provide details of your timebound and quantifiable target(s) for increasing sustainable production and/or consumption of the disclosed commodity(ies), and progress made.

Target reference number

Target 1

Forest risk commodity

Timber products

Type of target

Engagement with direct suppliers

Description of target

Percent of responsibly sourced wood in our furniture in cubic meters. Responsibly sourced wood is categorized through a Good-Better-Best approach: Best – Forest Stewardship Council® (FSC), Better – Programme for the Endorsement of Forest Certification (PEFC), Rediscovered wood (reclaimed/recycled and orchard wood sources), FSC® Controlled Wood, Good – verified legal and low-risk wood for legality (as defined by Preferred By Nature’s Timber Risk Assessments and FSC’s National Risk Assessments).

Linked commitment

Other environmental commitments

Traceability point

<Not Applicable>

Third-party certification scheme

<Not Applicable>

Start year

2016

Target year

2021

Quantitative metric

<Not Applicable>

Target (number)

<Not Applicable>

Target (%)

50

% of target achieved

100

Please explain

We set our public target in our 2016 Corporate Responsibility Report (available here):

https://s24.q4cdn.com/161876561/files/doc_downloads/reporting/WSI_CSR_Scorecard_2016_FINAL_WEB.pdf

F6.2

(F6.2) Do you have traceability system(s) in place to track and monitor the origin of your disclosed commodity(ies)?

	Do you have system(s) in place?	Description of traceability system	Exclusions	Description of exclusion
Timber products	Yes	WSI's due diligence system for wood is composed of four elements: i) WSI Wood Responsible Wood and Paper Policy & Responsibly Sourced Raw Material Standard for Wood ii) WSI wood approval process iii) WSI Wood Tracking Surveillance (twice per year) iv) Third-party oversight and consultation	Facility	Site construction materials are not currently evaluated though we consider new construction in North America low risk due to locally sourced wood. WSI also actively seeks reclaimed wood for store construction.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.2a

(F6.2a) Provide details on the level of traceability your organization has for its disclosed commodity(ies).

Forest risk commodity	Point to which commodity is traceable	% of total production/consumption volume traceable
Timber products	Country	99

F6.3

(F6.3) Have you adopted any third-party certification scheme(s) for your disclosed commodity(ies)?

	Third-party certification scheme adopted?	% of total production and/or consumption volume certified
Timber products	Yes	23.7
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.3a

(F6.3a) Provide a detailed breakdown of the volume and percentage of your production and/or consumption by certification scheme.

Forest risk commodity

Timber products

Third-party certification scheme

FSC Chain of Custody

Chain-of-custody model used

<Not Applicable>

% of total production/consumption volume certified

24

Form of commodity

Hardwood logs

Softwood logs

Sawn timber, veneer, chips

Boards, plywood, engineered wood

Volume of production/ consumption certified

72705

Metric for volume

Cubic meters

Is this certified by more than one scheme?

No

Please explain

The figure above represents only FSC-certified wood volume.

F6.4

(F6.4) For your disclosed commodity(ies), do you have a system to control, monitor, or verify compliance with no conversion and/or no deforestation commitments?

	A system to control, monitor or verify compliance	Comment
Timber products	No, but we plan to develop one within the next two years	WSI is developing a new wood traceability system with Sourcemap in addition to expanding due diligence tools to include supply chain mapping, wood forensic analysis, and molecular isotope testing to improve our ability to verify that wood meets our policy requirements.
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.6

(F6.6) For your disclosed commodity(ies), indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards.

	Assess legal compliance with forest regulations	Comment
Timber products	Yes, from suppliers	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.6a

(F6.6a) For you disclosed commodity(ies), indicate how you ensure legal compliance with forest regulations and/or mandatory standards.

Timber products

Procedure to ensure legal compliance

Wood species are evaluated for risk determination using the following sources: i) CITES (www.cites.org) – used to identify species level regulatory risk ii) Preferred By Nature’s Timber Risk Score (<https://www.nepcon.org/sourcinghub/timber>) - used to identify risk by country iii) IUCN Red List (www.iucnredlist.org) – used to determine species level risk For not low risk species, vendors are required to provide chain-of-custody documents to verify legality, country of origin, and species prior to production.

Country/Area of origin

- Argentina
- Australia
- Brazil
- Cameroon
- Colombia
- Congo
- Democratic Republic of the Congo
- Honduras
- India
- Indonesia
- Malaysia
- Mexico
- Mozambique
- Myanmar
- Philippines
- Thailand
- Venezuela (Bolivarian Republic of)
- Viet Nam

Law and/or mandatory standard(s)

- Australia Illegal Logging Prohibition Act
- EU Timber Regulation
- USA Lacey Act

Comment

F6.7

(F6.7) Are you working with smallholders to support good agricultural practices and reduce deforestation and/or conversion of natural ecosystems?

