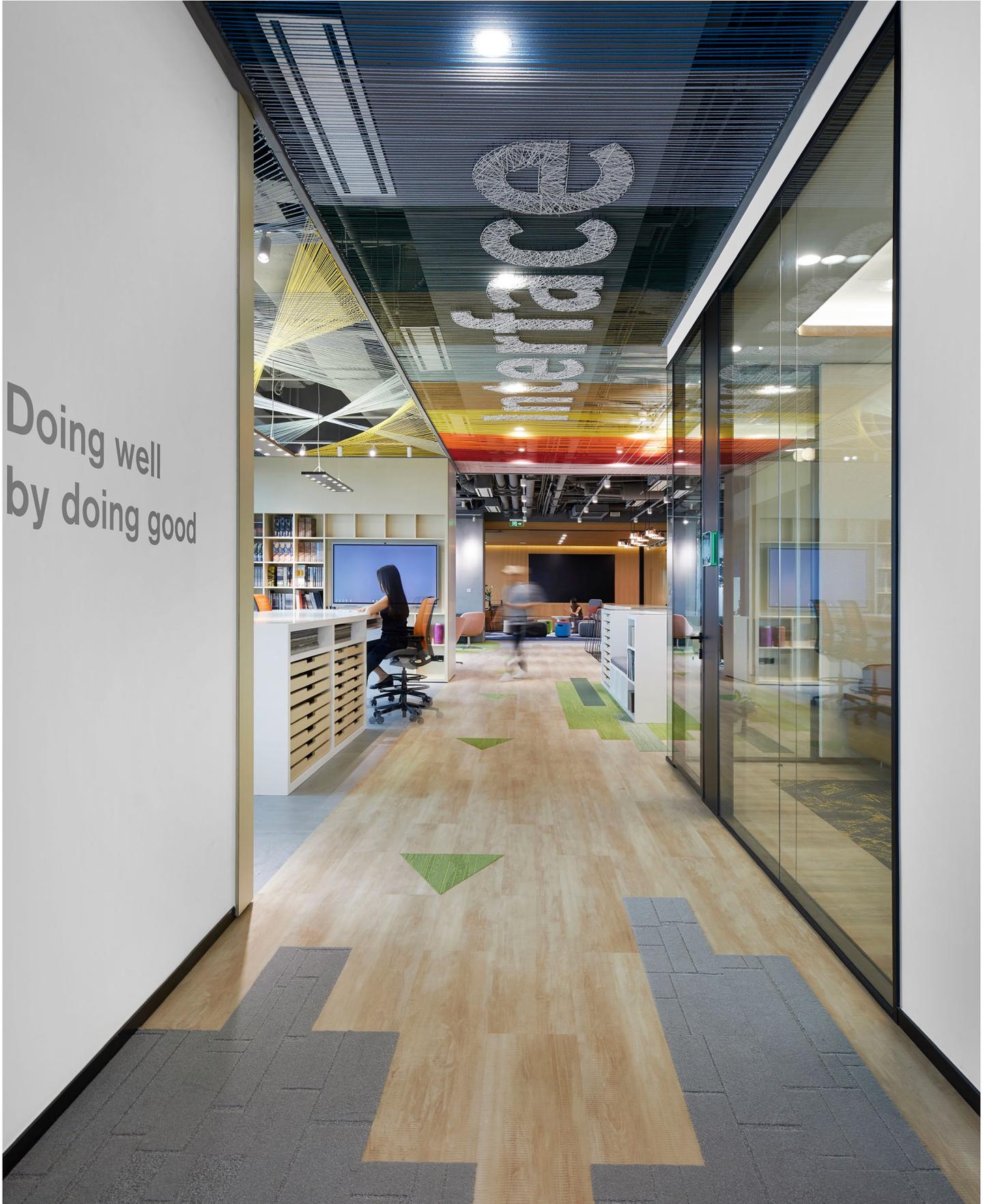


Interface®

# The Interface Code of Conduct

Our Purpose at Work



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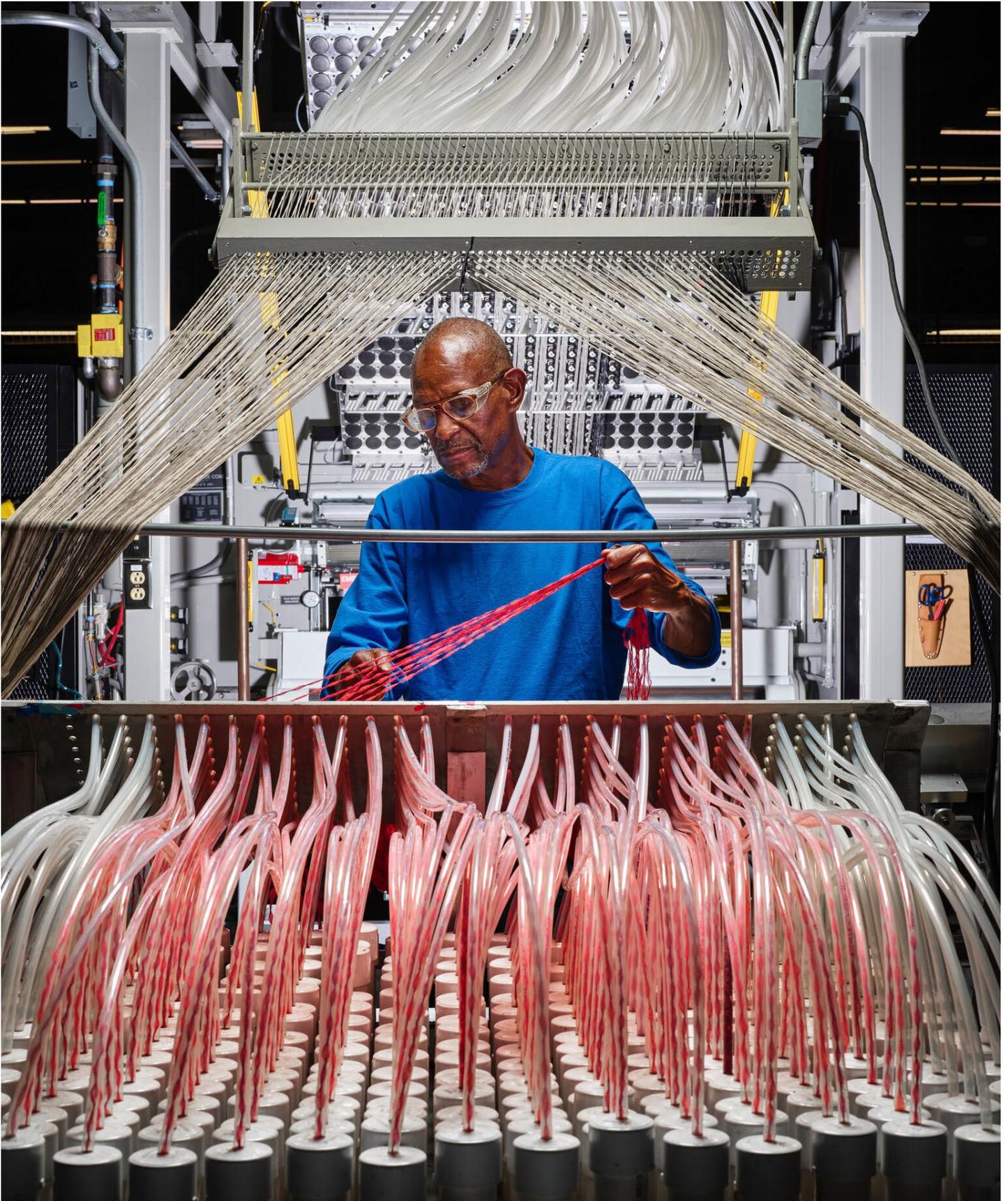
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## A Message from Laurel Hurd

Dear Interface Family,

Our commitment to be an environmentally sustainable and restorative company, and to influence other companies to do the same, has made Interface the purpose-driven leader it is today. Our flooring systems help customers create beautiful interior spaces and positively impact those who use the interior spaces, as well as our planet. We come to work every day with a shared purpose — to lead industry to love the world. Our commitment to this purpose shows in the quality of our products and services.

