

# AUSTRALIAN MODERN SLAVERY STATEMENT, IN ACCORDANCE WITH THE REQUIREMENTS OF THE MODERN SLAVERY ACT 2018 (CTH) FOR THE YEAR ENDED 31 DECEMBER 2023

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 developed to ensure adherence to requirements set out in this act. The Interface Group embraces and supports 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 abolishment of modern slavery across the globe.

*During the reporting period, Interface Australia actively engaged and consulted with all entities we own or control during the development of this statement, with positive collaboration and consultation between Interface Aust Pty Limited and Interface Aust Holdings Pty Limited. We discussed details of the Modern Slavery Act 2018's reporting requirements, the modern slavery risks across our industry, the information regarding the actions we intend to take to address these requirements, the Interface anti-slavery strategy for the Australian company, and shared all relevant materials and updates.*

**INTERFACE AUSTRALIA REPORTING ENTITIES COVERED BY THE STATEMENT: Interface Aust Pty Limited (ABN 39 000 692 026) and Interface Aust Holdings Pty Limited (ABN 68 074 804 381)**

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## ABOUT INTERFACE

Interface Australia is a wholly owned subsidiary of Interface, Inc. ("Interface") a U.S. entity listed on NASDAQ (ticker: TILE). Interface is a global flooring solutions enterprise with an integrated portfolio of carpet tile and resilient flooring products. A leader in sustainability, Interface is working toward achieving its verified Science Based Targets by 2030 and its goal to become a carbon negative enterprise by 2040. With our design approach to flooring systems, we help our customers create high-performance interior spaces that have a positive impact on people's lives and the planet. Our range includes Interface® carpet tile and LVT, nora®by Interface rubber flooring, and FLOR®premium area rugs for commercial and residential spaces.

Incorporated in 1973, Interface is headquartered in Atlanta, Georgia, USA Employing 3,600 people, it operates six manufacturing locations on four continents with sales and marketing offices across 18 countries.

## INTERFACE MANUFACTURING FACILITIES ARE BASED IN:

**Australia - Minto, Australia**

**China - Taicang, China**

**United States - LaGrange and West Point, GA**

**The Netherlands - Scherpeenzeel, NL**

**Northern Ireland - Craigavon, Northern Ireland**

**Germany - Weinheim, Germany (nora®by Interface)**

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.

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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, 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 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 Old Railway Institute Building, Chalmers Street, Sydney and operates five regional sales offices, in New South Wales, Queensland, Victoria, South Australia, and Western Australia. It has been manufacturing its carpet tile products in Australia since 1971.

At time of reporting, Interface Australia employs 175 full time equivalent permanent employees, in our corporate office and operational areas. We augment our permanent employees with temporary staff determined by manufacturing demand and training requirements.

Our factory in Minto has a low environmental impact, operating on 100% green electricity and significantly reducing our water consumption. In addition, our factory is well on its way to achieving zero waste to landfill.

Interface Australia is fully aligned with the key circular economy principle focusing on reuse, an integral part of Interface Australia's ReEntry™ program. We take back our post-consumer product and extend its life, providing local small businesses and communities with low-cost flooring.

Interface Australia supports many local charities. In addition, the company donates carpet to local charities (church, community group, RFS, etc.) and employees participate in the installation of our products.

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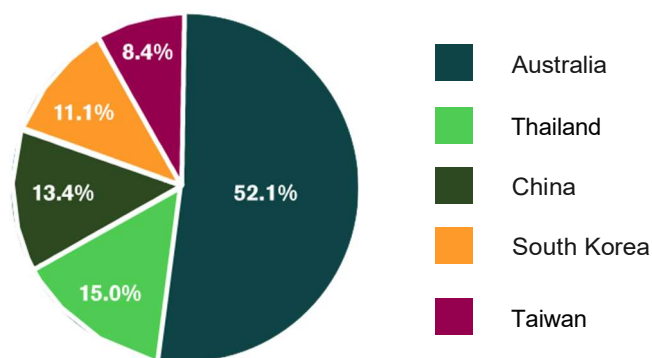
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## SNAPSHOT OF OUR MANUFACTURING FACILITIES AND MATERIALS.

Interface builds strong and enduring relationships with select suppliers that provide most of our materials, which we call our "Tier-1 Suppliers." Building formidable relationships with our strategic partners is key to our goal of ongoing mitigation and eradication of modern slavery within our supply chain.

