

Policy Statement SA8000 Doing Business Socially Responsible

Forbo Flooring Systems takes its commitment to doing business socially responsible very seriously and communicates to all stakeholders that we stand for "create a better environment". This social responsibility is reflected in the sustainability policy of Forbo Flooring Systems, which is built on three pillars; the environment (planet), social-cultural pillar (people) and an economic pillar (profit).

For the social-cultural pillar Forbo has chosen for the SA8000 standard, a voluntary international standard, verifiable and certifiable by an external party, which encourages organizations to improve working conditions around the world. The SA8000 standard is based on the conventions of the International Labour Organisation (ILO) of United Nations, international human rights standards, national legislation and the Guiding Principles on Business and Human Rights of the United Nations.

The SA8000 standard requires next to a well-functioning management system the following elements:

- 1) No child labor
- 2) No forced labor
- 3) Safe and healthy working conditions
- 4) Freedom of association and collective bargaining
- 5) No discrimination
- 6) No harsh or inhumane treatment (treat each other respectfully)
- 7) No excessive working hours (good working schedule)
- 8) Acceptable reward structure

Forbo Flooring BV (Assendelft), Forbo Coral NV (Krommenie) and Forbo Novilon BV (Coevorden) declare voluntarily to meet the requirements of the Social Accountability standard and to carry out the same standards to organizations that are within our control, such as suppliers.

Forbo Flooring Systems is fully committed to conform to all requirements of the SA8000 Standard and to respect the international instruments as listed in the SA8000 section on Normative Elements and Their Interpretation as well as complying with all national laws, other applicable laws and other requirements to which Forbo Flooring Systems subscribes.

We will operationalize the SA8000 standard by ensuring that policies and procedures are documented and maintained and that our employees are trained in this subject matter.

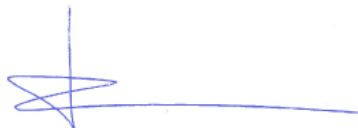
We will expose the policy throughout the organization for all internal stakeholders and disclose the policy to other interested parties. Implementation and improvements will be regularly evaluated through internal and external audits.

We will regularly review this policy to ensure that we continually improve all aspects of our social responsible performance.



S.A. Röben
Directeur Forbo Flooring BV

Assendelft, August 2019



T. Kuijper
Directeur Forbo Coral NV

Krommenie, August 2019



G.T.J. Evers
Directeur Forbo- Novilon BV

Coevorden, August 2019