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CTSC Disclosure

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT STATEMENT

Under the California Transparency in Supply Chains Act, retailers that do business in California are legally required to disclose their efforts to eradicate slavery and human trafficking within their supply chains. This disclosure informs consumers about Nordstrom's efforts to prevent forced labor in its supply chain.

Nordstrom works to ensure the merchandise it sells are produced ethically by our suppliers and in compliance with our Partner Code of Conduct, which includes a prohibition on the use of forced labor. We conduct due diligence aligned with OECD and UN Guiding Principles on Business and Human Rights to assess risks and to identify, mitigate and prevent forced labor in private label and specified brand suppliers supply chain.

Nordstrom will not conduct business with any suppliers that use involuntary labor of any kind. Below is a summary of the efforts Nordstrom is taking to help eradicate slavery and human trafficking from its supply chain.

SUPPLY CHAIN VERIFICATION—INCLUDING AUDITING

Nordstrom's Partner Code of Conduct prohibits the use of forced labor, including child labor, involuntary prison labor, state-sponsored forced labor, indentured labor, bonded labor or labor obtained through human trafficking, or coercion.

Nordstrom assesses our private label and specified brand suppliers' risk of using forced labor by referencing factors including rule of law, level of corruption and government stability in the country of manufacture that can affect a supplier's ability to comply with our compliance standards.

We require private label and specified brand suppliers to undergo third-party audits as part of the new supplier onboarding process and annually thereafter. Annual audits are announced and semi-announced; however, we reserve the right to conduct unannounced audits to verify adherence to compliance standards. Audits address key issues including forced labor, health and safety, environment, business ethics, and management systems. If, through its compliance monitoring efforts, Nordstrom identifies non-compliance with these standards by a supplier, Nordstrom will examine the specific situation and develop strategies to remediate the issue.

SUPPLIER CERTIFICATION

By agreeing to Nordstrom's Partner Code of Conduct, our private label and specified brand suppliers certify that they comply with all applicable laws and regulations, and that they do not utilize involuntary labor of any kind, including child labor, involuntary prison labor, state-sponsored forced labor, indentured labor, bonded labor or labor obtained through human trafficking or coercion.

INTERNAL ACCOUNTABILITY

Nordstrom employees responsible for supply chain decisions are expected to understand our Partner Code of Conduct and related compliance requirements for suppliers. Nordstrom employees must report any known or suspected supplier violations and complete biennial training on these standards.
Nordstrom also provides a third-party reporting system with phone and web channels for employees, suppliers, and other stakeholders to report concerns or violations.

TRAINING

Employees involved in supply chain decisions receive training on identifying and addressing forced labor, including:

- What forced labor is and key indicators
- Why forced labor prevention matters to Nordstrom
- Steps Nordstrom and employees can take to help prevent forced labor

Private-label and select brand suppliers receive compliance training during onboarding, corrective action processes, and through initiatives such as our Supplier Summit, which covers the Partner Code of Conduct, human rights policies, and other expectations.

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