

WILLIAMS-SONOMA, INC.

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Laura Alber
President and CEO

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017 USA

October 26, 2020

Dear Mr. Secretary-General,


I am pleased to confirm that Williams-Sonoma, Inc. supports the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Williams-Sonoma, Inc. will make a clear statement of this commitment to our stakeholders and the general public on our external website and 2020 Corporate Responsibility Scorecard.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by me expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from this initial letter of commitment to join the UN Global Compact.
- A description of practical actions that Williams-Sonoma, Inc. has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas: human rights, labor, environment, anti-corruption.
- A measurement of outcomes in each of those four issue areas.

We are looking forward to reporting on our progress next year in our annual Corporate Responsibility Scorecard and Impact Report.

Sincerely,



Laura Alber