

# AUSTRALIAN MODERN SLAVERY STATEMENT, IN ACCORDANCE WITH THE REQUIREMENTS OF THE MODERN SLAVERY ACT 2018 (CTH) FOR THE YEAR ENDED 31 DECEMBER 2024

This joint Modern Slavery Statement (“Statement”) is made by Interface Aust Pty Limited on behalf of the “reporting entities” within its corporate group (collectively referred to as “Interface Australia”). The Statement has been prepared in accordance with the requirements of the *Modern Slavery Act 2018*.

Interface embraces and upholds core values in the areas of human rights, labour standards, the environment, and ethical practices. Interface is committed to stopping the exploitation of people and is committed to the abolishment of modern slavery across the globe.

## INTERFACE AUSTRALIA REPORTING ENTITIES COVERED BY THE STATEMENT:

- **Interface Aust Pty Limited (ABN 39 000 692 026)**
- **Interface Aust Holdings Pty Limited (ABN 68 074 804 381)**

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## ABOUT INTERFACE

Interface, Inc. is a global flooring solutions company and sustainability leader, offering an integrated portfolio of carpet tile and resilient flooring products that includes Interface® carpet tile and LVT, nora® rubber flooring, and FLOR® premium area rugs for commercial and residential spaces. Made with purpose and without compromise, Interface flooring brings more sophisticated design, more performance, more innovation, and more climate progress to interior spaces.

A decades-long pioneer in sustainability, Interface remains “all in” on becoming a restorative business. Today, the company is focusing on carbon reductions, not offsets, as it works toward achieving its verified science-based targets by 2030 and its goal to become a carbon negative enterprise by 2040.

Incorporated in 1973, Interface is headquartered in Atlanta, Georgia, USA. The company employs approximately 3,600 people and operates six manufacturing facilities across four continents, with sales and marketing offices in 18 countries.

## INTERFACE MANUFACTURING FACILITIES ARE LOCATED IN:

- **Australia - Minto**
- **China - Taicang**
- **United States – LaGrange and West Point, GA**
- **The Netherlands - Scherpenzeel**
- **Northern Ireland - Craigavon**
- **Germany - Weinheim (nora® by Interface)**

At Interface, we believe in doing right by the people we impact through our actions. We recognise the deep connections between environmental sustainability and human rights, and we are committed to making meaningful progress in these areas. We strive to ensure our actions help build a better, more just world.

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 aimed at eliminating our negative impact, was a pivotal step in becoming the purpose-driven, sustainability-focused company we are today.

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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, recognising 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 labour 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.

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## OUR AUSTRALIAN COMPANY IN THE CONTEXT OF OUR GLOBAL OPERATION.

Interface Australia is head quartered in the historic Railway Institute Building on Chalmers Street, Sydney. We operate five regional sales offices located in New South Wales, Queensland, Victoria, South Australia, and Western Australia. It has been manufacturing its carpet tile products in Australia since 1971.

At the time of reporting, Interface Australia employs approximately 200 full-time equivalent permanent employees across our corporate office and operational areas. This workforce is supported by temporary staff, engaged as needed to meet manufacturing demand and training requirements.

Our factory in Minto operates with a low environmental impact. It is powered by 100% renewable electricity and has significantly reduced water consumption. In addition, our factory is well on its way to achieving zero waste to landfill.

Interface Australia is fully aligned with key circular economy principles, focusing on reuse, central to our ReEntry™ program. Through this initiative, we take back our post-consumer carpet tiles and extend their life, offering affordable flooring solutions to small businesses and local communities.

Interface Australia supports many local charities. In addition to donating carpet tiles to community organisations including churches, community groups and the Rural Fire Service, our employees volunteer their time to assist product installations, further strengthening our connection with the community.

