



Sustainable and Ethical Procurement Charter 2025-2030

Gerflor[®]

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Introduction

Gerflor is committed to improving the lives of its users while contributing to a sustainable future through eco-friendly, safe, and innovative solutions. This charter reflects our values and expectations towards our Partners to build an ethical and sustainable supply chain together. This charter also adheres to the 10 principles of the United Nations Global Compact in line with the commitment of the Gerflor Group.

Aware of the importance of our partner choices to meet the commitments of our CSR policy, we are implementing a sustainable purchasing approach within our organization particularly aiming to contribute to the following three Sustainable Development Goals (SDGs) below:

SDG 8: Decent work and economic growth :

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 12: Responsible consumption and production :

Ensure sustainable consumption and production patterns.

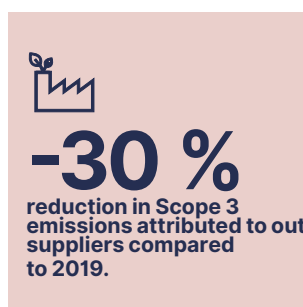
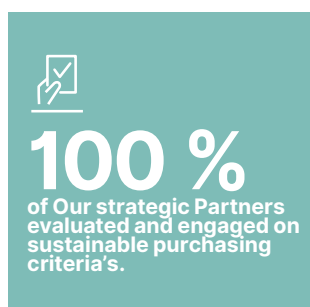
SDG 13: Climate action :

Take urgent action to combat climate change and its impacts.



The purpose of this Sustainable & Ethical Procurement Charter (the “Charter”) is to describe our expectations regarding the management of the environment, working conditions, and practices of our suppliers, service providers, consultants, and other third parties who provide us with goods and services, as well as their parent entities, subsidiaries, subcontractors, and supply chains (hereinafter referred to as “Our Partners”).

Our 2030 Objectives:



Responsibility towards the Planet



Issues :

Environmental preservation is essential in the face of climate urgency and resource scarcity. We encourage Our Partners to reduce their impact on the environment and climate and to protect the natural resources we all depend on.

Gerflor Group's Commitments :

- Carbon footprint reduction: Lower our CO2 emissions attributed to Our Partners by 30% between 2019 and 2030.
- Circular economy: Integrate 30% recycled content into our products.
- Sustainable materials: Integrate 75% bio-sourced, mineral, or recycled content into our products.

Our Partner's Commitments :

- Comply with all regulations on the use, storage, and import of chemicals and hazardous materials.
- Offer environmentally efficient products and services that comply with current environmental laws and standards.
- Reduce their own ecological footprint (energy, water, materials, etc.).
- Measure and document improvements made according to current standards to contribute to our emission reduction goals.

Health and Safety



Issues :

We want Our Partners to ensure safe and healthy working environments that protect their employees. We also want our partners to ensure that their activities do not harm the health and safety of their subcontractors, neighboring populations, or product users.

Gerflor Group's Commitments :

- Regularly assess the risks related to the activities of Our Partners.
- Consider Health and Safety criteria by valuing good practices and sanctioning deviations in our collaboration choices.
- Audit Our Partners if necessary to engage a continuous improvement process.

Our Partner's Commitments :

- Prohibit any form of work that could harm health or safety.
- Maintain healthy and safe working conditions in compliance with current regulations.
- Adopt measures to reduce the risks of accidents and exposure to hazardous products.
- Identify and reduce potential impacts on their subcontractors, neighboring populations, and users of their products/services.

Human Rights



Issues :

We ask Our Partners to respect human rights not only as a legal obligation but as a necessary condition for sustainable business relationships.

Gerflor Group's Commitments :

- Regularly assess the risks related to the activities of Our Partners.
- Consider Human Rights criteria by valuing good practices and sanctioning deviations in our collaboration choices.
- Audit Our Partners if necessary to engage in a continuous improvement process.

