



LUMBER LIQUIDATORS HOLDINGS, INC. (dba LL FLOORING) INTEGRITY CONCERN HOTLINE POLICY

Lumber Liquidators Holdings, Inc. (the “Company”) recognizes that activity which violates, or is perceived to violate, the Company’s Code of Business Conduct & Ethics (the “Code of Conduct”) or other Company policies and procedures, any applicable federal or state rule, regulation, or law, as well as other types of misconduct, can threaten the Company’s reputation as a reliable and honest organization. The Company is committed to ethical business practices and, as part of its efforts to continuously improve transparency, the Lumber Liquidators’ Integrity Concern Hotline, is available for all parties, including employees, independent contractors, and vendors, to raise concerns and/or seek guidance. The Integrity Concern Hotline provides for confidential, anonymous report of any integrity concern or other event that may endanger the health and safety of employees or the public. The Company’s Chief Ethics and Compliance Officer (“CECO”) is responsible for ensuring all matters in question are reviewed and/or investigated promptly to (i) determine whether any violation has occurred and (ii) take corrective/remedial action as needed, subject to the oversight and direction of the Audit Committee of the Board of Directors as further outlined below.

The Company believes that its employees have an obligation to report and expects its vendors, contractors, and other partners to report any allegations of suspected wrongdoing. This policy allows for matters to be reported in a confidential and, if desired, anonymous manner. The Company will not tolerate any retaliation toward employees who raise issues or seek guidance responsibly and in good faith. Any action to discharge, demote, suspend, threaten, intimidate, harass, or in any manner discriminate against an individual solely on the premise of whistleblowing activity to report their integrity concerns not only violates the standards and policies of the Company, but may also be a violation of the law. Company executives may be subject to criminal penalties, including imprisonment, for retaliation against someone who raises a concern appropriately.

To report concerns over suspected misconduct, potential conflicts, or breaches of the Code of Conduct, or other violations of company policies and procedures, the Company has retained the administrative services of NAVEX Global, Inc. to facilitate the reporting of incidents of suspected wrongdoing. Reporting methods include:

- a) Internet: www.lumberliquidators.ethicspoint.com
- b) Telephone: 1-800-799-3983 (English and Spanish)
400-880-1047 (Mandarin)
- c) Lumber Liquidators’ Ethics Email: Ethics@lumberliquidators.com

In addition, the Office of Ethics and Compliance has an “open door” policy and welcomes direct contact to raise a concern or seek guidance on any matter. This can be done any number of ways including, but not limited to, “walk- ins”; a direct call or e-mail to a member of the Office of Compliance & Ethics; or an anonymous note or suggestion.