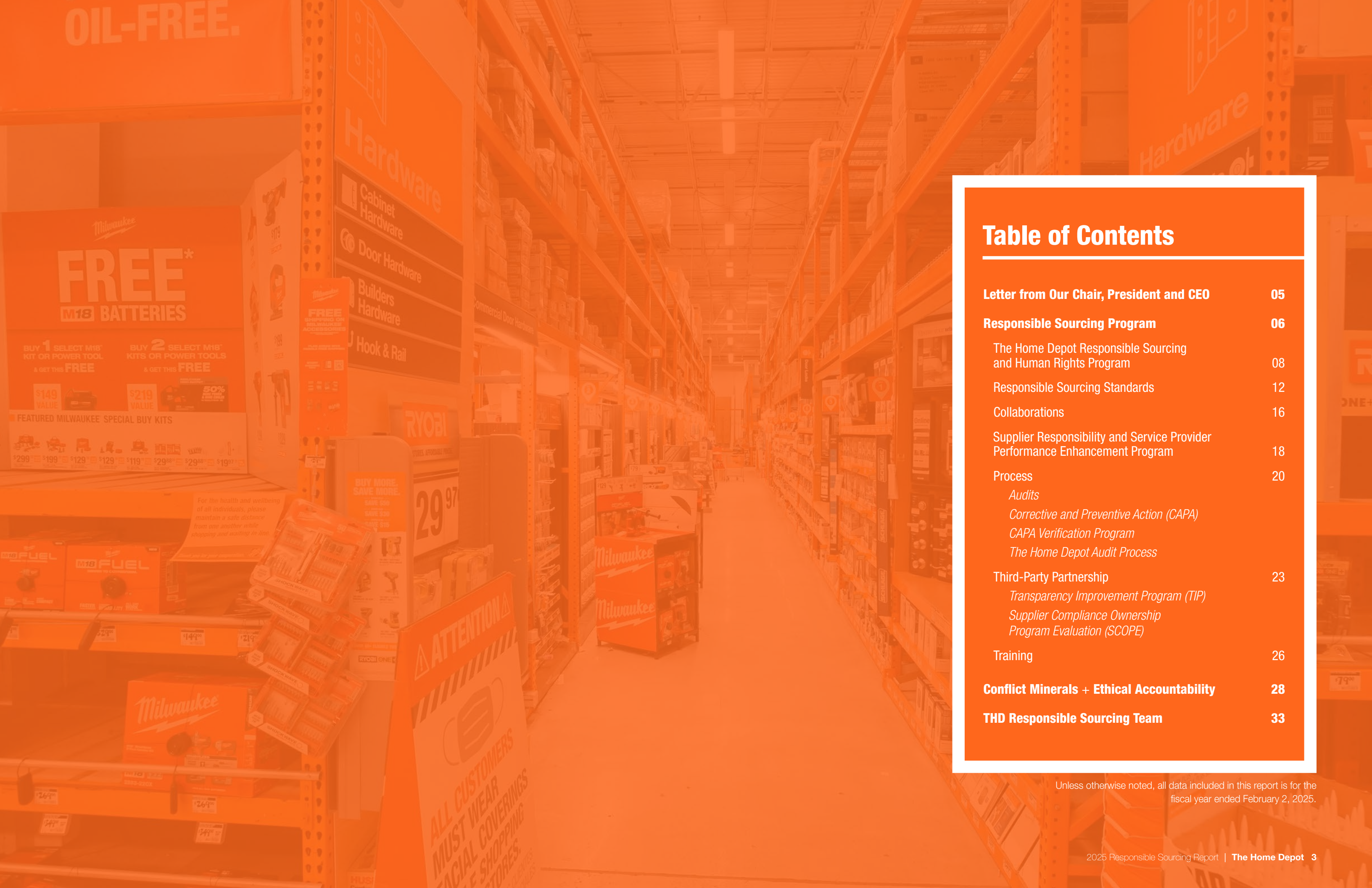




# 2025 Responsible Sourcing Report







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Unless otherwise noted, all data included in this report is for the fiscal year ended February 2, 2025.





## Letter from Our Chair, President and CEO

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### ***Our values define who we are, and how we operate.***

The Home Depot is built on eight core values, which guide how we serve our customers, support our associates, partner with our suppliers and strengthen our communities. Consistent with those values, we've long held the belief that the products we sell should be sourced and manufactured responsibly. We hold ourselves and our suppliers to high standards and expect them to do the right thing and treat all people with respect.

Through our Responsible Sourcing Program, we partner with suppliers, industry leaders, and other stakeholders to create environments where workers throughout the product supply chain are treated with dignity and operate in safe conditions. We're always looking for ways to improve so we can continue offering high-quality, responsibly sourced products to our customers.

Thank you to our associates and partners for your collaboration on this important work and the many ways you help us advance our business and live our values.

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**Ted Decker**  
Chair, President and CEO





# Responsible Sourcing Program





# The Home Depot Responsible Sourcing and Human Rights Program



Our values of Doing the Right Thing, Respect for All People and Taking Care of Our People are at the center of our Human Rights Program. The Home Depot and our affiliates, divisions and subsidiaries respect and support the dignity, well-being and human rights of our associates, the workers in our value chain, the communities in which we live and those affected by our operations.

The Home Depot is committed to respecting internationally recognized human rights. We review and are informed by the United Nations (UN) Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. We recognize that while governments have a duty to protect human rights, companies also have a responsibility to respect human rights. This means addressing the potential adverse impacts of our global operations.

We believe respecting human rights is of growing importance to our associates, workers, shareholders, investors, customers, consumers and the communities where we operate. There is both a business and moral case for working so that human rights are upheld across our supply chain.

Through contractual arrangements and our Responsible Sourcing Program, we require our suppliers to acknowledge and abide by our expectations. Our suppliers must agree to our Responsible Sourcing requirements as a condition of doing business with The Home Depot.







# Responsible Sourcing Starts at the Top



## Board of Directors and/or Board Committee

provides general oversight and receives annual progress report on and reviews results of the annual internal audit of the Responsible Sourcing Program.



## Executive Leadership Team

sets the tone for our ethical standards and provides oversight and guidance, as needed.



