

Forbo Flooring UK Ltd

Social Accountability (SA8000) Policy

As a socially responsible company Forbo Flooring UK respects and supports the protection of human rights. This commitment is demonstrated by our efforts, which are voluntary, to conform to all the requirements of the Social Accountability standard SA8000. We will strive 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

In addition we have expanded our management systems to include the standards and procedures required to discharge our responsibilities in respect of the above standard requirements. These are robust which allow us promote and seek continual improvements both from an internal perspective and externally through supply chain influence with a particular focus on the ethical sourcing of goods and services. The setting of these improvement targets and objectives will be specific, measureable, achievable, realistic, timed and will be reviewed on a regular basis.

We are fully committed to comply with all national and international laws that apply to us.

We will regularly review this policy to ensure that we continually improve all aspects of our performance. There will be a particular focus on changes in legislation and in any of our own internal codes of conduct and other company requirements ensuring that changes are incorporated and acted upon in timely responsible manner.

We shall make the policy visible throughout the company to all internal stakeholders (Directors, Management, Supervisors and Staff) and to make the policy public to any other interested party. Communication and training is a key component of our social accountability strategy and we will ensure that the policy is documented and maintained and that our employees receive training about what we are trying to achieve. This involvement will support a positive change in our culture which will be to the benefit of all our stakeholders.

Angus Fotheringham

General Manager UK & Ireland

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