Our Partner's Commitments :

- Strictly comply with labor laws and human rights and prohibit child labor and forced labor.
- Practice no form of discrimination, promote professional equality, and respect the rights of indigenous peoples or communities.
- Foster an inclusive environment free from harassment.
- Engage with their suppliers to also respect these principles.

Business Conduct and Ethics



Issues :

We aim for ethical business practices with Our Partners to strengthen trust and prohibit unfair and illegal practices.

Gerflor Group's Commitments :

- Train our buyers to respect the principles of our Ethical Charter and associated codes of conduct:
 - ◊ « Competition conduct code »
 - ◊ « Anti-corruption conduct code »
- Prevent any risk of conflict of interest by reporting any risky situation to their manager.
- Condemn any form of corruption by Our Partners.
- Maintain accurate and reliable records of all transactions.
- Respect contractual obligations and protect sensitive data of Our Partners.
- Respect international sanctions and not engage with suppliers located in sanctioned countries.

Our Partner's Commitments :

- Prohibit conflicts of interest and report any potential risk.
- Adopt internal policies against money laundering and anti-competitive and unfair practices.
- Preserve the confidentiality and intellectual property of shared information.
- Respect international sanctions and not engage with suppliers located in sanctioned countries.

Continuous Improvement



Issues :

We believe that regular monitoring ensures compliance with commitments and improves the practices of our partners.

Gerflor Group's Commitments :

- Request documentation to verify compliance.
- Support partners in case of non-compliance to correct identified deviations.
- Conduct unannounced on-site evaluations if necessary.
- Provide partners with an alert process to report any behavior contrary to the charter :
(gerfloralert@nicolfideurope.com).

Our Partner's Commitments :

- Fully cooperate during inspections and audits.
- Implement corrective actions within the approved timeline.

Useful Links : For more details, refer to the documents available on our website:

Gerflor group - Corporate website

Code of ethics



Gerflor Group CSR Report



Whistleblower reporting channel
and guidelines

Signatories :

Gerflor Group Purchasing Director

Charles D'ANTERROCHES

Our Partner :

Name :

Function :

.....

we care / we act our commitments for 2030



climate

-30% CO₂

scopes 1,2,3 in tons CO₂,
vs 2019. Science Based
Targets⁽¹⁾



resources

75%

biobased, mineral
and recycled⁽²⁾

30%

recycled content⁽³⁾



circularity

65,000

tons of waste treated⁽⁴⁾

45%

looselay⁽⁵⁾



health & well-being

100%

outperforming
Indoor Air Quality standards⁽⁶⁾

95%

sales covered by EPDs⁽⁷⁾



people

Towards 0

accident⁽⁸⁾

30%

women⁽⁹⁾

40%

internal mobility⁽¹⁰⁾

More details : 1. Scopes 1,2 & 3, in absolute value, market-based. Trajectory approved by SBTi (Science Based Targets Initiative). 2. Origin of raw materials for the entire Floor & Wall portfolio, on average, by weight; including 15% virgin salt, a primary element in vinyl manufacturing. Compared to 70% in 2024. 3. Average content in the Floor & Wall vinyl portfolio, by weight. Compared to 21% in 2024. 4. Recycled in our factories and recycling units. Compared to 56,600 tons in 2024. 5. % of Floor activity with non-glued products, easy to remove, easy to reuse. Compared to 40% in 2024. 6. 100% of vinyl and linoleum sold to the building market below 100 micrograms /m3 (TVOC 28 days). 7. % of Floor & Wall activity covered by Environmental Product Declarations (EPDs). Compared to 43% in 2024. 8. Towards 0 accident : Lost Time Injury Frequency Rate(LTIFR) below 3 vs. 8,9 in 2024, for Gerflor employees worldwide. 9. 30% women in our global workforce and among our managers. Compared to 26% in 2024. 10. % job openings filled with internal hires worldwide. Compared to 36% in 2024 (France).