## Management

is responsible for owning and managing risks and implementing actions to ensure responsible sourcing objectives.



## The Home Depot's Global Sourcing Offices

work with our suppliers so they and the facility they choose for The Home Depot production maintain our standards.



## The Home Depot's Responsible Sourcing Team

includes dedicated associates focused on working with suppliers to implement our standards in their factories.



## Third-Party Auditors

conduct our responsible sourcing compliance audits.



## Internal Audit Associates

conduct annual audits to ensure our Responsible Sourcing Program is effective and meets our expectations.



The Home Depot expects that all suppliers will abide by all applicable international and local laws, rules, and regulations in the manufacture and distribution of merchandise or services provided to The Home Depot. Our suppliers are also contractually required to comply with The Home Depot's Responsible Sourcing Standards and are encouraged to exceed those standards and promote continuous improvement throughout their operations. Our suppliers must be able to demonstrate compliance with these requirements at the request of The Home Depot.

***Our Responsible Sourcing Standards establish the requirements that our suppliers must meet in order to conduct business with The Home Depot.***



# Responsible Sourcing Standards

## Laws and Regulations

Suppliers must operate in full compliance with all applicable laws and regulations of the countries in which they operate.

## Child Labor

Suppliers must not employ workers younger than the greater of 15 years of age – or 14 where the local law allows such exception consistent with International Labor Organization guidelines – or the age for completing compulsory education or the minimum age established by law in the country of manufacture.

In addition, suppliers must comply with all local legal requirements for the work of authorized young workers, particularly those pertaining to hours of work, wages and working conditions.

## Forced Labor

Suppliers must not use forced, bonded (including debt bondage) or indentured labor, or prison labor, nor shall suppliers participate in slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction, or fraud for labor or services. We also expect each vendor will conduct the due diligence necessary to ensure that all raw materials, components and finished products come from sources that also meet this standard.

There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities.

As part of the hiring process, workers must be provided with all documents relevant to their employment in a language they understand with a description of terms and conditions of employment prior to the worker departing from his or her country of origin, and there shall be no substitution or change(s) allowed in such documentation upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms.

All work must be voluntary, and workers shall be free to terminate their employment. Employers and agents may not hold or otherwise destroy, conceal, confiscate, or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits, unless such holdings are required by law.

Workers should not be required to pay employers’ or agents’ recruitment fees or other related fees for the purpose of being hired or as a condition of employment.

## Harassment and Abuse

Suppliers must treat all workers with respect and dignity. No worker shall be subject to corporal punishment or physical, sexual, psychological, or verbal harassment or abuse. In addition, suppliers will not use monetary fines as a disciplinary practice.

## Compensation

Suppliers must meet or exceed the minimum wage and compensation requirements as defined under applicable labor laws, applicable agreements and local regulations for regular work, overtime work, production rates, and other elements of compensation and employee benefits.

## Hours of Work

Suppliers must ensure that, except in extraordinary business circumstances, on a regularly scheduled basis, workers shall not be required to work more than the lesser of (a) sixty (60) hours per week, including overtime, or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances, all workers shall be entitled to at least one day off in every consecutive seven-day period.

## Non-Discrimination

Suppliers will ensure employment – including hiring, salary, benefits, advancement, discipline, termination, retirement, or any other terms and conditions of employment – should be based solely on the person’s ability to perform the job requirements and not the person’s beliefs or any other personal characteristics.

## Freedom of Association and Collective Bargaining

Suppliers must recognize and respect the rights of workers to exercise lawful rights of free association, including joining or not joining any association. Suppliers must also respect the legal right of workers to bargain collectively.

## Health and Safety

Suppliers must provide a safe and healthy working environment in accordance with applicable laws and regulations.

## Environment

Suppliers must comply with all local environmental laws and regulations applicable to the workplace. Factories must conduct business in a manner which minimizes their impact on the environment.

## Subcontracting

Suppliers must not use subcontractors in the manufacture of products or product components for The Home Depot without disclosing such information to The Home Depot, and only after the subcontractor has adequately demonstrated compliance with these Responsible Sourcing Standards.



Communication

Suppliers must communicate the provisions of The Home Depot Responsible Sourcing Standards to all workers and supervisors.

Business Ethics

Suppliers will conduct business with The Home Depot consistent with honesty and integrity and demonstrate the highest standards of business ethics. Suppliers will take no actions directed at improperly impacting the results of any audit including presentation of falsified records or coaching of employees. Consistent with The Home Depot Gift and Entertainment Policy, suppliers will not offer any incentives to The Home Depot’s associates or audit firm representatives.

Monitoring and Compliance

The Home Depot will undertake affirmative measures, such as announced and unannounced on-site audits of production factories, to monitor compliance with our Responsible Sourcing Standards. Suppliers must maintain on site all documentation necessary to demonstrate compliance with the Responsible Sourcing Standards, and suppliers must allow associates and/or representatives from The Home Depot full access to production facilities, worker records, production records and workers for confidential interviews in connection with monitoring visits.

Suppliers are expected to take necessary corrective actions to promptly remediate any noncompliance. Suppliers are expected to actively engage in remediation – including timely preparation and presentation of a Corrective and Preventive Action (CAPA) plan. The Home Depot reserves the right to terminate its business relationship with any supplier that is unwilling to comply with these Responsible Sourcing Standards.



Forced Labor Initiatives

Our Responsible Sourcing Standards are reviewed and updated periodically as we assess the risks faced in our supply chain and determine how to manage those risks. We use a risk-based approach to assess and manage the many aspects of our supply chain oversight and support our efforts to conduct our business in a responsible and ethical manner. Part of this approach is monitoring current trends in the domestic and international labor markets to identify growing risk areas in our supply chain and updating our standards and audit practices based on those trends.

In early 2019, we updated and expanded our standards with respect to forced labor to better align with standard global practices. We revised our standards to more specifically address practices that can create an environment where labor is forced, even if it appears voluntary on its face. We now provide specific requirements regarding a worker’s freedom of movement, supplier hiring practices, a worker’s ability to terminate employment, access to identity or immigration documents, and payment of recruiting fees. In early 2021, we also updated these standards to prohibit all prison labor, removing the provision that previously permitted voluntary prison labor. Our forced labor standards are based on the code of conduct provided by the Responsible Business Alliance (RBA), the world’s largest industry coalition dedicated to corporate social responsibility in global supply chains.

