

# Interface®

## Commitment to Human Rights

### Background

At Interface, we believe in doing right by the people we impact through our actions. We recognize the deep connections between environmental sustainability and human rights and strive to make meaningful progress in these areas, and to consider how our actions can make the world a better place.

In 1994, inspired by our customers and led by the fundamental mindset shift of our founder Ray Anderson, Interface began a radical business transformation to reduce our impact on the environment. This transformation to eliminate our negative impact, and ultimately, create a positive impact on the world, was key to setting us on our journey to greater sustainability and responsibility, and to becoming the purpose-driven company we are today.

With this foundation, Interface acknowledges that environmental sustainability is tied to social wellbeing and the enjoyment of human rights. The United Nations Human Rights Council made [its landmark decision](#) in October 2021 recognizing the enjoyment of a clean, healthy, and sustainable environment as a human right, further establishing the connection between environmental and social sustainability.

As signatories to the [United Nations Global Compact \(UNGC\)](#), we commit to its Ten Principles, including respecting human and labor rights. This document articulates our human rights commitment and expectations across our full value chain – for employees, suppliers, business partners, the people and companies that use our products, and communities surrounding our facilities across the globe.

In the future, we will work to continue embedding human rights into our operations and management systems and will publicly communicate our progress through our internal and external platforms.

### Commitment to Human Rights

Human rights apply to all regardless of race, color, religion, national origin, sex, pregnancy, age, disability, HIV status, sexual orientation, gender identity, marital status, military service, or any other status protected by law. Each individual has duties to other individuals and to the community to which they belong, and companies are responsible for respecting people's rights. With this Commitment, we strive for our employees and all individuals throughout our supply chain to feel safe, respected, valued, and paid a fair wage.

Respect for human rights is a fundamental company value, and we strive to respect the international best practices that support social fairness. Our Commitment to Human Rights is informed and guided by the [International Bill of Human Rights \(including the principles set out in the Universal Declaration of Human Rights\)](#), the principles in the [International Labour \(ILO\) Organization's Declaration on Fundamental Principles and Rights at Work](#), the foundational principles applicable to business enterprises enumerated in the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#), and the Ten Principles of the [United Nations Global Compact \(UNGC\)](#).

Because human rights are universal, this Commitment to Human Rights applies to all employees, including all global business units and facilities that we operate, and to our suppliers and business partners. This Commitment is to be read in conjunction with the Interface [Code of Conduct](#), [Supplier Code of Conduct](#), and Local Policy Manuals.

The Commitment to Human Rights will be implemented in the following ways:

### **Environmental Sustainability and Managing Adverse Impacts**

We will continue to be guided by our ambition to become a restorative enterprise, leave a positive impact everywhere we do business, and pursue our industry-leading approach to decarbonization. Interface recognizes the potential adverse effects that our global facilities may have on the surrounding communities. As such, Interface will endeavor to understand and make a positive impact on surrounding communities through our local-level operations.

### **Fair Labor Practices**

Our employees have the right to a safe, fair, and beneficial work environment.

We will ensure that all workers at Interface are paid a fair wage that allows our employees to live a life of dignity, free from unlawful discrimination at work. We are committed to providing equal pay for equal work.

Interface will support employees' ability to work overtime hours when business conditions and local laws and regulations allow. Our company is committed to working with business partners and suppliers to ensure that overtime requirements do not negatively impact workers' rights.

### **Collective Bargaining**

Where allowed by law, Interface prefers a model of direct engagement with its employees and seeks to treat its employees in such a way that each individual feels heard, respected, and treated fairly in all aspects of the employment relationship.

We recognize our employees' lawful right to freedom of association and rights under applicable law to choose a collective bargaining representative, if desired. Interface is committed to maintaining productive and mutually beneficial relationships with our collective bargaining groups and employee works councils.

### **Employee Engagement**

We will ensure our employees are aware of this Commitment and the efforts the Company is making to uphold the principles reflected within it. Employees should understand that we are all responsible for respecting human rights and feel empowered to report any potential violations (refer to the Grievance Mechanisms section below). Employees will be adequately informed of operational and business changes that may affect their right to a safe, clean, and healthy working environment.

