INTERFACE TRANSPARENCY IN SUPPLY CHAINS STATEMENT
UK - 2025

Published in compliance with the UK Modern Slavery Act 2015 for the financial year ending 31 December 2025.

Interface Europe Ltd. (Interface UK) is a member of the Interface, Inc. group of companies (Interface Group). The Interface Group is a global commercial flooring business with an integrated collection of carpet tiles and resilient flooring, including luxury vinyl tile (LVT) and nora® rubber flooring.

The Interface Group embraces and supports core values in the areas of human rights, labour standards, the environment and ethical practices (Core Values). The Core Values reflect the Interface Group's global commitment to conduct its business in an ethical and responsible manner. As part of this commitment the Interface Group operates a Supplier Code of Conduct (Supplier Code).

The latest revision can be found here.

OUR BUSINESS AND SUPPLY CHAIN

Interface Group's global activity is spread across regions, being the Americas, EMEA, Asia Pacific and Australia. Interface UK operates within the EMEA business region, more specifically the principal activity of Interface UK is the sale and distribution of interior floor coverings in the UK, and Ireland.

Interface UK plays a significant role in the Interface Group's commitment to eradicate modern slavery.

The products which Interface UK supplies to its customers are predominantly manufactured between the Interface Group's manufacturing sites at Scherpenzeel, Netherlands; Weinheim, Germany; and Craigavon, Northern Ireland. One of the product groups are sourced from a third-party global supplier in South Korea. Raw materials used in the manufacture of products at the Interface Group's manufacturing sites are sourced through global or regional specific suppliers, with approximately 94% of raw materials from EMEA and the USA. Interface UK's customers are spread across the corporate office sector as well as non-office commercial sectors such as hospitality, education, healthcare and government. Its sales force is predominantly UK based.

Interface UK is totally opposed to the use of slave labour in the making of the Products.

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VALUES AND POLICIES

The Interface Group's Supplier Code, referenced above, defines expectations and key standards regarding the behaviours of critical suppliers. One of the key standards within the Supplier Code relates to employment and labour, expectations in respect of which include (amongst other things) that suppliers:

> **"must not directly, or indirectly through a third party, employ child labour or forced labour (whether in the form of prison labour, slave labour, bonded labour, trafficked labour or otherwise)"**

Additionally, a Supplier can be monitored to assess compliance with the Supplier Code, and in particular, whether appropriate steps have been undertaken to identify any forms of forced labour in their business, and that of their sub-suppliers.

RISK ASSESSMENT

Our risk assessments are one of the tools we use to implement risk-based controls to identify potential areas for improvement.

During the year the Procurement Team continued its Supply Chain Mapping, to bolster its modern slavery risk assessment elements and also to explore the possibilities of expanding the scope to lower tier suppliers. The raw materials supply base was reviewed first by reference to country location and then the risk assessed using the Global Slavery Index (GSI) tool. Accordingly, the Supplier Questionnaire was updated in order to increase risk evaluation of a prospective new supplier.

> **Out of the total spend with our direct supply base the greatest majority, nearly 94%, is located in Europe. Based on the GSI index 98% of those suppliers are considered low risk.**

INTERNAL CONTRACTORS

Due diligence, including a sourcing and an evaluation process, is in place to ensure contractors and service suppliers (e.g. maintenance, facility service, temporary staff services) are managed carefully in providing their services to Interface UK. By reason of the working knowledge and in some cases the long-standing nature of these relationships, the risk of modern slavery and human trafficking within that part of our supply chain is deemed low. However, periodic reviews and checks are undertaken.

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EVALUATION OF MEASURES TAKEN

The Interface Group operates a culture of continuous improvement. Through close cooperation with other teams within the Interface Group the Procurement Department is involved in regular reviews of best practice and procedures and effective ways of identifying and managing risks.

> **Through this, Interface UK continues to re-assess supplier due diligence processes and purchase terms in order to ensure that modern slavery diligence is as integrated as possible into its overall approach.**

We continue to encourage our suppliers to remain vigilant in identifying areas for improvement in their operations and use of sub-suppliers as well as educating their staff to uphold the core values and requirements in the Supplier Code and maintain supply chain transparency.

> **By reason of existing processes and procedures the global supply chain team is considered to already have knowledge of the Core Values and supply chain transparency.**

Approved by the board of Interface Europe Ltd on 01 October 2026.



Danielle Verschuur
Director, for and on behalf of Interface Europe Ltd
October 2026

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