We are a company with integrity, transparency, and a track record of doing the right thing. We are also an ambitious company, dedicated to creating a climate fit for life. To keep leading, we must keep each other safe and maintain our reputation for doing business according to high ethical standards. The Interface Code of Conduct, “Our Purpose at Work,” is a resource that will help us succeed. The Code serves as a guide for making decisions that support Interface and our people.

Please refer to this Code anytime you feel unsure of the right next step. Speak up if you need help or if you see behavior that doesn't meet our standards.

Thank you for acting every day to help us succeed in our purpose at work.



Laurel Hurd  
Chief Executive Officer



# The Interface

## Code of Conduct:

## Our Purpose at Work

We Live Our Purpose at Work

We Find Our Purpose by Contributing to the World

# We Live Our Purpose at Work

## Our Purpose

To lead industry to love the world.

## Our Core Values

Our core values represent what we stand for and believe in. We live these values daily through all of our behaviors and actions at work.



### Design a Better Way

- Courageous
- Driven
- Pioneering
- Curious
- Inventive
- Disruptive
- Daring



### Be Genuine & Generous

- Authentic
- Engaging
- Caring
- Transparent
- Supportive
- Serving
- Giving



### Inspire Others

- Energized
- Influential
- Guiding
- Leading
- Teaching
- Sharing
- Igniting



### Connect the Whole

- Collaborative
- Adaptable
- Inviting
- Joining
- Inclusive
- Co-Creative
- Uniting



### Embrace Tomorrow, Today

- Visionary
- Imaginative
- Believing
- Committed
- Optimistic
- Active
- Creating

