



Human Rights Policy

At Macy's, Inc., we believe in building a better future where human rights are universally respected and held in the highest regard. To that end, Macy's, Inc. is committed to respecting international human rights throughout its operations. From ensuring that our merchandise is produced in an ethical and responsible manner to using our position as a national retailer to create a more equitable and sustainable future for all, we seek to respect the rights of all people influenced by our operations and products.

As part of this commitment, we manage our business in line with the UN Guiding Principles on Business and Human Rights and uphold the following international human rights standards:

- The International Bill of Human Rights, including the Universal Declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- The United Nations Global Compact
- OECD Guidelines for Multinational Enterprises

Where national law differs from international human rights standards, we will seek to uphold the higher standard. In cases where conflicts in law arise, we will seek to uphold the spirit of the human rights standard while complying with national law.

We maintain strong governance practices that reinforce the accountability of our commitments. The Nominating and Corporate Governance Committee of the Macy's, Inc. Board of Directors oversees policies and practices related to political, human rights, social and environmental issues, sustainability initiatives and reporting. The Corporate Strategy Group (CSG) comprises the most senior members of our management team and oversees the governance practices that reinforce our accountability to our commitments throughout our business.

We recognize that human rights must be respected across our value chain and are committed to continually evaluating the processes in place to assess compliance with our Human Rights policy and principles. We have developed programs to guide our own actions and are committed to using our leverage to encourage our business partners to respect the rights of those impacted by their operations.

Our Colleagues

Our colleagues are the backbone of our company. At Macy's, Inc., we cultivate a workplace rooted in equality; where all colleagues have the opportunity to connect, grow and thrive. We foster an environment where colleagues are able to experience connection, achieve belonging, and build community. We know that these commitments are not possible if we do not respect their fundamental human rights. This includes the right to a safe and healthy work environment, non-discrimination, and to be treated with dignity.

Our [Code of Conduct](#) further outlines our commitments and provides a platform for colleagues to report any violations or concerns.

Our Supply Chain

We respect the rights of workers in our supply chain and require partners for both our private brands and national brands to operate ethically, with respect to the human rights of their workers. Our [Vendor and Supplier Code of Conduct](#) outlines our minimum standards shared with all our suppliers, including requirements to:

- Provide a safe and healthy workplace
- Ensure diversity and inclusion via a commitment to non-discrimination
- Respect worker rights to make informed decisions regarding whether to associate with any group or not, consistent with applicable laws, including requirements to recognize and respect the rights of workers to freedom of association, organization, and collective bargaining
- Ensure that a regular work week be limited to 48 hours
- Prohibit the use of child, forced and/or trafficked labor

Macy's has a comprehensive social compliance auditing program that tracks violations, corrective action plans, remediation, and progress. This program includes a supply chain mapping platform that tracks supplier performance, increases transparency, and allows us to track completion of training materials for our suppliers.

Our commitment, however, extends beyond our direct vendors to include the sourcing of raw materials. Our [Conflict Minerals Policy](#) specifies our due diligence measures to ensure that the metals and other minerals contained in the private brand products we sell are obtained, produced, and used in a socially responsible manner.

We recognize that certain groups may be at heightened risk given their vulnerable status. For that reason, Macy's is a signatory of the [Commitment to Responsible Recruitment](#) — an effort to address potential forced labor risks for migrant workers in the global supply chain — and is taking steps to advance the rights of women and children across our supply chain.

Macy's, Inc. is committed to providing access to effective remedy where we cause or contribute to an adverse human rights impact. We have a dedicated team working to promote continuous improvement aligned with our Vendor and Supplier Code of Conduct. We work with our suppliers to correct issues, and in factories with persistent issues, we conduct audits more frequently, conduct extended focused audits and develop remediation programs based on regional and factory risk profiles. If high-risk violations are found, action is taken to investigate and evaluate next steps. In some cases, the supplier and/or factory relationship may be terminated.

We continuously make program enhancements that increase our ability to identify and assess human rights risks and impacts across our business relationships.

Our Customers

At Macy's, Inc., we believe that everyone who walks through our doors should be treated with dignity, respect, and kindness. [Our Customer Bill of Rights](#) describes our commitment to our customers, including prohibiting:

- Unreasonable searches
- Profiling of customers by our colleagues
- The use of excessive force or threatening and intimidating language

We are committed to making our customers feel welcome, no matter their race, color, religion, sexual orientation, gender identity, age, disability, citizenship, ancestry, appearance, or any other personal or physical characteristics. To meet this commitment, we provide an unconscious bias e-learning for every colleague at every level of the organization.

Our Communities

We strive to [Build and Celebrate Community](#) by supporting local and national charities. Giving back is one of our core values, and we create opportunities for our colleagues to actively contribute to local and national causes to create positive social impact.

One way we support our community is by respecting the rights of human rights defenders. We recognize the important work of defenders around the world and will not abide threats, intimidation, and attacks (both physical and legal) against human rights defenders.

Our Commitment to Continuous Improvement

Our relationships with our customers, colleagues and the communities we serve drive our deep sense of stewardship in how we interact with our stakeholders and underpin our commitment to continuously improve our approach to Human Rights in line with international standards and Macy's corporate values. As part of this work, we proactively and continually engage with relevant stakeholders on issues that span the breadth of our operations, including human rights. By routinely reviewing and improving our practices, we ensure that Macy's, Inc. is operating with integrity and creating a more just and sustainable future.