



## HUMAN RIGHTS STATEMENT

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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 Bill 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**

Safety is our top priority, and we have set an ambitious goal to achieve a frequency rate (Fr1t) of 1.0 by 2025. This commitment requires the dedication of all teams, from executives and management to every employee, regardless of their location or role. We strive to maintain high standards of health and safety in all daily activities.

To support this goal, we have implemented a comprehensive program designed to raise awareness of safety issues and promote the best safety practices among all employees. This program is continuously improved to ensure it remains effective and relevant.

#### **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.

We are committed to upholding non-discrimination principles based on the same criteria in our interactions with all stakeholders.



## Combating all forms of Harassment

We commit to maintaining a workplace free of harassment and abuse, ensuring that all employees are treated with respect. We actively combat any harsh or inhumane treatment, including sexual and psychological harassment, mental and physical coercion and any verbal abuse. Our policy also promotes a healthy work-life balance by advocating for non-excessive working hours and limiting business communication outside of working hours.

## Promoting Freedom of Association

Beyond complying with local labor laws, we respect the principles of freedom of association in all countries where we operate, particularly regarding trade unions. We support our employees' rights to negotiate and bargain collectively, ensuring they can freely join, participate in, or leave labor organizations without fear of discrimination, pay loss, or dismissal. We value dialogue with employee representatives, Works Councils, and trade unions, and we support collective bargaining.

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*At Tarkett, we are committed to putting people first, which implies caring for their health, safety and well-being, promoting an inclusive culture and building teams that reflect the diversity of our society and our customers all over the world.* ”



**Fabrice Barthélemy**  
Chairman of the  
Board

## Respect of the human rights throughout our supply chains

Tarkett expects all its suppliers and subcontractors to uphold high ethical standards, provide a decent living wage, and operate responsibly and ethically towards their employees and their own suppliers.

Our Supplier Code of Conduct sets a clear policy framework, defining the minimum standards we expect from our vendors.

We reinforce this commitment by requiring our main suppliers to sign the Supplier Code of Conduct, which includes provisions on human rights.

Additionally, we conduct due diligence on suppliers in accordance with 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**  
Chairman of the Board

“ As we mark in 2025 fifteen 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.

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### 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)