

Modern Slavery Policy

This policy sets out the steps that Forbo Floorcoverings Pty. Ltd. (ACN 004 533 251) (**Forbo**) takes to minimise the risks of modern slavery and human trafficking occurring within Forbo's business and supply chains.

Structure, operations and supply chains

The shares in Forbo are wholly owned by Forbo Management SA. The ultimate holding company of Forbo though is Forbo Holding AG which is a limited company under Swiss law that is domiciled at Baar. The shares of Forbo Holding AG are listed on SIX Swiss Exchange.

The global operations of Forbo Holding AG have two divisions. The Flooring Systems division offers a sustainable, broad, and attractive range of environmentally friendly natural linoleum, high-quality vinyl floors, entrance flooring systems, carpet tiles, needle felt, and washable high-tech textile flooring. The Movement Systems division is a global industry leader in conveyor and processing belts, plastic modular belts, and timing and flat belts made of synthetic materials.

These global operations employ more than 5200 people and involve an international network of 25 production and distribution companies, 6 assembly operations and 47 sales organisations in 39 countries worldwide. This includes manufacturing plants in the United Kingdom, The Netherlands, Switzerland, Russia, France, Germany, Russia and China.

Risks of modern slavery practices

There are two main risks for modern slavery practices in the operations and supply chains of Forbo. The first relates to the actual manufacturing operations of Forbo. The second relates to where Forbo may be associated with modern slavery practices for example through suppliers of the raw materials used in the manufacturing process.

Actions taken by Forbo to assess and address modern slavery risks

Forbo recognises its responsibility to take a robust and proactive approach to modern slavery and human trafficking. Forbo is committed to ensuring that it minimises to the greatest possible extent the risk of modern slavery and human trafficking in both its corporate activities and supply chains. This requires involving all stakeholders in Forbo's supply chains as their involvement is essential for eliminating modern slavery and human trafficking.

Forbo's Code of Conduct expressly states that Forbo rejects any form of forced or compulsory labour. Forbo and its related entities also respect the freedom of their employees and collective bargaining rights. Forbo uses internal audits to ensure compliance with its global labour and social standards. Forbo also expects fair and ethical employee management from its business partners.

In combatting child labour Forbo carries out due diligence checks and if necessary takes corrective measures to eradicate such labour. Forbo's Code of Conduct emphasises that Forbo refrains from any child labour. Forbo also requires compliance throughout its supply chain with standards equivalent to those set by Forbo.

If modern slavery, human trafficking or other human rights abuses arise in the supply chains, affected employees and third parties have the opportunity to report these violations. Reports can be

made anonymously via the Forbo Integrity Line accessible through Forbo’s website or to the email address compliance@forbo.com.

Forbo’s commitment to human rights is demonstrated by its efforts, which are voluntary, to conform to all the requirements of the Social Accountability standard SA8000:2014. Forbo strives to meet and exceed these requirements in respect of the following aspects of the standard:

- Child Labour
- Forced & Compulsory Labour
- Health & Safety
- Freedom Of Association & Right To Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours
- Remuneration
- Management System

In addition, Forbo has expanded its management systems to include the standards and procedures required to discharge its responsibilities in respect of the above standard requirements. This includes a robust internal auditing program, supplier evaluation and support which is driven by Forbo’s supplier commitment policies, supplier requirements procedures and centrally through its Code of Conduct policy, which is supported by annual training of administration, sales and management personnel.

These are robust and allow Forbo to promote and seek continual improvements both from an internal perspective and externally through supply chain influence with a focus on the ethical sourcing of goods and services. The setting of these improvement targets and objectives are specific, measurable, achievable, realistic, timed and will be reviewed on a regular basis.

Assessing the effectiveness of Forbo’s actions

Forbo reviews this policy annually to ensure that it continually improves all aspects of its performance whilst acknowledging the difficulty of eliminating modern slavery. There is a particular focus on changes in legislation and in Forbo’s internal codes of conduct and other company requirements ensuring that changes are incorporated and acted upon in a timely responsible manner.

Publication of policy

Forbo makes this policy visible throughout the company to all internal stakeholders (Directors, Management, Supervisors and Staff). The policy is also displayed prominently on Forbo’s website and is, therefore, freely available to any external stakeholder.

Chris Barker



**General Manager and Director
Forbo Floorcoverings Pty Ltd**

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