



Policy on modern slavery, equal opportunities and the freedom of association

Interface NRM (Interface) operates in low risk, high standards jurisdiction. We nevertheless recognize, support and abide by the fundamental ILO conventions and operate with UK law in relation to child labour, forced labour, modern slavery, equal opportunities and the right to collective bargaining and freedom of association.

Interface is against all forms of exploitation of children. We comply with applicable child labour laws, including those related to wages, hours worked, overtime and working conditions. We do not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities, and expect our business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate.

All employment must be conducted on a voluntary basis, and not under threat of any penalty or sanctions. The use of forced or compulsory or unpaid labour in all its forms, including prison labour and unpaid overtime work, is prohibited. Employees shall not be required to make deposits or financial guarantees and the identity documents of any worker (such as passports, identity cards, etc.) shall not be confiscated. No delayed payment of wages shall occur. The right of employees to terminate their employment after legal notice shall be respected. The right of employees to leave the workplace after their shift shall be respected.

Interface is an equal opportunity employer and is committed to treating all its employees and job applicants equally. We will avoid unlawful discrimination in all aspects of employment including recruitment and selection, promotion, transfer, opportunities for training, pay and benefits, other terms of employment, discipline, selection for redundancy and dismissal. We take all reasonable steps to employ and promote employees on the basis of their abilities and qualifications without regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex and/ or sexual orientation. The company will appoint, train, develop and promote on the basis of merit and ability alone.

Interface supports freedom of association and collective bargaining as part of our commitment to support fair and equitable treatment in the workplace. We use a wide range of approaches to ensure employee rights are respected. One way in which we do this is to support open and productive dialogue amongst all employees. We seek to help bridge this divide while ensuring that freedom of association is respected both in principle and in practice.

In our business relationships and across our partners and supply chain, should violation of any of these principles become known to us and not be remediated, we will take serious action, including discontinuation of the business relationship. We are committed to working with all our contacts to improve working conditions for all employees.

SIGNED:

Handwritten signature of Mike Greenland in black ink.

Mike Greenland

Handwritten signature of Gavin Jordan in black ink.

Gavin Jordan

Handwritten signature of Tim Barker in black ink.

Tim Barker

DATE: 28th January 2022