

## SOCIAL ACCOUNTABILITY POLICY

TARKETT S.p.A., aware of its role and responsibilities in the field of economic and social community, is committed to ensure that all the organization's activities are performed in compliance with the requirements of the SA 8000 standard and national laws and regulations applicable to its business sector, as well as the provisions contained in official documents of international and their interpretations (ILO conventions, the UN and the United Nations Global Compact)

TARKETT S.p.A. affirms its ethical commitment in the 5 core values of the Tarkett Group:

Positive orientation to the customer

Team spirit

Authority and Responsibility

Respect and integrity

Commitment to the environment

It is a formal commitment of TARKETT S.p.A. to build a workplace with a strong entrepreneurial culture through the implementation of the following strategy of human resource management:

Share the vision, the new strategy and the ethics. Develop our talents and elevate the teams. Foster an entrepreneurial, innovative and sustainable culture. Boost the organization agility and ability to learn. Develop the HR function.

In particular TARKETT S.p.A. It intends to comply with the following requirements of the SA 8000:

- Comply with all requirements imposed by the standard SA 8000: do not use or encourage the use of child labour; not use or encourage the use of forced labour; guarantee all employees a safe and healthy workplace; respect the right of workers to join and form trade unions; not implement discrimination of any kind; not use or encourage corporal punishment, mental or physical coercion and verbal abuse; work within the laws and the National Collective Labour Agreement applied; ensure compliance with the legal minimum wage levels;
- Conform to the national Laws, with all other applicable laws and regulations and other requirements to which TARKETT S.p.A. adheres, as well as comply with the provisions contained in official documents International (eg ILO and UN United Nations Global Compact) and their interpretations;
- Ensuring constant monitoring and improvement of its Management System for Social Responsibility, defining, within the review meeting of the Executive Board, specific objectives for improvement, also in relation to changes in the legislation, and verifying the achievement;
- Ensure that this policy and the SA8000 Standard annexed thereto are made accessible in a comprehensible form to all personnel, all other stakeholders and the public;
- Ensure that the Code of Ethics is implemented at all levels of the organization, and the behaviours that do not respect and do not conform to this document will be handled in accordance with system procedures adopted by the organization.
- Ensure that the requirements of the Anti-corruption policy implemented by Tarkett Group is respected by all relevant functions, identified by the Group itself.

It is the will of TARKETT S.p.A. that the principles of social accountability are applied by all suppliers involved in the supply chain of the product / service object of its activity.

To this end, both the internal work environment that the supply chain must ensure that they met the requirements expressed by the ILO Conventions and Recommendations.

Everyone who works and / or collaborates with Tarkett S.p.A. can report any non-compliance, complaints or ideas for improvement regarding the social aspects of the organization through the different channels available. Internal communication: through a letter delivered by hand in the box placed in administrative office, by sending it by ordinary mail or by sending an email to [odv.it@tarkett.com](mailto:odv.it@tarkett.com). External communication: to SGS certification body through the [sa8000@sgs.com](mailto:sa8000@sgs.com) address or to the SAI accreditation body through the [saas@saasaccreditation.org](mailto:saas@saasaccreditation.org) address or by regular mail or fax. All the details of the various reporting methods can be found in the corporate procedure PSA 01 - Social Responsibility Management Procedure

Narni, 12/03/2018

Ing. Cioffi Giuseppe  
(Legal representative)

