

AUSTRALIAN MODERN SLAVERY STATEMENT, IN ACCORDANCE WITH THE REQUIREMENTS OF THE MODERN SLAVERY ACT 2018 (CTH) FOR THE YEAR ENDED 31 DECEMBER 2025

This joint Modern Slavery Statement (“Statement”) is made by Interface Aust Pty Limited on behalf of the “reporting entities” within its corporate group (collectively referred to as “Interface Australia”). The Statement has been prepared in accordance with the requirements of the Modern Slavery Act 2018 (Cth). Interface embraces and supports core values in the areas of human rights, labour standards, the environment, and ethical practices. Interface is committed to stopping the exploitation of people and supporting the elimination of modern slavery across the globe.

This Statement covers the reporting period from 1 January 2025 to 31 December 2025.

INTERFACE AUSTRALIA REPORTING ENTITIES COVERED BY THE STATEMENT:

- **Interface Aust Pty Limited (ABN 39 000 692 026)**
- **Interface Aust Holdings Pty Limited (ABN 68 074 804 381)**

ABOUT INTERFACE

Interface, Inc. is a global flooring solutions company and sustainability leader, offering an integrated portfolio of carpet tile and resilient flooring products that includes Interface® carpet tile and LVT, nora® rubber flooring, and FLOR® premium area rugs for commercial and residential spaces. Made with purpose and without compromise, Interface flooring brings more sophisticated design, more performance, more innovation, and more climate progress to interior spaces.

A decades-long pioneer in sustainability, Interface remains “all in” on becoming a restorative business. Today, the company is focusing on carbon reductions, not offsets, as it works toward achieving its verified science-based targets by 2030 and its goal to become a carbon negative enterprise by 2040.

Incorporated in 1973, Interface is headquartered in Atlanta, Georgia, USA. The company employs approximately 3,600 people and operates six manufacturing facilities across four continents, with sales and marketing offices in 18 countries.

INTERFACE MANUFACTURING FACILITIES ARE LOCATED IN:

- **Australia - Minto**
- **China - Taicang**
- **United States - LaGrange/West Point, GA**
- **The Netherlands - Scherpenzeel**
- **Northern Ireland - Craigavon**
- **Germany - Weinheim (nora® by Interface)**

At Interface, we believe in doing right by the people we impact through our actions. We recognise the deep connections between environmental sustainability and human rights, and we are committed to making meaningful progress in these areas. We strive to build a better, more just world.

In 1994, inspired by our customers and led by the fundamental mindset shift of our founder, Ray Anderson, Interface began a radical business transformation to reduce our impact on the environment. This transformation, aimed at eliminating our negative impact, was a pivotal step in becoming the purpose-driven, sustainability-focused company we are today.

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With this foundation, Interface acknowledges that environmental sustainability is tied to social wellbeing and the enjoyment of human rights. The United Nations Human Rights Council made its landmark decision in October 2021, recognising the enjoyment of a clean, healthy, and sustainable environment as a human right, further establishing the connection between environmental and social sustainability.

As signatories to the United Nations Global Compact (UNGC), we commit to its Ten Principles, including respecting human and labour rights.

This document articulates our human rights commitment and expectations across our full value chain – for employees, suppliers, business partners, the people and companies that use our products, and communities surrounding our facilities across the globe. In the future, we will work to continue embedding human rights into our operations and management systems and will publicly communicate our progress through our internal and external platforms.

OUR AUSTRALIAN COMPANY IN THE CONTEXT OF OUR GLOBAL OPERATIONS

Interface Australia is headquartered in the historic Railway Institute Building on Chalmers Street, Sydney. We operate five regional sales offices located in New South Wales, Queensland, Victoria, South Australia, and Western Australia and have been manufacturing carpet tile products in Australia since 1971.

At the time of reporting, Interface Australia employs approximately 200 full-time equivalent permanent employees across our corporate office and operational areas. This workforce is supported by temporary staff, engaged as needed to meet manufacturing demand and training requirements.

Our factory in Minto operates with a low environmental impact. It is powered by 100% renewable electricity and has significantly reduced water consumption. In addition, our factory is well on its way to achieving zero waste to landfill. Interface Australia is fully aligned with key circular economy principles, focusing on reuse, central to our ReEntry™ program. Through this initiative, we take back our post-consumer carpet tiles and extend their life, offering affordable flooring solutions to small businesses and local communities.

Interface Australia supports many local charities. In addition to donating carpet tiles to community organisations including churches, community groups and the Rural Fire Service, our employees volunteer their time to assist product installations, further strengthening our connection with the community.

