



Annual Report on Forced Labour and Child Labour in Supply Chains Act

For over a decade, the mission of Engineered Floors, LLC (“Engineered Floors”) has always remained the same – to support our customers and to serve our community every step of the way. As part of our commitment to serve and support others, ethical business practices are the foundation of how we run our business and are a priority for our entire organization. As a privately held company, we can remain nimble and reactive to new and challenging business impacts, including the global challenges every business faces to identify, assess, and mitigate the risks of forced labour in every phase and step of the business cycle.

This is a single entity report for the fiscal period ending December 31, 2023 for business number 849894175. We have compiled the information in this report to demonstrate our commitment and efforts to prevent forced labour within our supply chain. We recognize the complexity of the issues surrounding forced labour and human rights violations and are committed to an endeavor of continuous education and improvement. We aim for full transparency and accountability and remain fully engaged in this critical initiative.

Structure, Activities and Supply Chains

Engineered Floors is a US based manufacturer of residential and commercial flooring, including carpet, carpet tile, and LVT. We manufacture the flooring from component raw materials sourced from suppliers in the United States. We also employ a US based sales force and sell our floorcovering in various sales channels, including to wholesalers, builders, retailers, and directly to end users. In addition to the products that we manufacture from raw materials, we also purchase finished goods LVT products from a select number of countries outside of the United States. We import both carpet and LVT in to Canada.

Engineered Floors is a manager managed limited liability company organized under the laws of the state of Georgia, United States. The management of the organization includes our Chief Executive Officer/President, Executive VP/CFO, Chief Operating Officer, and Exec VP of Manufacturing. Engineered Floors employs approximately 4,700 employees in the United States and a sales force of 10 employees in Canada under a subsidiary sales organization in Canada.

We have worked to consolidate our business with select suppliers that understand our commitment to ethical business practices and our steadfast expectation that all of our suppliers go beyond mere compliance with regulations.



We are committed to conducting our business lawfully and with integrity. Our operating principles describe how we conduct business, including our commitment with respect to dignity and inherent rights of everyone. The commitment extends to our suppliers, including our expectation that our suppliers adhere to similar expectations. We have a supplier quality management process that encompasses:

Supply Chain Verification:

- Includes contractual obligations to abide by all laws and regulations in effect in the places we conduct business.
- Evaluates, assesses, and selects suppliers based on their capabilities to meet such obligations.
- Monitors and evaluates supplier's performance and, when appropriate, requires suppliers to submit information demonstrating compliance with these obligations.

Supplier Audits and Certifications:

- Engineered Floors performs on-going oversight of its supply chain and performs appropriate diligence and audits of its suppliers to verify that all legal, regulatory, and contractual obligations are being met.
- Engineered Floors reserves the right to use third parties for verification purposes.
- Terms of Purchase conditions acknowledge "SELLER warrants that all PRODUCT meets all US laws and regulations, including, without limitation, the Uyghur Forced Labor Prevention Act"
- If Engineered Floors determines that a supplier has failed to meet legal, regulatory, or contractual expectations, we will require correction action and may cancel outstanding orders and discontinue relationships as appropriate.

Internal Accountability and Training

All employees are required to complete training on the Engineered Floors Code of Business Conduct and certify that they will follow these principles as they carry out their day-to-day work. Employees with specific job duties related to supplier management may receive additional training in our supplier management and audit procedures. Failure by an employee to meet our conduct and ethics standards may subject an employee to disciplinary action, including termination.

Engineered Floors fully complies with the Fair Labor Standards Act (FLSA) and applicable state laws regarding child labor within all US based operations and facilities. In keeping with our commitment to go beyond the basic requirements of laws and regulations, we have also set the following employment guidelines to ensure the wellbeing and safety of the youngest members of our workforce:

- The minimum age for employment is 16
- No employee under the age of 18 will be employed in a hazardous occupation
- Schedules and work environments are monitored to ensure the safety and well-being of employees under the age of 18



As detailed in this report, our efforts include thorough evaluation and monitoring of suppliers, partnerships with third-party organizations, and continuous enhancement of our policies and procedures to ensure that we are achieving a level of compliance and accountability that surpasses current regulations.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Full Name Nancy Seldon Millett
Title CFO/Executive Vice President/Treasurer
Date: May 31, 2024

Signature 
I have the authority to bind Engineered Floors, LLC