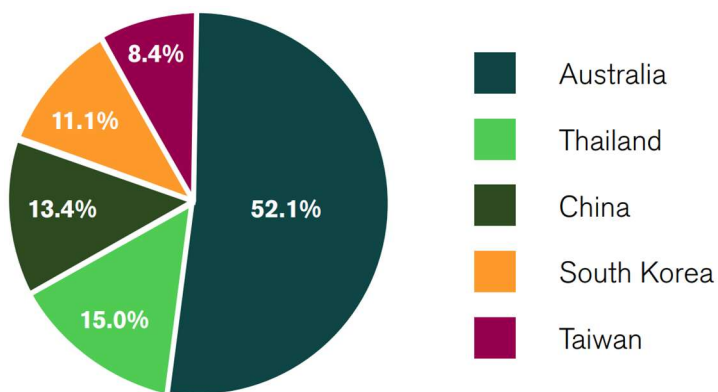
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## SNAPSHOT OF OUR MANUFACTURING FACILITIES AND MATERIALS.

Interface maintains strong, long-term relationships with a select group of key material suppliers, our “Tier-1 Suppliers”. These strategic partnerships are essential to our efforts to continuously mitigate and eliminate the risk of modern slavery across our supply chain.

In Australia, Interface sources raw materials and services from approximately 390 suppliers. While most of these suppliers are based in Australia, we also engage with international partners located in China, Thailand, Taiwan, and South Korea.

## RELATIVE PERCENTAGE OF SOURCED MATERIALS.



## MODERN SLAVERY RISKS IN OUR INDUSTRY.

According to the 2023 Global Slavery Index (GSI), an estimated 50 million people are currently living in modern slavery, an increase of 25% over the past five years. Of these, more than 27 million are trapped in forced labour.

Within the textile floor covering manufacturing sector, modern slavery risks are commonly found in the yarn and woven fabric sub-sectors.

Based on GSI data and our own assessments, most of our supplier operate in regions with a relatively low prevalence of modern slavery.

However, approximately 40% of our imported materials, particularly yarn, are sourced from higher-risk regions, including China and Thailand, where the risk of labour exploitation is more prevalent.

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## THE MODERN SLAVERY ERADICATION CHALLENGES FACED GLOBALLY BY OUR INDUSTRY ARE:

- Limited visibility of upstream supply chains, particularly in the developing world where workplace health and safety standards fall short of the high levels of workplace safety enjoyed by Australian workers.
- Insufficient legislation and enforcement, with weak or unenforced penalties for manufacturers who allow modern slavery within their operations.
- A low degree of mechanisation and personal protective equipment (PPE), resulting in workers performing ergonomically unsafe or even dangerous work by hand, including digging and mining in unsafe tunnels, exposure to silicates, strain from repetitive tasks, and long work hours.
- Unsustainable wage employment and exploitation of demographically vulnerable people, including women, ethnic minorities, and illegal migrant labourers.
- The use of child labour in factories where children should be engaged in formative education.

Despite these challenges, Interface is committed to an ongoing mitigation and eradication of modern slavery risk within our global supply chain, including our policy of not engaging suppliers that utilise children in their production processes.

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## ACTIONS TO PREVENT, CONTROL AND REMEDIATE MODERN SLAVERY RISKS.

### OUR COMMITMENT TO HUMAN RIGHTS

Human rights apply to all individuals regardless of race, colour, religion, national origin, sex, pregnancy, age, disability, HIV status, sexual orientation, gender identity, marital status, military service, or any other status protected by law. Every individual has responsibilities to other individuals and to the community to which they belong, and companies have a duty to respect and uphold these rights.

At Interface, we are committed to ensuring that all employees, and every individual throughout our supply chain feels safe, respected, valued, and are paid a fair wage.

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).

This commitment applies across all global business units and facilities we operate and extends to our suppliers and business partners.

It is to be read in conjunction with the Interface Code of Conduct, Supplier Code of Conduct, and Local Policy Manuals.