In early 2019, we also joined the RBA’s Responsible Labor Initiative, a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted. As a member of the Responsible Labor Initiative, we have access to best practices, tools, partnerships and other resources to better enable us to understand emerging issues, enhance our forced labor due diligence program and assist us in meeting regulatory requirements. These actions enhance and reinforce our oversight program, which includes factory audits that are focused on the areas that we believe pose the greatest risk.

Furthermore, in late 2021, we started taking additional steps to reinforce the forced labor compliance aspects of The Home Depot’s Responsible Sourcing Program and to help make the product we sell free from forced labor and compliant with all applicable regulations. We created a cross-functional, advisory Forced Labor Working Group to oversee our forced labor compliance strategy. As part of that strategy, we work closely with our suppliers to conduct risk-based mapping and tracing of our supply chains and to improve supply chain visibility. We also continuously monitor external reports and regulatory developments to stay abreast of geographic-, entity-, and product-specific risks related to forced labor and to proactively identify and address specific risks that may exist in our supply chain. We hold suppliers accountable with expanded contractual requirements, certifications and audits; increased communications and training; and enhanced due diligence on high-risk supply chains requiring timely mitigation of any identified forced labor risk. We also conduct ongoing screening of our suppliers against sanctioned and listed entities.

We believe the actions we have taken to address the use of forced labor in the manufacture of products that we sell are appropriate and use a reasonable, risk-based approach to address this aspect of supply chain oversight.



# Collaborations

The Home Depot is a member of industry initiatives and partnerships associated with tackling forced labor and child labor and other responsible sourcing issues as we view collaboration as essential to addressing systemic issues impacting working conditions and to encourage alignment with industry best practices.

## Responsible Labor Initiative (RLI)



The Home Depot is a member of the **Responsible Business Alliance's Responsible Labor Initiative**. RLI is a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of workers vulnerable to forced labor in global supply chains are consistently respected and promoted. Since 2022, The Home Depot was added to the RLI Steering Committee, which is a governance body that consists of 13 voting positions. The Steering Committee is responsible for the strategic guidance and direction of the RLI and reports to the RBA Board of Directors.

## Responsible Business Alliance (RBA)



As of September 2025, The Home Depot became a member of the **Responsible Business Alliance**, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. Members, suppliers, and stakeholders collaborate to improve working and environmental conditions and business performance through leading standards and practices.

## Retail Ethical Sourcing Assessment (RESA)



In 2017, The Home Depot and Lowe's worked collaboratively to establish and implement a unified audit template for both companies. The goal of the **Retail Ethical Sourcing Assessment** is to avoid duplication of audits where The Home Depot and Lowe's are utilizing the same factories. We encourage other retailers to join us in reducing "audit fatigue" by utilizing RESA. RESA's collaborative approach allows for audit resources to shift and enables our Responsible Sourcing team and factories to dedicate those saved resources to further focus on improvement and compliance-related activities. In addition to the RESA collaboration, there were 1,679 shared audits between THD and Lowe's from 2017 to 2024.

## Association of Professional Social Compliance Auditors (APSCA)



The **Association of Professional Social Compliance Auditors** plays a vital role in enabling brands, retailers, producers, and other partners to assess and work toward improvement in labor conditions, including human rights and social issues throughout supply chains. APSCA aims to increase the value and effectiveness of independent social compliance audits by enhancing the professionalism and credibility of individuals and organizations performing them. All APSCA members are required to sign and abide by a Code of Professional Conduct, which defines their commitments and the responsibilities to which they must adhere and will be held accountable. We require our third-party audit partners to be members of APSCA.





# Supplier Responsibility and Service Provider Performance Enhancement Program

## Supplier/Factory Responsibility Enhancement Initiatives

The Home Depot wants to recognize and reward suppliers that lead the way in delivering good, responsible sourcing practices through their commitment to continuous improvement.

Since 2023, we launched a new Enhanced Factory Responsibility Program that rewards factories that have delivered multi-year improvements. We rewarded 111 factories with Enhanced Responsibility benefits in 2023 and 44 factories in 2024 and look forward to continuing to grow the list of top-performing partners in the years to come.

## SP Performance Enhancement

We have established basic key performance indicators (KPIs) to measure Service Provider (SP) performance and issue Corrective and Preventive Action (CAPA) plans for quality issues detected in the process. SPs have made related improvements, but some issues have continued to occur. To build on prior progress and further enhance our programs, especially in light of our efforts to diversify our supply chain, we developed a mechanism to evaluate SPs' performance across various aspects. This mechanism goes beyond basic KPIs such as report quality and audit turnaround time (TAT) by quantifying service quality issues and rewarding value-added services as well. We link the evaluation results with SP re-audit task volume to encourage positive competition and promote proactiveness and effectiveness. The top-performing SP will receive the largest portion of the re-audit task volume while the lowest-performing SP will receive the least.

## Home Depot Wood Purchasing Policy

The Home Depot will not offer products for sale that contain wood from regions identified in our latest [Wood Purchasing Policy](#).





# Process

## Audits

All non-Canada and non-U.S. factories producing private brand and direct import products for The Home Depot are required to receive a Responsible Sourcing audit prior to production for The Home Depot. We have the right to audit factories selling product to The Home Depot.



## Corrective and Preventive Action (CAPA)

The Home Depot believes deficiencies found during an audit should be first reviewed and addressed by the factory management team. We believe it is not only important for the factory to correct the problem, but also to prevent that problem from happening again. To that end, we have developed a comprehensive review and remediation program to address these deficiencies. The Home Depot works with our factory partners to develop strong, actionable plans with reasonable timelines to encourage both corrective and preventive solutions are put in place.

