



Modern Slavery Act 2015

Introduction

This statement sets out Tarkett Ltd. actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. As part of manufacturing industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. This statement relates to actions and activities in place.

The company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to improving our practices to combat slavery and human trafficking in our business and supply chain.

Our business and structure

- Tarkett Ltd is a French owned world-wide flooring manufacturing company. Tarkett's main shareholders are the Deconinck Family (50.2%) and the remaining %, a public float. Tarkett Group is legally structured with a Supervisory Board, a Management Board and an executive Committee
- Tarkett Group Governance is aimed at ensuring uncompromised business ethics, robust and transparent corporate supervision, risk management and regular dialogue with shareholders.
- Tarkett Ltd. has a Country Managing Director, who leads the Senior Management Team in the UK & Ireland

Countries of operation and supply

The organisation currently operates in the following areas of the world

- EMEA
- Eastern Europe
- North America
- Latin America
- Asia-Pacific areas

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Both Group & Local HR are responsible for putting in place and reviewing policies and the process by which they were developed.
- **Risk assessments:** Local HR wholeheartedly welcome the introduction of the Modern Slave Act 2015. This legislation is a crucially important development in

tackling slavery and human trafficking, and we will not trade or partner with any business or organisation which is involved in the practice however remotely or indirectly

- **Investigations/due diligence:** All individual and individual departments have a role to play in investigations and due diligence in relation to known or suspected instances of slavery and human trafficking. Any suspicion that goes against the Modern Slavery Act 2015 should be reported to HR Department
- **Training:** HR Manager & Health & Safety Consultant has attended training on Modern Slavery Act 2015 to assist with identifying slavery and human trafficking risks

Relevant policies

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies. The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact HR Department
- **Employee code of conduct** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain. All employees receive Code of Conduct training.
- **Supplier/Procurement code of conduct** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship
- **Recruitment/Agency workers policy** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
- **Any other policies relevant to the organisation's business or sector** Corporate Social Responsibility Policy, Bribery Act e-learning, recruitment policy.

Training

We will continue to keep our staff informed and raise awareness of how to recognise and respond to indicators of human rights abuses.

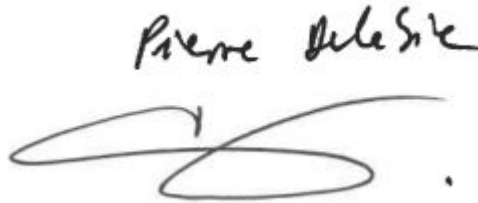
The organisation's modern slavery training will cover:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- what steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the organisation's supply chains.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to introduce an internal slavery and human trafficking policy and further training for staff in 2022.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2022.

A handwritten signature in black ink, appearing to read 'Pierre Delabie', with a large, stylized flourish below it.

Managing Director's signature:

Managing Director's name: Pierre Delabie

For and on behalf of Tarkett UK Ltd

Date: 01/06/2022

Revise: 01/06/2023