

## **Interface, Inc. Supplier Code of Conduct**

Interface, Inc. and its subsidiaries (“Interface” or “we”) are committed to conducting business in an ethical and responsible manner, and we expect our Suppliers to share this commitment. In this spirit, we have established this Supplier Code of Conduct (the “Code”) to define the key expectations and standards we have regarding the conduct and operations of our suppliers. The Code is meant to act as a reference during our selection and retention of Suppliers that provide goods or services supporting our operations worldwide. We expect each of our Suppliers to operate its business in an ethical and responsible manner and adhere to these expectations and standards.

### **Supplier Definition:**

“Supplier” means any organization, person or entity (and any subsidiaries or affiliates of such organization, person or entity), including its subcontractors, that provides goods or services to Interface.

### **Expectations and Standards:**

#### **1. Compliance with Laws**

Suppliers must comply with all applicable governmental laws, rules and regulations. This includes, but is not limited to, applicable laws, rules and regulations relating to environmental protection, anti-corruption, antitrust, fair competition, fair trade practices, human rights, employment and labor practices, and occupational health and safety. Without limiting the foregoing, Suppliers must comply with the following as applicable to their operations: the U.S. Foreign Corrupt Practices Act; the U.K. Bribery Act and other comparable laws, applicable laws regarding minimum wage or the local industry standard; and all relevant law pertaining to human rights.

#### **2. Environmental Practices**

Interface is committed to the goal of sustainability and eliminating its negative impact on the environment. To that end, Interface seeks relationships with Suppliers that have a formal environmental management policy and are committed to continuous improvement of environmental performance.

Suppliers are expected to:

- Comply with all environmental laws, rules and regulations applicable to their operations;
  - Ensure the safe handling and disposal of hazardous and toxic substances;
  - Properly manage all waste (including, but not limited to, solid waste, liquid waste, wastewater and hazardous waste) in accordance with applicable laws, rules and regulations;
  - Properly manage airborne emissions as required by applicable laws, rules and regulations;
  - Conduct their operations in ways that reduce or minimize the impact on the environment;
- and

- Maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with applicable laws, rules and regulations.

Suppliers are encouraged to:

- Set goals to reduce the environmental impacts of their operations, goods and services;
- Reduce or eliminate all forms of waste (including, but not limited to, solid waste, wastewater, emissions and non-renewable energy use);
- Use environmentally preferable input materials and components; and
- Provide product Life Cycle Assessments and sufficient ingredient disclosure to support Interface's transparency initiatives, where appropriate.

### **3. Occupational Health and Safety**

Suppliers must provide their employees with a safe and healthy working environment. Suppliers are expected to provide appropriate occupational health and safety training for employees, and maintain appropriate health and safety measures that are designed to prevent work-related employee injury or illness.

### **4. Conflict Minerals**

Suppliers must not use any "conflict minerals" (i.e., cassiterite (or its derivative, tin), columbite-tantalite (and its derivative, tantalum), wolframite (or its derivative, tungsten), or gold ) that originated from the Democratic Republic of the Congo or its adjoining countries as a component of, or in the production process of, goods or services provided to Interface. This requirement does not extend to any "conflict minerals" which are obtained from recycled or scrap sources or those which are not necessary to the functionality or production of Interface's applicable product. Upon the request of Interface, a Supplier shall (i) conduct a reasonable country of origin inquiry with regard to any of the aforementioned minerals that are contained in, or used in the production of, goods or services provided to Interface, (ii) exercise due diligence on the source and chain of custody of any of the aforementioned minerals that are contained in, or used in the production of, goods or services provided to Interface, following a nationally or internationally recognized due diligence framework, and (iii) disclose to Interface the reasonable country of origin and due diligence measures taken and the results thereof.

### **5. Ethical supply and employment practices.**

Suppliers shall respect the human rights of their employees, other personnel and local communities. Supplier's employees shall be allowed to move freely around Supplier's workplace (subject to legitimate constraints by reason of security and confidentiality). Employees' personal documents, such as national ID card or passport, must not be kept by the employer.

Interface is taking steps to identify and eradicate modern slavery in its business and supply chain. Suppliers shall also take appropriate actions to identify and eradicate modern slavery, in all its forms, including slavery, servitude, forced and compulsory labor and human trafficking, whether of adults or children. We expect our Suppliers to be transparent in their approach to tackling modern slavery in their own business and to hold their own suppliers to the same high standards.

Suppliers shall implement appropriate due diligence practices and provide training to identify the risk and/or actual instances of modern slavery. Suppliers shall document all the steps taken to eradicate modern slavery and shall on request, provide Interface with a report setting out all policies and procedures implemented.

All Suppliers shall ensure that within their own organization and throughout their supply chain:

- a) child labor shall not be used and relevant law pertaining to minimum working age legislation shall be strictly complied with;
- b) forced labor, in any form, shall not be used;
- c) physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation or inhumane practice shall not take place and shall be prohibited;
- d) the rights of workers to freedom of association and rights under applicable law to choose collective bargaining representatives, if desired, are recognized;
- e) legal requirements for the amount of living space in sleeping quarters allocated to each individual are followed and living spaces are distinct from the factory/production area and separated by gender;
- f) employees have access to free, potable water at all times; and
- g) there is equality of opportunity and that no job applicant, employee or other individual is discriminated against on the basis of race, color, religion, national origin, political affiliation, union membership, marital status, pregnancy, age, disability, gender, gender identity, sexual orientation or any basis prohibited by law.

## **6. Conflicts of Interest**

Conflicts of interest, both in practice and in appearance, run counter to fair treatment and good procurement practices. Suppliers must be aware that Interface employees are directed to avoid any relationship, influence or activity that might impair their ability to make objective business decisions. Suppliers are expected to respect these limitations placed on Interface employees, and refrain from offering or giving our employees gifts or other favors that they may not accept. In this regard, gifts of nominal value and normal amenities and entertainment which cannot reasonably be expected to result in influence of sound decision-making are not precluded by this policy. Excessive business entertainment should be avoided. Bribes, kickbacks, and similar payments are strictly prohibited.

## **7. Subcontractors and Upstream Suppliers**

Suppliers are expected to make reasonable efforts to hold their subcontractors and upstream suppliers accountable to the principles outlined in this Code.

### **Monitoring and Compliance:**

Interface or its representatives may engage in monitoring activities to assess whether a Supplier was or is adhering to this Code. Such activities may include, but not be limited to, the following: supplier audits; inspections of the Supplier's facilities; key processes and its supply chain; requests for information; use of questionnaires; review of publicly available information; and/or other measures that Interface determines are reasonable to assess the Supplier's conformance with this Code. Any nonconformance with this Code may jeopardize the Supplier's business relationship with Interface, up to and including termination of the supply relationship.