

Interface®

Environmental Policy Statement

Background

Interface sets the standard for sustainability. This is evident from our 30+ years as an industry leader. In 1994, Interface began a radical business transformation. to reduce our impact on the environment. Led by our founder, Ray Anderson, we set a course to become a regenerative business. Today, we continue that commitment with an ambitious goal—we are ‘all in’ on carbon negative by 2040.

As a company, we have never been afraid to raise the bar – for our industry and for the world. Our history proves that. It is why we operate without compromise on anything – including the planet.

Our third-party validated 2030 [science-based targets](#) are an important midway point on our journey to carbon negative. Carbon is the problem, but it is also the solution. Our plan is simple: we will avoid, reduce, and store more carbon in our products and less carbon in the air. We are making significant progress with our expanding portfolio of carbon negative carpet tiles – and now, a carbon negative rubber flooring prototype.

At Interface, we lead with industry-first innovations and design our products with the full life cycle in mind. This includes materials that matter, such as recycled, bio-based, and captured carbon inputs. We are driven by circularity. This commitment informs everything we do – it is what being ‘all in’ means at Interface, and how we will be carbon negative by 2040. We want to inspire more companies to follow our lead. If we can do it, others can too. Customers, peers, suppliers – we all need to act now to meet the urgency of the climate crisis.

This statement articulates our commitment to environmental responsibility 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.

Environmental Approach

At Interface, we recognize our responsibility to continue to work on ways we can protect the environment and to contribute to global sustainability efforts. As a committed corporate citizen, we aim to minimize our ecological footprint and promote environmental stewardship in all our operations. This Environmental Policy Statement outlines our global commitment to environmental management and sets forth our principles and guidelines for achieving our environmental objectives.

1. Compliance with Environmental Laws and Regulations: We will adhere to all applicable environmental laws, regulations, and standards relevant to our business operations in each location where we operate. We will continually monitor changes in applicable environmental legislation and adapt our practices accordingly.

2. Environmental Management in Operations: We will maintain certification to an external environmental management system (EMS) standard, such as the ISO 14001-2015 or similar, for our production sites globally.
3. Carbon Footprint and Energy Consumption: Recognizing the significance of climate change, we will work diligently to reduce our greenhouse gas emissions. By working with our raw material suppliers, energy efficiency improvements, further renewable energy adoption, and innovation and design, we aim to continue to decrease our carbon footprint and energy consumption.
4. Water Consumption and Discharge: We will actively work to reduce our water consumption through efficient use and will strive to minimize our impact on local water resources. We commit to preventing water pollution by employing best practices to ensure that water discharged from our operations meets or exceeds applicable regulatory standards.
5. Biodiversity and Ecosystem Protection: We will work to safeguard biodiversity and natural habitats by prioritizing sustainable land use practices that minimize disruption to local ecosystems and promote the coexistence of our operations with surrounding natural environments. We will work collaboratively with our suppliers to promote sustainable sourcing practices that align with biodiversity preservation goals.
6. Pollution Prevention: We will minimize pollution from our activities, including, but not limited to sulfur oxides (SOx), nitrogen oxides (NOx), volatile organic compounds (VOCs), particulate matter (PM), dust and other emissions polluting the local environment such as odor, noise, and light, based on what is material for each site. Our EHS (Environmental, Health, and Safety) teams will continue to identify potential environmental risks and implement measures to minimize or eliminate adverse impacts.
7. Waste Management: We will implement responsible waste management practices including waste reduction, reuse, recycling, and safe disposal for raw materials, chemicals, and non-hazardous and hazardous waste, as appropriate. Our goal is to minimize the amount of waste sent to landfills.
8. Material Choice and Sustainable Procurement: We will prioritize the use of materials that are known to be safe for the environment. We will prioritize environmentally preferable products (EPP) and responsibly sourced raw materials, including recycled and biobased materials, for our products in our procurement processes. This includes collaborating with suppliers who share our commitment to sustainability and environmentally responsible practices.
9. Customer Health and Safety: We will prioritize customer health and safety by seeking to eliminate materials of concern in our products and promoting healthy interiors. We will minimize or eliminate PFAS, phthalates, heavy metals, and other dangerous chemicals, and we will ensure our products meet stringent low VOC standards. We will promote interior environments that support the health and wellbeing of occupants including healthy indoor air quality, safe acoustics and biophilic design.
10. Sustainable Product Use and Consumption: We will inform our customers about the best practices for using our products in an environmentally responsible manner and we will

design products with durability and recyclability in mind. By considering the entire lifecycle during the design phase, we aim to extend the useful life of our products and reduce their environmental impact.

11. End-of-life Management: We will evaluate locally available take-back programs and initiatives that encourage the return of our products at the end of their useful life and engage where feasible to the business, evolving our strategies as opportunities arise and moving us closer to a circular economy. In our evaluation, we will consider options (in priority order) for proper repair, reuse, recycling, or disposal.
12. Product Transparency: We commit to product transparency through the use of third-party certified Environmental Product Declarations (EPDs) and similar disclosures to provide our customers and stakeholders with credible information on the impacts and inputs of our products.
13. Stakeholder Collaboration: We will actively engage and collaborate with our stakeholders, including customers, employees, shareholders, suppliers, local communities, and environmental organizations, to address environmental challenges collectively.

Grievance Mechanisms

Interface provides employees and other stakeholders with simple ways to report potential concerns and/or violations of this policy. The following grievance mechanisms offer a formalized method for individuals or groups to lodge concerns or complaints about Interface and our environmental impacts and to seek subsequent remedy.

Direct Reporting: Any employee who identifies or has questions pertaining to any potential violations of policy or conflicts between laws, customs, and practices of the Company may report their comments to their manager, human resources, or the legal team, who will evaluate the report and investigate accordingly. All employees and individuals are free from retaliation for reports made in good faith.

Ethics Hotline: Interface's Ethics Hotline allows employees, other stakeholders, and members of the general public to confidentially report suspected irresponsible or unethical behavior or other concerns related to finance, legal, human resources, or environmental and occupational safety. To report a concern, visit the hotline webpage at <https://interface.ethicspoint.com>. Reports may be made anonymously at the election of the reporter.

Governance

This policy has been reviewed by the Interface Chief Executive Officer and the Executive Leadership Team to ensure that every part of our business is clear about our responsibility to respect the environment. The Company will undertake an annual review of our environmental risks and performance and will communicate the results to our Board of Directors and in key stakeholder communications, including but not limited to, our annual ESG report, as well as our quarterly enterprise risk management reporting.

Interface's Environmental Policy Statement is available to all members of the public through the Investor Relations section of the Company's website and is further available to all employees in the Global Policies section of our employee intranet.

Document History

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Version 2.0: Approved and released on June 26, 2025