Interface Australia also considers broader social impact in its procurement. The Supplier Modern Slavery Risk Assessment and Social Procurement Questionnaire asks suppliers about their social procurement credentials, including whether they are a recognised social enterprise or an Indigenous-owned, female-owned or minority-owned business, the proportion of their own procurement spend directed to Indigenous-owned and other social suppliers, and their community and social impact programs.

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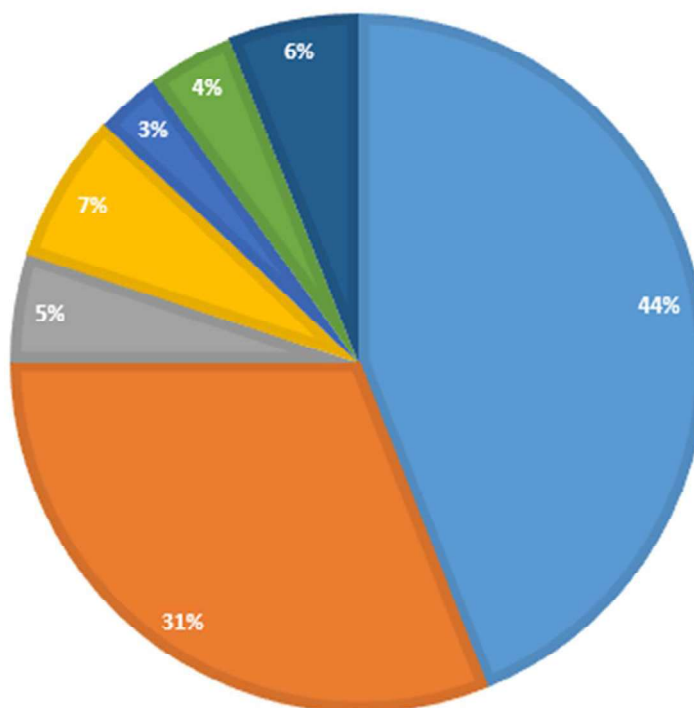
SNAPSHOT OF OUR MANUFACTURING FACILITIES AND MATERIALS

Interface maintains strong, long-term relationships with a select group of key material suppliers, our “Tier-1 Suppliers”. These strategic partnerships are essential to our efforts to continuously mitigate and eliminate the risk of modern slavery across our supply chain.

In Australia, Interface sources raw materials and services from approximately 390 suppliers. While most of these suppliers are based in Australia, we also engage with international partners located in China, Europe, South Korea, Thailand, Taiwan, and the United States.

RELATIVE PERCENTAGE OF SOURCED MATERIALS.

■ Australia ■ CHINA ■ TAIWAN ■ South Korea ■ USA ■ EUROPE ■ THAILAND



MODERN SLAVERY RISKS IN OUR INDUSTRY

During 2025, 44% of Interface Australia’s sourced material spend was with Australian suppliers and 56% related to overseas sourcing. China represented 31% of sourced material spend, followed by Taiwan at 7%, South Korea at 6%, the United States at 5%, Europe at 4% and Thailand at 3%.

MODERN SLAVERY RISKS IN OUR OPERATIONS

Interface Australia considers the risk of modern slavery within its directly employed workforce to be relatively low. Potential operational exposure may arise through temporary labour, labour-hire providers, cleaning, facilities management and other outsourced services, particularly where vulnerable or migrant workers or subcontracting arrangements are involved.

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MODERN SLAVERY RISKS IN OUR SUPPLY CHAIN

Interface Australia's more significant potential exposure arises within its supply chains, including textiles and yarn, polymers, chemicals, minerals, imported finished products, freight and logistics. Relevant risk factors include labour-intensive manufacturing, the use of migrant or temporary workers, recruitment intermediaries, subcontracting and limited visibility beyond Tier-1 suppliers. Interface Australia is aware of publicly reported links between forced labour in the Xinjiang Uyghur Autonomous Region of China and certain raw material supply chains relevant to the flooring industry, including PVC and textile inputs. We treat this as an elevated risk area within our supply chain due diligence. Our engagement with Chinese suppliers, including in-person site visits, the supplier questionnaire and Supplier Code of Conduct acknowledgements, is directed at understanding where our inputs are produced and identifying any indicators of forced labour.