## CAPA Verification Program

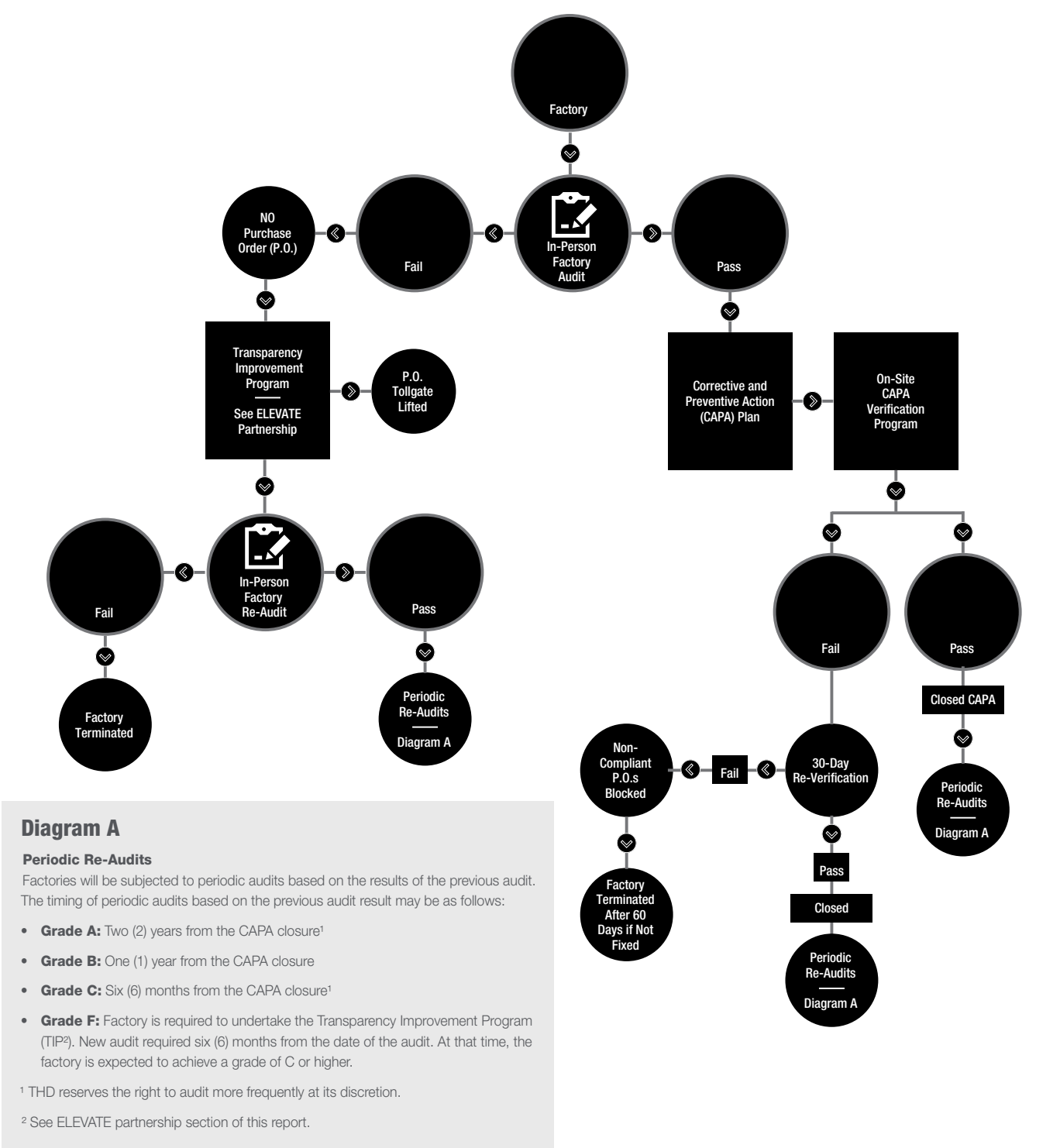
This program requires additional verification visits after a CAPA plan is approved so that the original auditor can verify corrective and preventive actions have been implemented.

If a factory does not implement the corrective and preventive actions approved in their plan by the expected milestones in the program, The Home Depot may cease all future purchase orders with that factory.





The Home Depot Audit Process



Third-Party Partnership

When heightened issues of noncompliance are identified, The Home Depot is committed to working with suppliers and factories above and beyond the traditional CAPA program to improve working conditions. The Home Depot has a two-pronged approach to working with suppliers and factories where recurrent or heightened issues have been identified: the factory-focused Transparency Improvement Program (TIP), launched in 2008, and the supplier-focused Supplier Compliance Ownership Program Evaluation (SCOPE), launched in 2011.

