

Tarkett – Supply Chains Act Report

1. Introduction

This report is made on behalf of Tarkett Inc. and Tarkett Sports Canada Inc. (collectively, “**Tarkett Canada**” or the “**Company**”) and describes the actions taken by the Tarkett Canada during the financial year ending December 31, 2023 to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“**Act**”). This Report constitutes the first report prepared by Tarkett Canada under the Act.

Tarkett Canada is part of the Tarkett Group, which is headquartered in Paris, France and whose parent company, Tarkett S.A., is publicly traded on the Euronext exchange. Tarkett Canada is subject to the policies and procedures of Tarkett Group described below.

2. Structure, Activities and Supply Chains

Tarkett Group is a world leader in flooring and sports surface solutions. For over 140 years, Tarkett has been committed to the design of great spaces. For Tarkett Group, this means putting people and planet first, caring about the environment and the health of present and future generations incorporated by our Tarkett Human-Conscious Design® approach.

Tarkett, Inc. is based in Farnham, Quebec and engages in manufacturing of flooring products in Farnham, Quebec.

Tarkett Sports Canada Inc. is based in Montreal, Quebec and engages in the selling of surfaces for sporting facilities in Canada. It also has a small manufacturing plant that in Toronto, Ontario that produces shock pads..

Tarkett Canada relies on a global supply chain that involves suppliers from the USA, France, Germany, Finland, China and Vietnam. Tarkett Canada works with the broader Tarkett Group to identify suppliers with whom we can develop genuine partnerships to support our continued growth.

3. Policies and Due Diligence Processes

The Company has put into place several mechanisms to support its of ensuring and promoting good and positive practices along the supply chain. These mechanisms fall under Tarkett Group’s Responsible Sourcing Program, which focuses on three main pillars:

- Sourcing healthy and sustainable materials;
- Ensuring Suppliers conduct their business ethically, with respect for human rights and fair treatment of a safe and healthy workforce;
- Ensuring Suppliers manage their operations with environmental responsibility.

Under the Responsible Sourcing Program, Tarkett Canada has evaluated suppliers and markets where the Company believes there is an elevated level of risk of modern slavery in both finished materials and sourcing within those supply chains. Tarkett Canada will continue to evaluate and identify risks in order to prevent forced labour within our own supply chain.

Tarkett Canada also employs the Tarkett Group's [Code of Conduct](#) for its suppliers, which forms a key piece of the Responsible Sourcing Program. The Code of Conduct is underpinned by the fundamental international labor standards as defined by the International Labor Organization ("ILO") Declaration of Fundamental Principles and Rights at Work as well as the 10 principles of the United Nations Global Compact, which Tarkett Group was one of 850 organizations to join as part of the Early Adopter Program. This Code of Ethics explicitly prohibits the use of forced or compulsory labour in all of its forms, and has specific requirements related to compliance with national laws and standards set by the ILO. The Code of Conduct encourages people, to report breaches of the Code through whistleblower platforms that allow for confidential submission of reports with protection for whistleblowers. This Code of Conduct is being rolled out to Tarkett Group's suppliers, and as of 2023 suppliers accounting for 39% of Tarkett Group's total spend have indicated that they adhere to the Code of Conduct or an equivalent.

4. Assessment of Forced Labour and Child Labour Risks and Remediation Measures

Tarkett Group has retained EcoVadis to perform a procurement Corporate Social Responsibility risk mapping exercise. This follows an initial supplier risk assessment that was conducted in 2018. These risk assessment have identified some areas of Tarkett Canada's supply chain which are of increased risk of utilizing forced labour or child labour based in part on manufacturing done by suppliers three tiers or further upstream in its supply chain and the types of products sourced from these suppliers. Tarkett Canada is employing the measures described above to address these risks and conducts an annual risk assessment on all suppliers into Canada.

Tarkett Canada has not identified any instances where the measures it has implemented to eliminate forced labour or child labour from its supply chain has led to the loss of income, and so no remediation measures have been taken to address this issue.

5. Training

The Company does not currently mandate any training for employees that specifically targets forced labour or child labour. However, Tarkett Canada requires that every employee participate in ethics training annually and acknowledge in writing to having reviewed the code of ethics upon hiring.

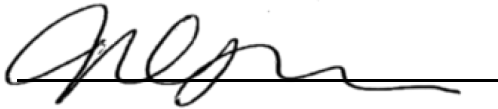
6. Assessing Effectiveness

Tarkett Group employs several methods to assess the effectiveness of its measures to eliminate the use of forced labour and child labour in its supply chain. It regularly reviews and updates the relevant policies and procedures described above. As described above, it has implemented and is rolling out its Supplier Code of Conduct, assisting suppliers measure the effective of their own actions in this regard, and Tarkett Group is tracking uptake of the same. Finally, through its partnership with EcoValis, Tarkett Group is also conducting an audit of its risk in a variety of areas, including forced labour and child labour.

7. Approval and Attestation

This report has been approved by the Board of Directors of Tarkett Inc. in accordance with section 11(4)(b)(ii) of the Act.

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 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.



Marie-France Nantel
General Counsel, SVP Legal and Acquisitions
Tarkett North America & Tarkett Sports
May 31, 2024

I have the authority to bind Tarkett Inc.