	Are you working with smallholders?	Type of smallholder engagement approach	Smallholder engagement approach	Number of smallholders engaged	Please explain
Timber products	No, not working with smallholders	<Not Applicable>	<Not Applicable>	<Not Applicable>	WSI has not yet engaged with smallholders in our wood supply chain.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.8

(F6.8) Are you working with your direct suppliers to support and improve their capacity to comply with your forests-related policies, commitments, and other requirements?

	Are you working with direct suppliers?	Type of direct supplier engagement approach	Direct supplier engagement approach	% of suppliers engaged	Please explain
Timber products	Yes, working with direct suppliers	Supply chain mapping	Supplier questionnaires on environmental and social indicators Supplier audits	<10%	In 2019, we engaged with Preferred By Nature (formerly "NEPCon") to map supply chains of some of our vendors' largest composite wood suppliers to understand the origin of raw material inputs. We did not invest in supply chain mapping projects in 2020 due to COVID-19. We plan to engage suppliers in supply chain mapping again in 2021 and beyond.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.9

(F6.9) Are you working beyond your first-tier supplier(s) to manage and mitigate deforestation risks?

	Are you working beyond first tier?	Type of engagement approach with indirect suppliers	Indirect supplier engagement approach	Please explain
Timber products	Yes, working beyond first tier	Supply chain mapping	Supplier questionnaires on environmental and social indicators On-site meetings with indirect suppliers Supplier audits	Based on our supply chain mapping work we have engaged directly with some of our largest composite wood panel manufacturers in Vietnam and are developing strategies to ensure only responsibly sourced forest-product inputs are used in the products we buy.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.10

(F6.10) Do you participate in external activities and/or initiatives to promote the implementation of your forests-related policies and commitments?

Forest risk commodity

Timber products

Do you participate in activities/initiatives?

Yes

Activities

Involved in multi-partnership or stakeholder initiatives

Initiatives

UN Global Compact

Forest Stewardship Council (FSC)

Other, please specify (Global Platform for Sustainable Natural Rubber)

Jurisdictional approaches

<Not Applicable>

Please explain

WSI is a voting member of FSC's Economic Chamber and participates in elections and policy setting within the organization. We have participated as an observer in several meetings of the Global Platform for Sustainable Natural Rubber and have recently joined GPSNR as an affiliate member.

F6.11

(F6.11) Is your organization supporting or implementing project(s) focused on ecosystem restoration and protection?

Yes

F6.11a

(F6.11a) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).

Project reference

Project 1

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand committed to plant 3 million trees in 3 years through Arbor Day Foundation. Projects have been developed for 2021 to plant 1 million trees. Additional projects will be added to reach 3 million trees by 2023.

Start year

2021

Target year

2023

Project area to date (Hectares)

0

Project area in the target year (Hectares)

15

Country/Area

United States of America

Latitude

34.72053

Longitude

-119.69757

Monitoring frequency

Annually

Measured outcomes to date

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 50,000 trees to restore forest lands in Southern California affected by wildfires in 2020.

Project reference

Project 2

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand has committed to plant 3 million trees in 3 years through Arbor Day Foundation.

Start year

2021

Target year

2023

Project area to date (Hectares)

195

Project area in the target year (Hectares)

222

Country/Area

United States of America

Latitude

30.09419

Longitude

-85.60952

Monitoring frequency

Annually

Measured outcomes to date

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 350,000 trees to restore forest lands near Panama City, Florida affected by Hurricane Michael in 2018.

Project reference

Project 3

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand has committed to plant 3 million trees in 3 years through Arbor Day Foundation.

Start year

2021

Target year

2023

Project area to date (Hectares)

0

Project area in the target year (Hectares)

264

Country/Area

United States of America

Latitude**Longitude****Monitoring frequency**

Annually

Measured outcomes to date

Biodiversity

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 240,000 trees to restore several forests in Michigan state to provide habitat for endangered Kirtland's warbler and other animal species.

Project reference

Project 4

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand has committed to plant 3 million trees in 3 years through Arbor Day Foundation.

Start year

2021

Target year

2023

Project area to date (Hectares)

210

Project area in the target year (Hectares)

420

Country/Area

United States of America

Latitude

Longitude

Monitoring frequency

Annually

Measured outcomes to date

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 250,000 trees to restore forestland in the Mississippi River Valley to filter water and help decrease pollution levels in the river and the Gulf of Mexico.