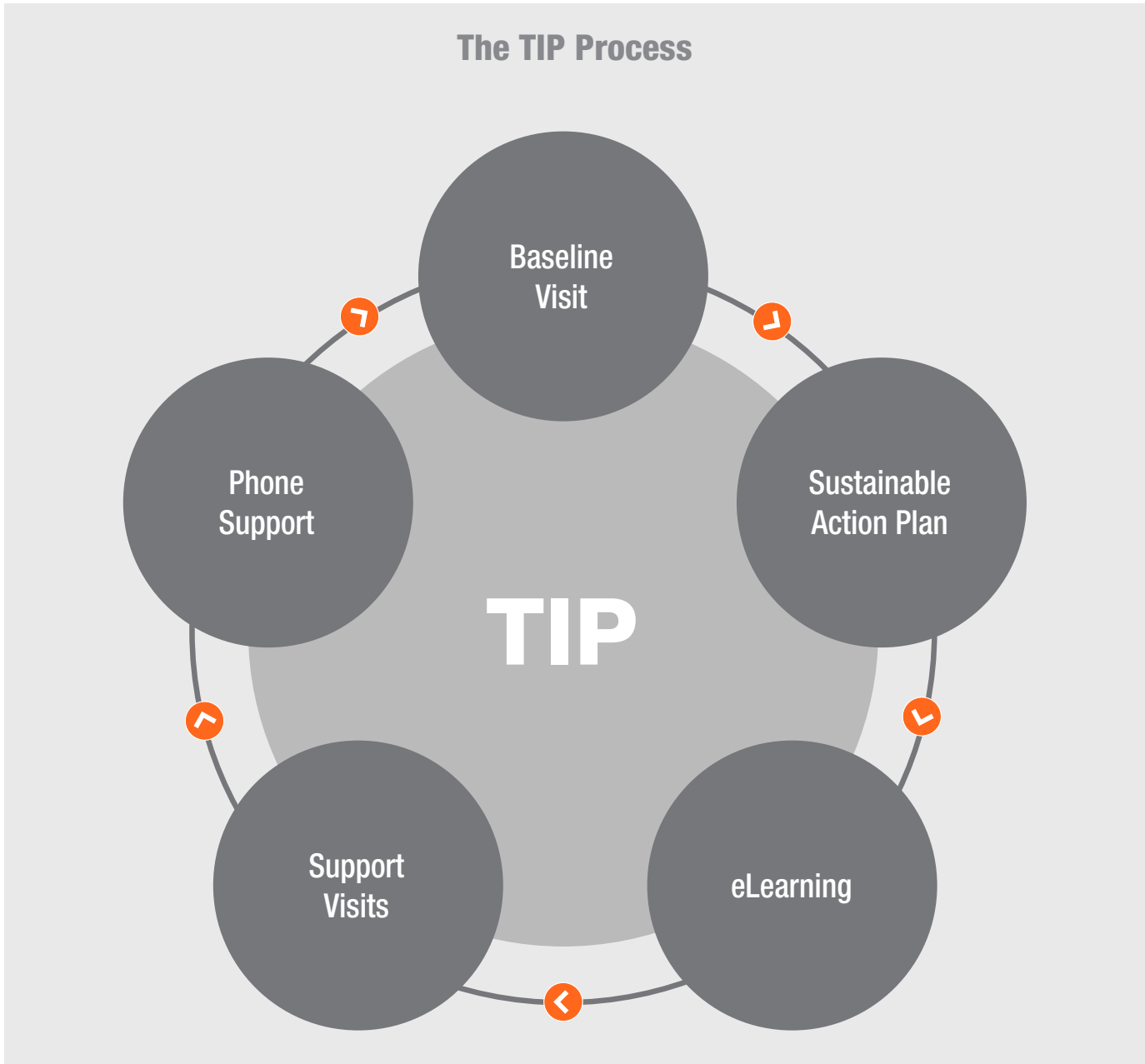




Transparency Improvement Program (TIP)

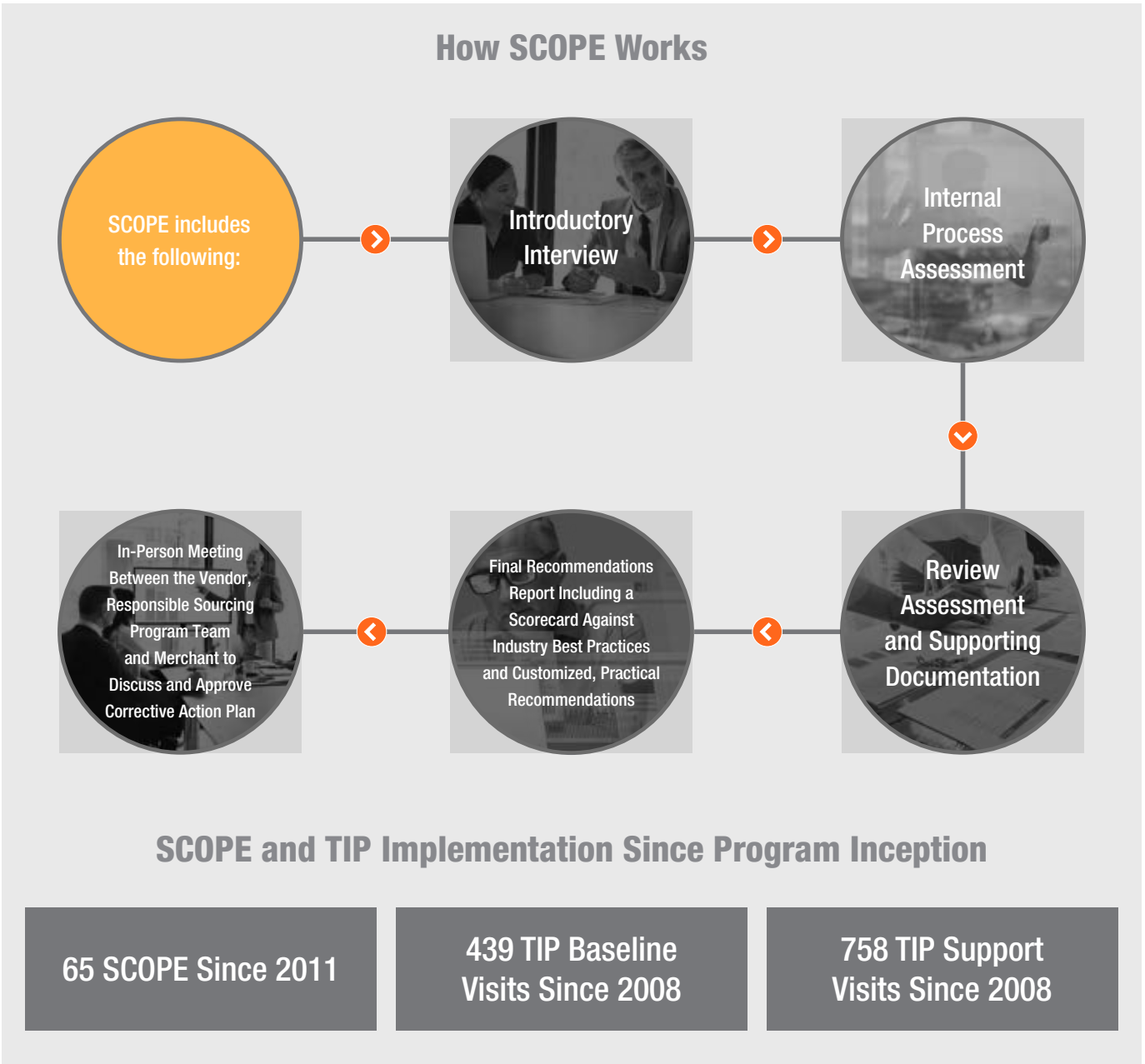
TIP is a factory-specific program unique to The Home Depot that is designed to support sustainable improvement for factories with recurrent and/or heightened issues. TIP was designed and is implemented by our third-party partners LRQA and UL, two leading third-party business risk and sustainability solutions providers.