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## WE ACTED ON SLAVERY FROM INCEPTION OF THE MODERN SLAVERY ACT

Since the introduction of mandatory modern slavery reporting in 2018, Interface Australia has taken the following actions to identify and mitigate the risk of modern slavery within our supply chain:

- In 2024, Interface Australia's Procurement team conducted in-person visits to all Tier-1 suppliers based in China.
- As part of these visits, each supplier provided a signed Modern Slavery Statement.
- During onsite discussions, Interface confirmed that all suppliers were aware of and aligned with the requirements of the Australian Modern Slavery Act 2018.

These actions directly support our commitment to proactive risk identification and supply chain integrity. Additional actions included:

- Conducted supplier site inspections and engagement visits in China to verify compliance with modern slavery obligations.
- Collected supplier-level documentation as part of ongoing due diligence
- Provided ongoing education to suppliers on Australian modern slavery regulatory obligations.

In the 2024 reporting period, no instances of modern slavery were identified or reported through our internal or external channels.

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## OUR ANTI-SLAVERY STRATEGY FOR OUR AUSTRALIAN COMPANY

Interface Australia is actively integrating anti-slavery requirements into all sourcing activities. We will conduct an information campaign with our global suppliers to ensure they understand our supply strategy and the expectations we place on ethical sourcing and labour rights.

We remain firmly committed to conducting our business responsibly and ethically. As part of our ongoing efforts to eliminate the risk of modern slavery and human trafficking within our operations and supply chains, we regularly review and strengthen our due diligence processes.

In the coming year, we intend to take the following actions:

- Enhance our supplier audit processes, with a continued focus on human rights and modern slavery risks.
- Increase awareness and understanding of modern slavery risks across all levels of our business through training and internal engagement.
- Continue our collaboration with external specialist organisations to ensure our approach remains aligned with global best practices and emerging compliance standards.
- Conduct in-person visits to all active suppliers in Taiwan in 2025, to assess working conditions and reinforce our standards on ethical sourcing and labour rights.

These steps reflect our commitment to continuous improvement and the protection of human rights throughout our supply chain.

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## ASSESSING THE EFFECTIVENESS OF OUR ANTI-SLAVERY ACTIVITIES.

Interface Australia continues to strengthen its social procurement performance metrics and associated reporting.

## ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

In 2024, Interface Australia continued to strengthen its approach to identifying and mitigating modern slavery risks through direct engagement with high-risk suppliers. As part of this commitment, our procurement team conducted on-site audits of key suppliers in China, where we source a significant portion of raw materials.

These visits enabled us to observe supplier operations firsthand, review employment practices, and engage in transparent discussions with supplier management. The audits confirmed that key expectations around ethical sourcing, including the prohibition of child labour, fair treatment of workers, and safe working conditions, were being met.

The site visits also proved effective in deepening supplier relationships, encouraging open dialogue, and building mutual accountability. Interface Australia considers these procurement-led audits to be an effective mechanism for risk identification and ongoing supplier engagement. We will continue to refine this approach through regular site visits, enhanced documentation, and ongoing supplier education initiatives.

The effectiveness of our actions in 2024 was assessed through face-to-face supplier engagement, document verification, and strengthened supplier relationships.

The visits served as both a verification and trust-building exercise, offering Interface clearer visibility into supplier conditions. Feedback from suppliers and confirmation of compliance were recorded and reviewed by Interface's Procurement and Compliance functions.

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## WE ADDRESS MODERN SLAVERY AS A REGIONAL OFFICE AND AS A GLOBAL ORGANISATION

This 2024 Modern Slavery Statement is a true and accurate representation of Interface Australia's activities to identify, mitigate, reduce, and eradicate modern slavery practices within our supply chains.

Interface Australia believes in a consultative approach to mitigating modern slavery risk, through a combination of education, technology, and ongoing dialogue with our strategic suppliers, to drive greater transparency and accountability across our supply chain.

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This statement was reviewed and approved by the Board of Interface (Aust) Pty Ltd and Interface Aust Holdings Pty Ltd on 30 June 2025.

*Matthew Sims*

[Matthew Sims \(Jul 8, 2025 11:57 GMT+10\)](#)

**Matthew Sims**

**Vice President Commercial (Australia and New Zealand)**

Interface Australia

**Interface®**