Project reference

Project 5

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand has committed to plant 3 million trees in 3 years through Arbor Day Foundation.

Start year

2021

Target year

2023

Project area to date (Hectares)

0

Project area in the target year (Hectares)

110

Country/Area

United States of America

Latitude

Longitude

Monitoring frequency

Annually

Measured outcomes to date

Biodiversity

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 100,000 trees to restore forestland around the Columbia and Willamette Rivers to improve water quality, restore wildlife habitats, and support recreation and watershed health.

Project reference

Project 6

Project type

Reforestation

Primary motivation

Voluntary

Description of project

Our Pottery Barn brand has committed to plant 3 million trees in 3 years through Arbor Day Foundation.

Start year

2021

Target year

2023

Project area to date (Hectares)

3

Project area in the target year (Hectares)

15

Country/Area

Brazil

Latitude**Longitude****Monitoring frequency**

Annually

Measured outcomes to date

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 10,000 trees in Brazil's Atlantic Forest to help restore the tropical landscape and ensure water security for millions of local people.

Project reference

Project 7

Project type

Reforestation

Primary motivation

Voluntary

Description of project**Start year**

2021

Target year

2023

Project area to date (Hectares)

35

Project area in the target year (Hectares)

70

Country/Area

India

Latitude**Longitude****Monitoring frequency**

Annually

Measured outcomes to date

Carbon sequestration

Soil

Water

Climate regulation

Please explain

Arbor Day Foundation will plant 50,000 trees in Southern India's Cauvery River Basin to improve water security and improve soil conditions.

F7. Verification

F7.1

(F7.1) Do you verify any forests information reported in your CDP disclosure?

Yes

F7.1a

(F7.1a) Which data points within your CDP disclosure have been verified, and which standards were used?

Disclosure module

F6. Implementation

Data points verified

FSC-certified wood volume was verified by Rainforest Alliance.

Verification standard

Verified against WSI's own Responsible Raw Material Standard for Wood and FSC compliance.

Please explain

We hired Rainforest Alliance to conduct an audit of our 2020 wood data calculation and documentation to confirm our responsibly sourced wood volume against the WSI Responsible Raw Material Standard for Wood as well as against FSC standards. Our calculations and all documentation were provided to Rainforest Alliance for independent review.

F8. Barriers and challenges

F8.1

(F8.1) Describe the key barriers or challenges to eliminating deforestation and/or conversion of other natural ecosystems from your direct operations or from other parts of your value chain.

Forest risk commodity

Timber products

Coverage

Supply chain

Other parts of the value chain

Primary barrier/challenge type

Cost of sustainably produced/certified products

Comment

Price premiums are a barrier to increasing volumes of responsibly sourced wood, though WSI is working to find creative ways to mitigate increased costs.

F8.2

(F8.2) Describe the main measures that would improve your organization's ability to manage its exposure to deforestation and/or conversion of other natural ecosystems.

Forest risk commodity

Timber products

Coverage

Supply chain

Other parts of the value chain

Main measure

Greater enforcement of regulations

Comment

WSI relies on credible certification programs to ensure compliance with national forest authority regulations in large part because certain countries' own laws are not enforced. Eliminating or reducing the threat of illegally logged timber would level the playing field for manufacturers and retailers when purchasing forest products, while improving the ecosystem benefits that forests provide in mitigating the effects of climate change, preserving wildlife habitats, and protecting and improving watersheds and water security.

Forest risk commodity

Timber products

Coverage

Supply chain

Other parts of the value chain

Main measure

Improved data collection and quality

Comment

Data collection and traceability remains a challenge across the industry, particularly at the farm and fiber extraction level. With new technologies and innovation constantly being created, we apply our continuous improvement mindset and invest in new technologies to improve our data collection. We recently invested in a new wood traceability system with Sourcemap to achieve greater traceability of raw materials, back to the farm and fiber extraction. Currently, our wood volume is tracked by Ecodesk reporting and SKU-level wood volumes from vendors. FSC® volume data is verified by Rainforest Alliance. Percent of responsibly sourced wood in our furniture in cubic meters.

F17 Signoff

F-FI

(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

F17.1

(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.

	Job Title	Corresponding job category
Row 1	EVP of Sourcing, Quality Assurance, and Sustainable Development	Other, please specify (Executive Vice President)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I am submitting to	Public or Non-Public Submission
I am submitting my response	Investors	Public

Please confirm below

I have read and accept the applicable Terms