TIP is a six-month program designed to reinforce the need for transparency and provide factories with the opportunity and support needed to develop and implement management systems in a practical way and within reasonable time frames.



Supplier Compliance Ownership Program Evaluation (SCOPE)

If serious issues are identified in a factory, The Home Depot will work with the supplier to improve their systems for managing factory compliance. We partner with LRQA to use their SCOPE gap analysis to evaluate program effectiveness and require factories to close any gaps.





Training

29

Number of Countries

1,613

Online Course Completions

9

Live Virtual Training Sessions

397 vendors and factories worldwide

The Home Depot believes that through sufficient and effective communication, we can best partner with our suppliers and their factories to achieve our mutual goals.

The Home Depot continues to engage and support our business partners via our online training system, which provides an alternative solution for remote learning post-COVID and helps our suppliers understand the Responsible Sourcing processes and policies, no matter where they are located.

In 2024, we:

- Required all new suppliers and factories to complete and receive a passing grade on the Responsible Sourcing Standards and forced labor policy training.
- Continued to require all suppliers and factories with a grade lower than B to retake and pass the training. They must also present their certificate of completion at the time of their next audit. We believe this is driving better factory performance in Responsible Sourcing.

Our online training program also has an “ask question” function so the Responsible Sourcing team can provide timely responses to the suppliers’ and factories’ questions. We are committed to being transparent with our partners and to helping them understand our expectations so that they in turn will be transparent with us.

In addition to training our supplier partners, The Home Depot annually carries out a mandatory training for internal employees responsible for sourcing products on how to identify social responsibility issues.

Country Law Governance

The Home Depot Responsible Sourcing team developed digital country law guides for 14 key countries of expansion outside of China to support the global supply chain migration we have seen since 2020. Each of these 14 guides contains a comparison to the corresponding Chinese laws related to our Responsible Sourcing Standards.

These guides provide our Responsible Sourcing team with additional tools to better understand the varying legal requirements across key nations where our supply chain has expanded. The team has also utilized this tool to educate our internal and external partners.

The following chart illustrates the types of information contained in the guides at the time of publication.

| VIETNAM   | CHINA  |
|---|--|
| Child Labor/Young Employment  |  |
| <b>Child labor:</b> <15 years old<br><b>Young employment:</b> <ul style="list-style-type: none"><li>• 13-15 years old: only could work in situations, specified work type list in MOLISA</li><li>• 15-18 years old: work in certain situations, with separated employee register approved by local labor office</li></ul>   | <b>Child labor:</b> <16 years old<br><b>Young employment:</b> <ul style="list-style-type: none"><li>• 12-16 years old: forbidden; only literature and art, physical culture and sport, special arts</li><li>• 16-18 years old: no hazard, health check, acknowledged by local government</li></ul>   |
| Employment Type   |  |
| <b>Contracts:</b> 2 copies of written except for working terms less than 1 month<br><b>Contract terms:</b> Unfixed terms, fixed terms (<36 months)<br><b>Trial period:</b> (>=85% of the official salary>=minimum wage) <ul style="list-style-type: none"><li>• Normally 30 days, less than 2 months, 6 days for non-skilled jobs</li></ul> <b>Termination notice:</b> <ul style="list-style-type: none"><li>• 45 days for unfixed term</li><li>• 30 days for fixed term</li><li>• 3 days for seasonal or less than 12 months</li></ul> <b>Severance pay:</b> Worked for 12 months, 0.5 months salary for each working year<br><b>Special requirement:</b> Expired, no special requirement was mentioned in the updated law | <b>Contracts:</b> 2 copies of written<br><b>Contract terms:</b> Unfixed terms, fixed terms<br><b>Trial period:</b> (>=80% of the official salary>=minimum wage) <ul style="list-style-type: none"><li>• Terms &lt;3 months: no trial period</li><li>• 3 months-1 year: &lt;1 month</li><li>• 1-3 years: &lt;2 months</li><li>• Above 3 years: &lt;6 months</li></ul> <b>Termination notice:</b> Normally 30 days; 3 days for trial period<br><b>Severance pay:</b> <ul style="list-style-type: none"><li>• &lt;6 months: 0.5 months' salary</li><li>• 6 months-1 year: 1-month salary</li><li>• &gt;1 year: 1-month salary for each working year</li></ul> |
| CAMBODIA  | CHINA  |
| Child Labor/Young Employment  |  |
| <b>Child labor:</b> <15 years old<br><b>Employment:</b> <ul style="list-style-type: none"><li>• 12-15 years old: light work, no hazard, consulted with the Labour Advisory Committee</li><li>• 15-18 years old: H&amp;S should be guaranteed/no excessive overtime</li></ul>  | <b>Child labor:</b> <16 years old<br><b>Employment:</b> <ul style="list-style-type: none"><li>• 12-16 years old: forbidden; only literature and art, physical culture and sport, special arts</li><li>• 16-18 years old: no hazard, health check, acknowledged by local government</li></ul>   |
| Employment Type   |  |
| <b>Part-time worker:</b> <48 hours per week<br><b>Temporary worker:</b> <21 days/months and 2 months<br><b>Foreign employees:</b> <ul style="list-style-type: none"><li>• Service fee: &lt;10% of total Cambodian employee</li><li>• Visa application fee: USD 35/1st time, re-application fee based on type and duration</li></ul>   | <b>Part-time worker:</b> Less than 10%<br><b>Temporary worker:</b> <6 months, temporary, auxiliary or substitute job positions only<br><b>Foreign employees:</b> Visa fee varied against origin countries and frequency of entry   |
| Regulations/Contractual   |  |
| <b>Internal regulations:</b> >8 employees: needs approval by inspector<br><b>Labor contract:</b> <ul style="list-style-type: none"><li>• &gt;2 years: undetermined duration contracts</li><li>• &lt;2 years: fixed duration contracts</li></ul> <b>Strike:</b> <ul style="list-style-type: none"><li>• Prior notice: at least 7 working days</li><li>• The employer: refuse to pay their wage during the strike/could not hire new employee to replace them</li></ul>   | <b>Internal regulations:</b> Posted in factory (no approval required)<br><b>Labor contract:</b> Open-ended contract: <ul style="list-style-type: none"><li>• 3rd time sign the contract</li></ul> or <ul style="list-style-type: none"><li>• More than 10 years</li></ul> <b>Strike:</b> N/A   |



Conflict Minerals  
+ Ethical Accountability





# Conflict Minerals

33  
In-Scope  
Tier 1 Suppliers

2 (or 6%)  
of the  
31 Respondents  
Indicated 3TG in  
Their Products

The Home Depot is committed to the responsible sourcing of materials for our products, and we expect that our suppliers are likewise committed to responsible sourcing.