THE MODERN SLAVERY ERADICATION CHALLENGES FACED GLOBALLY BY OUR INDUSTRY ARE:

- Limited visibility of upstream supply chains, particularly in the developing world where workplace health and safety standards fall short of the high levels of workplace safety enjoyed by Australian workers.
- Insufficient legislation and enforcement, with weak or unenforced penalties for manufacturers who allow modern slavery within their operations.
- Low levels of mechanisation and inadequate use of personal protective equipment (PPE), resulting in workers performing unsafe or even dangerous work by hand, including digging and mining in unsafe tunnels, exposure to silicates, strain from repetitive tasks, and long work hours.
- Unsustainably low wages and exploitation of demographically vulnerable people, including women, ethnic minorities, and vulnerable or undocumented migrant workers.
- The use of child labour in factories where children should be engaged in formative education.

Despite these challenges, Interface is committed to the ongoing mitigation and eradication of modern slavery risk within our global supply chain, including our policy of not engaging suppliers that utilise children in their production processes.

ACTIONS TO PREVENT, CONTROL AND REMEDIATE MODERN SLAVERY RISKS

OUR COMMITMENT TO HUMAN RIGHTS

Human rights apply to all individuals regardless of race, color, religion, national origin, sex, pregnancy, age, disability, HIV status, sexual orientation, gender identity, marital status, military service, or any other status protected by law. Every individual has responsibilities to other individuals and to the community to which they belong, and companies have a duty to respect and uphold these rights.

At Interface, we are committed to fostering conditions in which all employees, and individuals throughout our supply chain, are safe, respected, valued, and fairly paid.

Our Commitment to Human Rights is informed and guided by the International Bill of Human Rights (including the principles set out in the Universal Declaration of Human Rights), the principles in the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the foundational principles applicable to business enterprises enumerated in the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Ten Principles of the United Nations Global Compact (UNGC).

This commitment applies across all global business units and facilities we operate and extends to our suppliers and business partners. It is to be read in conjunction with the Interface Code of Conduct, Supplier Code of Conduct, and Local Policy Manuals.

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WE ACTED ON SLAVERY FROM THE INCEPTION OF THE MODERN SLAVERY ACT

Since the introduction of mandatory modern slavery reporting in 2018, Interface Australia has continued to take actions to identify and mitigate modern slavery risks within its supply chain.

During the 2025 reporting period, Interface Australia's Procurement team:

- Conducted in-person visits to suppliers located in China and Taiwan.
- Discussed potential modern slavery risks, responsible employment practices and Interface's ethical sourcing expectations with suppliers.
- Required relevant suppliers to review and sign the Interface Supplier Code of Conduct.
- Collected supplier information and supporting documentation through Interface's Supplier Modern Slavery Risk Assessment and Social Procurement Questionnaire and related due-diligence process.
- Used onsite engagement to improve supply-chain visibility and strengthen relationships with suppliers.
- Continued educating suppliers about Interface's expectations regarding human rights, labor standards and modern slavery risk management.

While Interface Australia does not currently assign formal risk ratings across its supplier base, suppliers visited by our Procurement team are asked to complete Interface's Supplier Modern Slavery Risk Assessment and Social Procurement Questionnaire. The questionnaire requires each supplier to describe its modern slavery policies, risk assessments, due diligence over its own suppliers and subcontractors, contractual protections, labor and recruitment practices, grievance and whistleblower mechanisms, training, and the measures it uses to monitor its own performance. Each supplier signs a declaration confirming the accuracy of its responses and committing to notify Interface Australia of any material change to that information and of any significant modern slavery allegation or incident relevant to the goods or services it supplies to Interface.

These actions supported Interface Australia's commitment to proactive risk identification, responsible sourcing and continuous improvement across its supply chain.

In our 2024 Statement, Interface Australia committed to conducting in-person visits to suppliers in Taiwan, enhancing our supplier audit and due-diligence processes, and broadening modern slavery training across our business. During 2025, we completed in-person visits to suppliers in Taiwan and China and strengthened our due-diligence processes through the supplier questionnaire and the Supplier Code of Conduct acknowledgements described above. The planned expansion of modern slavery awareness training to all Interface Australia employees was not completed during the reporting period and is carried forward as a priority action for the coming year.

Interface maintains a global ethics hotline through which concerns, including suspected modern slavery, can be raised. During the 2025 reporting period, no instances of modern slavery were identified or reported through the global ethics hotline or Interface Australia's other internal or external reporting channels.

OUR ANTI-SLAVERY STRATEGY FOR OUR AUSTRALIAN COMPANY

Interface Australia's modern slavery due diligence is led by our Procurement team, which administers the Supplier Modern Slavery Risk Assessment and Social Procurement Questionnaire, conducts in-person supplier visits and manages ongoing supplier engagement. Oversight rests with Interface Australia's senior management, to whom credible concerns are escalated, and with the Boards of the reporting entities, which review and approve this Statement.

