

EXTRACT OF PROCEDURE PS 01 SOCIAL ACCOUNTABILITY SA8000

TARKETT Rev.00 17.11.2015

CHILD LABOUR

The Company, in full respect of the Italian legislation concerning the protection of minors, considers a prerequisite for the start of a working relationship, the legal age. It also controls its suppliers, so that they operate in accordance with the requirement of the standard, otherwise they will be excluded from the list of qualified suppliers.

At the time of employment the age must be verified by viewing the identification document.

This procedure will allow Tarkett s.p.a. not to take a person who qualifies as a young worker.

The Company also has the clear desire to communicate to staff and stakeholder policies and procedures for the promotion of education of children falling within the ILO Recommendation 146 and young workers who are subject to the application of compulsory education laws or who are attending school.

May be present in the Company only young workers as vocational trainees (project Alternating School - Work) which, however, as they are subject to compulsory education, may perform in-company training in addition to the annual hours of study required. The activity in the Company is allowed for no more than 8 hours a day and they should not be exposed by the company to any type of situation that could be dangerous or harmful to their health and their mental and physical development.

If the inspection of the suppliers reveals that one of them does not operate in accordance with the requirement of the standard, Tarkett, in addition to exclusion it from the list of qualified suppliers, undertakes to report to the supervisory non-compliance institutes (Telefono Azzurro helpline for reports in the Italian territory), or proceed as reported in point ISSUES MANAGEMENT AND IMPLEMENTATION OF CORRECTIVE ACTIONS.

Tarkett

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