

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Ethan Allen Global, Inc. and its subsidiaries has been and will continue to be an equal opportunity employer. To ensure full implementation of this equal employment opportunity policy, we will take steps to ensure that:

- a. Qualified persons are recruited, hired, assigned and promoted without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- b. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs are based on only job requirements and administered without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

Bob Kalina, VP of Human Resources, has been designated EEO Coordinator and assigned the overall responsibility to implementing the Company's legally required affirmative action programs related to individuals with a disability and protected veterans. As part of that responsibility, the EEO Coordinator will implement and administer an audit and reporting system to ensure compliance with the Company's affirmative action obligations, periodically measure the effectiveness of the affirmative action programs, and identify any areas for potential remedial action, as appropriate.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of the Company's affirmative action programs for individuals with a disability or protected veterans, please contact Mr. Kalina at 203-743-8267 during regular business hours, or via email at bob.kalina@ethanallen.com at any time. This is also a reminder that employees may update their disability status at any time in the Dayforce HRIS system.

The Company's top United States executive endorses this equal opportunity and affirmative action policy statement and asks for all personnel to assist and support equal employment opportunity for all.