Interface Australia is actively integrating anti-slavery requirements into its sourcing activities. We will continue engaging with our suppliers so that they understand Interface's expectations regarding ethical sourcing, human rights and responsible labor practices.

We remain committed to conducting our business responsibly and ethically. As part of our ongoing efforts to reduce the risk of modern slavery and human trafficking within our operations and supply chains, we will continue to review and strengthen our due diligence processes.

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In the coming year, Interface Australia intends to:

- Conduct in-person visits to suppliers in Thailand and China to follow up on modern slavery risks, review working conditions and reinforce Interface's expectations regarding ethical sourcing and labor rights.
- Continue monitoring supplier compliance with the Interface Supplier Code of Conduct and follow up on any identified risks or areas requiring improvement.
- Expand modern slavery awareness training for all Interface Australia employees to improve their understanding of modern slavery risks, warning signs and internal reporting and escalation processes.
- Strengthen supplier engagement and documentation to support greater transparency and visibility across the supply chain.
- Monitor the Australian Government's announced reforms to the modern slavery framework, including the proposed failure to prevent offence and civil penalty regime, and continue developing Interface Australia's due diligence framework in line with emerging requirements.

These planned actions reflect Interface Australia's commitment to continuous improvement and the protection of human rights throughout its operations and supply chain.

OUR REMEDIATION AND ESCALATION APPROACH

If Interface Australia identifies a credible modern slavery concern, the matter will be escalated to appropriate senior management for assessment. Interface will seek to protect affected workers from retaliation, investigate the concern and work with the supplier to develop appropriate corrective and remediation actions.

Depending on the seriousness of the matter, actions may include requesting additional evidence, implementing a corrective-action plan, undertaking follow-up engagement or supplier visits, obtaining specialist advice and monitoring completion of agreed actions. Where a supplier is unwilling or unable to address a serious concern, Interface will consider responsible disengagement.

ASSESSING THE EFFECTIVENESS OF OUR ANTI-SLAVERY ACTIVITIES

During 2025, Interface Australia assessed the effectiveness of its modern slavery risk-management activities by reviewing the completion of planned supplier visits, supplier questionnaire responses and signed acknowledgements of the Interface Supplier Code of Conduct.

The Procurement team conducted in-person visits to suppliers in China and Taiwan. These visits enabled Interface to discuss modern slavery risks directly with supplier management, improve visibility of supplier operations and reinforce Interface's expectations concerning ethical sourcing, labour rights and responsible employment practices.

No instances of modern slavery were identified or reported through Interface Australia's available internal or external reporting channels during the 2025 reporting period. However, Interface recognises that the absence of reported cases does not necessarily mean that no modern slavery risks exist.

Interface Australia intends to strengthen its assessment of effectiveness by monitoring:

- The number and percentage of priority suppliers assessed.
- Completion of supplier questionnaires.
- Supplier Code of Conduct acknowledgement rates.
- Issues or gaps identified during supplier visits.
- Corrective actions raised and completed.
- Employee participation in modern slavery training.
- Matters reported through internal escalation or grievance channels.

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WE ADDRESS MODERN SLAVERY AS A REGIONAL OFFICE AND AS A GLOBAL ORGANISATION

This 2025 Modern Slavery Statement provides an account of the actions taken by Interface Australia during the reporting period ended 31 December 2025 to identify, assess and address modern slavery risks within its operations and supply chains. Interface Australia believes in a consultative approach to mitigating modern slavery risk, through a combination of education, technology, and ongoing dialogue with our strategic suppliers, to drive greater transparency and accountability across our supply chain.

CONSULTATION WITH THE ENTITIES WE OWN OR CONTROL

In preparing this joint Statement, Interface Australia engaged and consulted with the entities it owns or controls, including consultation between the two reporting entities covered by this Statement, Interface Aust Pty Limited and Interface Aust Holdings Pty Limited. This consultation addressed the reporting requirements of the Modern Slavery Act 2018 (Cth), the modern slavery risks relevant to our industry, operations and supply chains, the actions taken during the reporting period to identify, assess and address those risks, and the planned actions and effectiveness measures described in this Statement.

This Statement was approved by the Boards of Interface Aust Pty Limited and Interface Aust Holdings Pty Limited on 10 September 2026 in accordance with the requirements of the Modern Slavery Act 2018 (Cth).



[Matthew Sims \(Sep 14, 2026 14:10:18 GMT+10\)](#)

Matthew Sims

Vice President Commercial (Australia and New Zealand)

Director, Interface Aust Pty Limited and Interface Aust Holdings Pty Limited