Our Expectations

We expect all suppliers manufacturing our products to partner with us to provide appropriate information and conduct necessary due diligence in order to facilitate our compliance with the conflict minerals law. We further expect all suppliers manufacturing our products to adopt sourcing practices to obtain products and materials from suppliers not involved in funding conflict in the Democratic Republic of the Congo and adjoining countries.

Our Partnerships

We partnered with our private brands and proprietary brand suppliers whose custom products contain tin, tungsten, tantalum or gold (3TG) to identify the source of any 3TG in the supply chain.

Through our due diligence process, which is based on due diligence guidance from the Organization for Economic Co-Operation and Development (OECD), we received 94% participation from our in-scope private brands and proprietary Tier 1 suppliers for the calendar year ended December 31, 2024.

We continue to work closely with our suppliers to encourage them to implement responsible sourcing and encourage their smelters to obtain a “conflict-free” designation from an independent third-party auditor.



For more information, please refer to our [Conflict Minerals Policy](#).

*We report this data as of the calendar year ended December 31, 2024, consistent with U.S. Securities and Exchange Commission rules.*

# Ethical Accountability

## Promoting a Culture of Ethical Accountability

We provide ways for our suppliers, factory workers and service providers to report concerns when they think our Home Depot Responsible Sourcing Standards, values or compliance with the law may be compromised.

Anonymous Reports

Workers in all countries where we source goods may submit anonymous reports via [The Supplier AlertLine](#).

Supplier AlertLine

Supplier AlertLine is answered by a live operator 24/7 in these countries:



U.S. and Canada  
**1-800-435-3152**



Mexico  
**800-872-1791**



China  
**400-1-203-548**



India  
**022-5016-9902**



Vietnam  
**024-7779-9061**





## THD Responsible Sourcing Team

### Brian Mandigo – Vice President



Brian Mandigo serves as Vice President of Global Sourcing at The Home Depot and leads the company's Responsible Sourcing (RS) initiatives. During his 23-year tenure, he has held a variety of leadership roles, including Pro merchandising – where he advanced sustainable construction practices – private brand product development and key merchandising positions in lumber, millwork and paint. In his current role, Brian oversees The Home Depot's international product sourcing offices, Responsible Sourcing programs and Product Onboarding processes. Beyond his professional responsibilities, he is deeply engaged in the community and currently serves as Board Chair for Families First, an organization dedicated to building resilient families so every child can thrive.

### Marife Casem – Director



Marife Casem joined The Home Depot in November 2024 as Director of Responsible Sourcing, where she leads RS global strategy and program innovation. She brings more than 20 years of experience in RS and sustainability, having held leadership roles at Walmart, various suppliers, the Employers Confederation of the Philippines and the International Justice Mission. Her areas of expertise include strategic planning, management systems, supplier development, multi-stakeholder engagement across global supply chains and social auditing. She has also designed and delivered a training-of-trainers program for the International Labour Organization's forced labor initiative. Marife plays an active role in advancing business and human rights through key industry collaborations, including the Responsible Labor Initiative as a Steering Committee member, among others.

### Cathy Cao – Senior Manager



Cathy Cao joined the RS team as Senior Manager in November 2014. She manages the RS team to drive and implement the company's global strategy throughout The Home Depot and supply chain partners; works closely with third-party audit firm partners to guide them in meeting our service level expectations; and collaborates with multifunctional teams throughout The Home Depot to support the overall global sourcing business. Prior to joining the RS team, Cathy was a Supplier Quality Engineer (SQE) and led the SQE team of multiple categories in The Home Depot Asia Sourcing Office (ASO); was responsible for quality assurance at H.E.F. Group; and was a Radio Frequency Testing Engineer at Lucent Technologies.



# THD Responsible Sourcing Team

Weina Li – Manager



Weina Li joined The Home Depot in June 2012 as Assistant Manager of Responsible Sourcing and was promoted to RS Manager in April 2014. She is responsible for managing the daily operation of the RS team and works closely with third-party service providers for RS audit reporting system maintenance and enhancement, RS SOP enhancement and project management. Prior to joining The Home Depot, Weina worked at PCH International as Senior Compliance Officer for four years and as Senior Account Manager and Auditor of System Auditing at TUV Rheinland Shenzhen Co., Ltd. for five years.

Alain Santos – Manager



Alain Santos joined the Responsible Sourcing team as a Manager in October 2025, focusing on U.S. RS strategy implementation. Previously, he spent four years at The Home Depot as a Quality Assurance Engineer, leading corrective action monitoring, quality analysis, and risk mitigation in product manufacturing and supply chains. He also fostered cross-functional collaboration with suppliers and internal teams. Alain brings three years of manufacturing engineering experience from Honda, where he served as a Product Test and Quality Engineer.

Wendy Liu – Assistant Manager



Wendy Liu joined The Home Depot in September 2017 as Responsible Sourcing Specialist. She is responsible for The Home Depot Responsible Sourcing Program service provider and supplier monitoring processes for the lighting, storage and digital décor departments. Wendy also is responsible for conducting factory audits and coordinating with functional teams in the Shenzhen ASO, and she co-leads the performance assessments of third-party audit service providers.

Prior to joining The Home Depot, Wendy worked as Social Compliance Auditor at UL for seven years.

Gomez Vo – Assistant Manager



Gomez joined The Home Depot RS team in August 2025 as Assistant Manager based in Vietnam. Gomez held roles as Compliance Manager at Motives Vietnam Corporation, where he managed social compliance programs for factories in Vietnam and other Asian countries, and at Siegwerk Vietnam as a Health, Safety & Environment Specialist. He brings expertise in managing social compliance audits, supplier development, establishing compliance programs and building relationships.

