



HUMAN RIGHTS STATEMENT

Ethics and integrity are the cornerstone of Tarkett's values. Respect for human rights is an essential part of our vision of a world where everyone is treated equally and with dignity.

Tarkett signed up to the United Nations Global Compact (UN GC) in 2010 and is fully committed to upholding the Ten UN GC Principles in its day-to-day activities.

As a socially responsible company, we respect human rights as set out in the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Convention on the Elimination of All Forms of Discrimination against Women, the International Labor Organization Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

These established international standards are also reflected in our own values, principles and policies, which constitute a binding framework for all our stakeholders.

We believe that each person, company and government has an obligation to protect and support human rights. We embrace this responsibility as a global leader in our sector, respecting the human rights of our employees, business partners and local communities.

Respect of the human rights of our employees and social partners

Protecting Health and Safety

We consider safety as a priority commitment and have set a goal of frequency rate (Fr1t) lower than 1.0 by 2025.

The commitment of all the teams is paramount, from executives and management to every employee in the company, wherever they are and whatever their job.

A program aimed at raising all employee's awareness of safety issues and at promoting the best safety standards has been rolled out and is constantly improved.

Abolishing Forced Labor, Human Trafficking and Child Labor

We combat any use of forced or compulsory labor, human trafficking and all forms of slavery in our business and supply chains.

Tarkett's internal policies and Code of Ethics also formally prohibit any form of child labor.

Eliminating Discrimination

Our policy is to recruit, train and promote individuals, regardless of ethnicity, color, gender identity, religion, political affiliation, country of origin, ancestry, place of birth, age, marital status, sexual orientation, disability, union membership or any other discriminating factors. All employees must base their decisions on this principle, without exception.

We always reward and demonstrate our recognition to our employees in a non-discriminatory manner.

Combating all forms of Harassment

We commit to a workplace free of harassment and abuse. We combat any harsh or inhumane treatment, including sexual and psychological harassment, mental and physical coercion and any verbal abuse.

Promoting Freedom of Association

Beyond compliance with local labor laws, we have the same respect for the basic values and principles of freedom of association in all countries in which we operate. This applies in particular to trade unions. We also undertake to respect our employees' freedom to negotiate and to bargain collectively.

“ Tarkett is committed to putting people first, which implies caring for their health, safety, and wellbeing, promoting an inclusive culture and building teams that reflect the diversity of our society and our customers all over the world.

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Séverine Grosjean
Group EVP HR

Respect of the human rights throughout our supply chains

Tarkett expects all its suppliers and subcontractors to share its commitment to high ethical standards and to operate in a responsible and ethical manner towards their employees and their own suppliers.

A clear policy framework is set for our business partners through our Supplier Code of Conduct that defines the minimum standards expected from our vendors.

We promote our approach through requiring our main suppliers to sign our Supplier Code of Conduct, which contains human rights provisions.

Furthermore, due diligence on suppliers is performed as per our third party risk management policy.

Respect of the human rights of the people in communities in which we operate

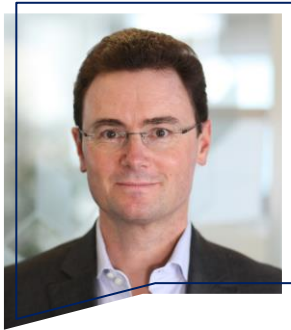
Tarkett builds relationships with local stakeholders (installers, subcontractors or distributors) while respecting the local culture. In its own distinctive way, Tarkett is Russian in Russia, American in the United States and Chinese in China.



The impact our business has on local communities and the society as a whole is continuously monitored and addressed.

We respect the rights of local people and reflect on the human rights impact our operations have on these communities.

Our volunteering and community support program Tarkett Cares has also formalized our commitment and that of our employees to local communities in many countries. One of the main aims of this program is to help improve the lives of people in the communities where we are located, and more generally to contribute to local needs. Our entities also support local initiatives through making financial, material or product donations and involving employees in these projects.



Fabrice Barthélemy
CEO

“ *As we mark in 2022 twelve years of our commitment to the United Nations Global Compact and its Ten Principles, we are convinced that respecting and promoting fundamental human rights will contribute to making the planet a better place to live for today’s and tomorrow’s generations.* ”

Continuous improvement and monitoring

Tarkett works constantly to further improve its action and performance on social responsibility, fully aligned with our "People and Planet" strategy.

We are particularly vigilant in detecting abuses that can constitute an infringement of human rights in all their forms.

The Compliance Hotline available in 150 countries and in 200 languages, as well as the Ethics Hotline in the United States and Canada, allow our employees and business partners around the world to alert us on any potential concerns or violations that they may encounter within Tarkett, particularly in terms of human rights, health, safety and environment.

If we learnt that we have been associated with human rights' violations, we will take steps to rectify the situation, taking account of the interests of those whose rights have been violated.

WHOM TO CONTACT IN CASE OF BREACH OF THIS POLICY:



ETHICS HOTLINE
(US + Canada)



COMPLIANCE HOTLINE
(Rest of the World)