Interface has approximately 390 suppliers providing raw materials and services for its operations in Australia. While the bulk of supply is within Australia, the remainder is spread globally with suppliers in China, Thailand, Taiwan and South Korea.

THE RELATIVE PERCENTAGE OF SOURCED MATERIALS IS SHOWN IN THE PIE CHART BELOW.



## MODERN SLAVERY RISKS IN OUR INDUSTRY.

According to the 2023 Global Slavery Index (GSI), an estimated 50 million people currently live in slavery, which is a 25% increase over the last five years. More than 27 million of these people are locked into forced labour.

Modern slavery risks within the Textile Floor Covering Manufacturing sector are predominantly found in the yarn and woven fabrics sub-sectors.

According to GSI data, most of our suppliers are from low slavery-impacted regions; however, 40% of our imported products, predominantly yarn, originates in regions with higher modern slavery risk. China and Thailand are regions more heavily affected by slavery.

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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 are often poor and not on par with the high levels of workplace safety enjoyed by Australian workers.**

**A lack of legislation and policy with penalties for manufacturers that allow modern slavery in their operations or penalties that are simply not enforced by some local authorities.**

**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 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. 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, and valued, and to be 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). 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.

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

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

In 2019, Interface Australia and Europe established a regional working group across our respective procurement teams to better understand modern slavery in our supply chains. Modern slavery focus is given to spend in higher-risk regions and sectors.

Since 2019, Interface Australia requires relevant permanent staff, including the procurement team, to undergo annual modern slavery awareness training. We implement and track employee training through our Workday Learning Management System, enrolling our staff in courses, including programs on awareness and combatting modern slavery. In late 2023, our procurement department carried out two site inspections, visiting our Thailand yarn supplier and our Thailand PVC resin supplier. The procurement team performed physical site inspections, carried out risk assessment to identify any issues. and used the visits to develop trust and strengthen the relationship with the suppliers.

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## OUR ANTI-SLAVERY STRATEGY FOR OUR AUSTRALIAN COMPANY

Interface Australia is currently adding anti-slavery requirements in all sourcing and contract documentation. We will conduct an information campaign with our global suppliers to ensure they have visibility into our supply strategy and understand our expectations.

In 2023 - 2024, Interface will conduct global market scanning and sounding for intelligent supply chain modern slavery eradication solutions to assist us in uplifting our ethical supplier due diligence.

In 2024, Interface Australia will update its contractual conditions to allow for scheduled, ongoing modern slavery audits, commencing in Thailand. We will conduct a global audit of suppliers we consider both directly and indirectly at risk of modern slavery practices. We will conduct site visits to factories in several regions on a rolling basis and maintain a visible presence among our manufacturers.

Given the reliance on the supply of temporary labour, Interface Australia will carry out an audit of local labour-hire providers to ensure zero risk of modern slavery.

In 2023 - 2024, Interface Australia is uplifting its Social Procurement metrics and associated reporting, improvements which will be adopted at a later stage by the global group. Interface will report progress on addressing modern slavery in its global ESG reporting.

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# AUSTRALIAN MODERN SLAVERY STATEMENT, IN ACCORDANCE WITH THE REQUIREMENTS OF THE MODERN SLAVERY ACT 2018 (CTH) FOR THE YEAR ENDED 31 DECEMBER 2023

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

Interface Australia is uplifting its social procurement performance metrics and associated reporting.

### WE WILL HAVE CAPABILITY TO ACHIEVE THIS IN EARLY 2024, OWING TO:

**Adoption of scheduled audits in our Asian markets.**

**More effective supply chain modern slavery visibility ITICT (Information and Communication Technology) solutions.**

**Continuing collaboration within our global business to identify risk, share learnings, and implement actions across the supply chain.**

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

This 2023 Modern Slavery Statement is a true and accurate representation of Interface Australia's activities to identify, mitigate, reduce, and eradicate modern slavery in 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 continuously improve transparency in our supply chain.

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This statement has been reviewed and approved by the Board of Interface (Aust) Pty Ltd and Interface Aust Holdings Pty Ltd on the 30 June 2024.

*Matt Sims*

Matt Sims (Jul 1, 2024 09:26 GMT+10)

**Matthew Sims**

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

Interface Australia

**Interface®**