Samantha Li – Senior Specialist



Samantha Li joined The Home Depot in September 2013 as Responsible Sourcing Senior Specialist. She works closely with the Responsible Sourcing ASO team and related Global Sourcing cross-functional teams in charge of all responsible sourcing issues for the kitchen and bath, indoor garden and building materials departments, as well as The Home Depot Pro team. Samantha has 15 years of work experience in social compliance and quality assurance auditing.

Prior to joining The Home Depot, Samantha worked as a Senior Assessor at PVH. She also worked as Social Compliance Specialist at Knothe Apparel Group SHA.

Tina Liang – Specialist



Tina Liang joined The Home Depot in May 2024 as Responsible Sourcing Specialist. She works closely with the Responsible Sourcing ASO team and related Global Sourcing cross-functional teams in charge of all responsible sourcing issues for the lumber, building materials, electrical, outdoor garden and millwork departments. Tina plays a lead role in Home Depot supplier trainings. Prior to joining The Home Depot, Tina worked as ESG Specialist at SHEIN.

Belle Hu – Specialist



Belle Hu joined The Home Depot in August 2022 as Responsible Sourcing Specialist. She works closely with the Responsible Sourcing ASO team and related Global Sourcing cross-functional teams in charge of all responsible sourcing issues for kitchen and bath, home application, patio, cleaning, BBQ and plumbing.

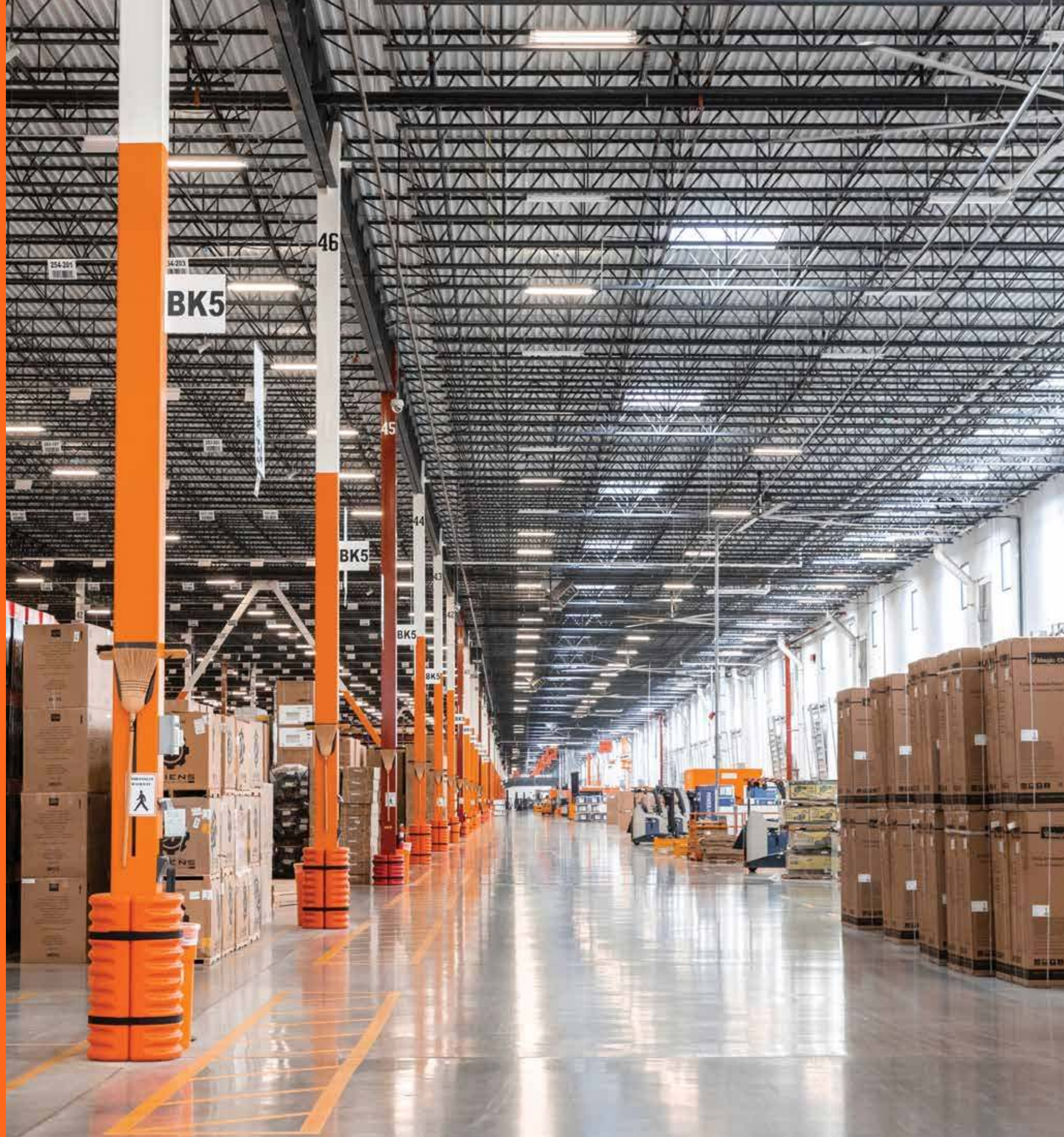
Belle has nine years of working experience in social compliance. Prior to joining The Home Depot, Belle worked as Responsible Sourcing Specialist at Tesco for four years. Before that, she worked as Social Compliance Auditor and Report Reviewer at UL for four years.



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***“A close partnership with both The Home Depot Responsible Sourcing teams has not only led to better tracking and tracing, but also enhanced our efforts to push the boundaries of this important work. We look forward to continuing our progress and collaboration with The Home Depot for years to come.”***

— Travis Dreher, Senior Vice President, Supply Chain, HMTX Industries

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Responsible sourcing has always been at the center of HMTX values. In recent years, we have continued to improve our Responsible Sourcing Program by partnering with leading partners and providers on end-to-end supply chain visibility solutions to enhance the management of our tier-1 and sub-suppliers in every country where we source our materials. We monitor our supplier network on a continual basis and collaborate with our production partners to enhance our transparency and quality of data provided to the market.







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