### **Diversity, Equity, and Inclusion**

Interface is more than a flooring manufacturer – we are authentic people who bring our whole selves to work and to the world. Our culture of inclusion challenges our people to do the right thing. This means we embrace the diversity of our community and commit to an equitable, inclusive culture. Interface recognizes that “all human beings are born free and equal in dignity and rights,” as defined in the Universal Declaration of Human Rights. We embrace these ideals and want all employees and stakeholders to feel they belong with Interface and to have the opportunity to thrive.

We will not tolerate any harassment, disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind, regardless of race, color, religion, national origin, sex, pregnancy, age, disability, HIV status, sexual orientation, gender identity, marital status, military service, or any other status protected by law.

In addition to these grounding principles, Interface will strive to develop a positive working environment rooted in mutual respect for colleagues, regardless of one's ideology or individual beliefs. As part of this effort, we will engage and collaborate with our employees to ensure that underrepresented voices and perspectives are brought to the table.

We also expect our employees to be respectful with third parties, including suppliers and business partners.

### **Occupational Health and Safety**

As a global flooring manufacturer, our employees are subject to risks that are inherently associated with physical labor and manufacturing environments. Interface embraces health and safety excellence, and our dedication extends beyond our walls. Through rigorous programs and training, we work together to identify potential hazards, minimize risk, and focus on our employees' wellbeing. We are committed to fostering a safe environment in which every employee leaves work as healthy as when they arrived.

### **Child Labor and Modern Slavery**

Interface strictly prohibits the use of child labor in any capacity (i.e., under the age of 18 or the minimum legal working age in a country). Interface also forbids the use of all forms of modern slavery, including forced labor, bonded labor or debt bondage, indentured labor, military labor, domestic servitude, and human trafficking.

### **Supply Chain**

Our Commitment to Human Rights works in conjunction with our [Supplier Code of Conduct](#). We expect suppliers and business partners to respect recognized universal human rights and operate according to policies and standards that respect freedom of association; avoid child labor, forced labor and all forms of modern slavery and human trafficking; and support adequate living standards. We expect suppliers and business partners to respect the right to a safe and healthy work environment, and to promote diversity, equity, and inclusion. Interface will continue to promote processes that support the adoption of human rights standards by our suppliers and business partners.

### **Raw Materials**

To prevent engaging in their associated human rights violations, Interface will not source conflict minerals that originate 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. The only exceptions to this rule are raw materials that are obtained from recycled or scrap sources or those that are not necessary to the functionality or production of Interface's applicable products or in the production process of goods or services provided to Interface. We will ensure that our suppliers adhere to this via due diligence activities, including contract language, raw material and chemical approvals, check lists, audits, and site visits.

## Grievance Mechanisms

Interface provides employees and communities with simple, risk-free ways to anonymously and confidentially report potential concerns and/or violations of this Commitment. The following grievance mechanisms offer a formalized method for individuals or groups to lodge concerns or complaints about Interface, our impact on them and their rights, and to seek subsequent remedy.

**Direct Reporting:** Any employee who identifies or has questions pertaining to any potential violations of policy or conflicts between laws, customs, and practices of the Company may report their comments to their manager, human resources, or the legal team, who will elevate the response and manage confidentiality accordingly. All employees and individuals are free from retaliation for reports made in good faith.

**Ethics Hotline:** The Ethics Hotline allows employees, other stakeholders, and members of the general public to confidentially report suspected unethical behavior or other concerns related to finance, legal, human resources, or environmental and occupational safety. To report a concern, visit the hotline webpage at <https://interface.ethicspoint.com>. Reports may be made anonymously at the election of the reporter.

## Ethical Business Practices

As outlined in our [Code of Conduct](#), Interface is committed to conducting our business ethically and in compliance with applicable international laws and regulations. We prohibit the offer or acceptance of improper bribes, kickbacks, payments, gifts, entertainment, travel expenses, accounts, donations, or other instrumentalities for business purposes. Interface avoids conflicts of interest and competes ethically against our competitors. We will not use improper ethical practices to unfairly advance our business or employees.

## Governance

Our work in this area is overseen by the Interface Chief Executive Officer and the Executive Leadership Team to ensure that every part of our business is clear about our responsibility to respect human rights. The Company will undertake an annual review of our human rights risks and initiatives to assess progress and will communicate the results to the Company's Board of Directors and in key stakeholder communications, including but not limited to, our annual ESG report.