



Human Rights Policy

Overview

Lulu's Fashion Lounge Holdings, Inc. and its subsidiaries (collectively, "Lulus") is committed to respecting, protecting, and promoting fundamental human rights across our business operations and engagements with our employees, suppliers, customers and communities. We strive to conduct our business in accordance with the United Nations Universal [Declaration of Human Rights](#) and the [Guiding Principles on Business and Human Rights](#). We expect our suppliers, vendors, and business partners to share and uphold the commitments outlined in this Policy, as well as in our Code of Business Conduct and Ethics and Vendor and Supplier Code of Conduct, as applicable.

At Lulus, we are committed to:

1. Upholding Respect for Human Rights

- Protecting and respecting all individuals' rights, including those of groups traditionally in the minority or facing adverse discrimination.

2. Ensuring Equal Opportunities

- Abiding by all applicable labor laws and regulations.
- Strictly prohibiting any form of discrimination or harassment based on gender, race, color, disability, ethnicity, nationality, religion, sexual orientation, age, veteran status, or any other status protected by law.

3. Fair, Safe, and Equal Working Conditions

- Complying with all applicable legal and regulatory requirements, including those related to fair, safe and equal working conditions, rights to collective bargaining, work hours, minimum wages, overtime, and benefits.
- Working to ensure the health, safety, and well-being of all our personnel and providing a safe, healthy, and sanitary working environment by making security arrangements, addressing and remediating identified risks of occupational accidents, injury, and health impacts across our operations, and providing employee health benefits.
- Treating all personnel, suppliers, and customers with respect and dignity.
- Creating a workplace in which all personnel are valued and respected.

4. Freedom of Association and Collective Bargaining

- Respecting and upholding employees' individual rights to freely join, participate in or quit labor organizations to assert and defend their interests.
- Protecting personnel against any internal pressures, such as any form of discrimination, material loss or punishment designed to limit one's freedom of association.

5. Stakeholder Engagement

- Communicating the standards outlined in this Policy to internal and external stakeholders.
- Providing a hotline for reporting any concerns regarding human rights issues throughout Lulus' operations.
- Assisting our Vendors and Suppliers in upholding the commitments outlined in this Policy and as detailed in Lulus' Vendor and Supplier Code of Conduct.

Lulus respects the human rights of all our personnel, suppliers, and customers. Please report any suspected violation of this Policy to Lulus' General Counsel (legal@lulus.com) or to the Company's third-party hotline vendor at www.lighthouse-services.com/lulus or (844) 220-0003.

Policy Governance:

This Policy is governed by the Nominating and Corporate Governance Committee of Lulus' Board of the Directors (the "Committee"). The Committee will review this Policy periodically. The Company may amend or supplement this Policy from time to time.

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Effective March 7, 2023