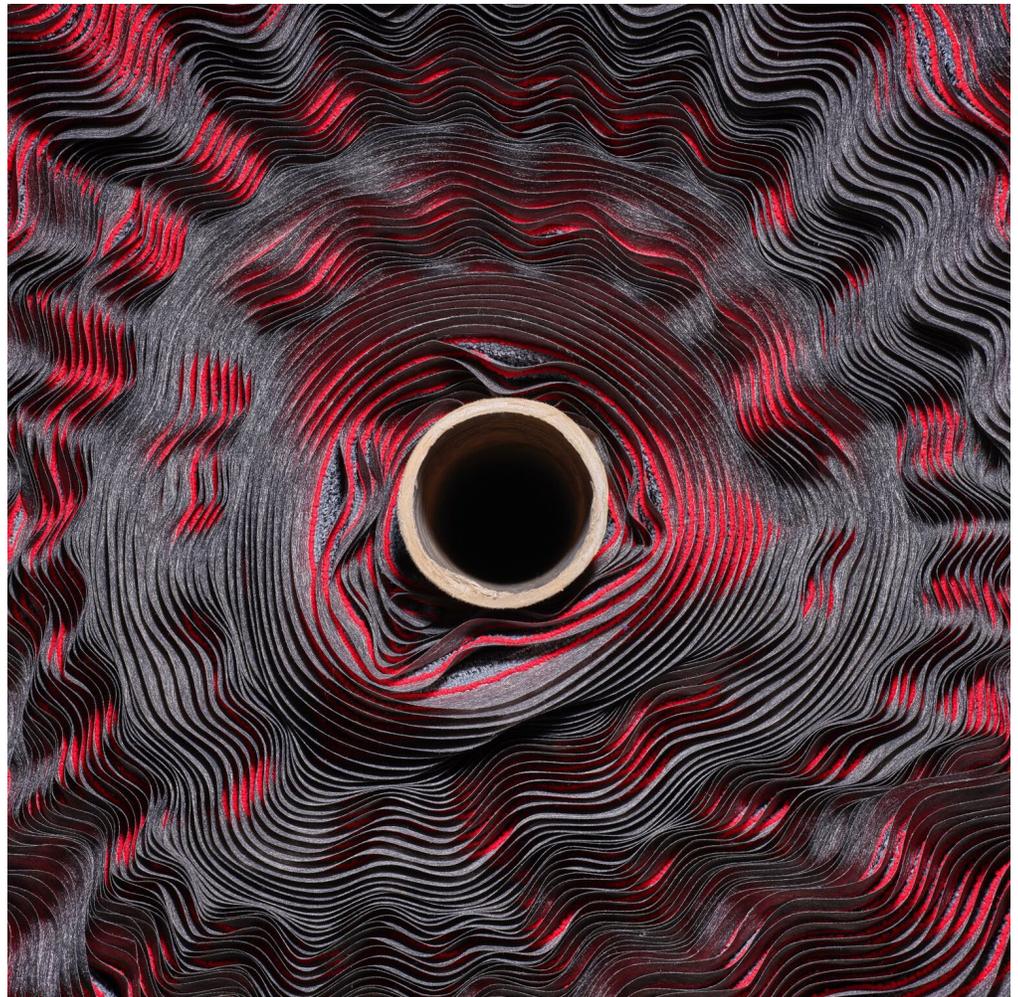


## We Find Our Purpose by Contributing to the World

At Interface, we strive to do the right thing and be generous to people and the planet we call home. We aim to foster an organization where we treat all people with unconditional respect and dignity.

We honor the places where we do business by cherishing nature and restoring the environment. Sustainability is an essential consideration in everything we do. Interface is committed to creating a climate fit for life through Climate Take Back™— acting as a catalyst that sparks others to approach business in a way that is restorative for the planet and its people.

We continue to design better ways to love and care for the world. As employees of Interface, we all contribute to the success of this vision when we act to keep our people and business safe. Our Code of Conduct (Code) guides us in this daily work.



# Our Purpose at Work: Our Commitments

We Understand Our Responsibilities

We Make Ethical Decisions and Speak Up

# We Understand Our Responsibilities

This Code of Conduct is a practical resource to guide our daily work and help us make good decisions. It applies to all of us at Interface, at every level of the company, in every position. We are all accountable for following the Code and living our core values.

To meet our legal and ethical responsibilities:

- Commit to live by our values every day at work.
- Act with honesty and integrity, according to our ethical standards.
- Follow all applicable laws, rules, and regulations in the country and location where you work.
- Refer to this Code and speak up when you have questions or concerns.
- Report any possible violation of this Code.

## Responsibilities of Managers

Employees look to managers and supervisors for cues about work culture. When managers model ethical behavior, they help improve the company's safety and long-term welfare.

To act responsibly, managers must:

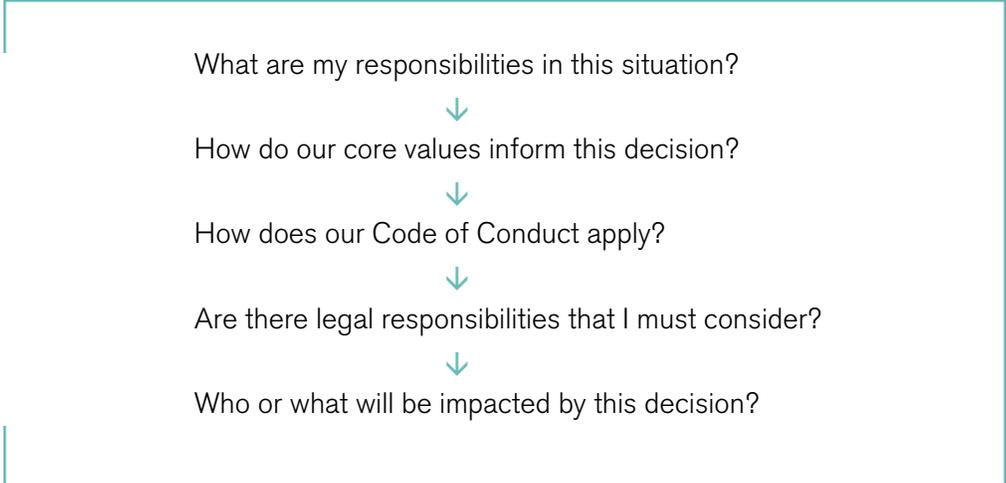
- Model ethical behavior.
- Treat all employees fairly.
- Encourage employees to speak up through active listening.
- Assure employees they can raise concerns without fear of retaliation.
- Appropriately manage any report of possible employee misconduct.
- Consult the Code, and seek help as needed.



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# We Make Ethical Decisions and Speak Up

Our purpose and core values guide our behaviors and decisions. To think through a decision or next step, ask the following questions:



Consider your responsibilities and the potential consequences of each decision. If you are unsure or uncomfortable about any aspect of the decision, reach out to get help.

## Speak Up

Living our core values helps us build trust with one another, our partners and customers, and our communities. Speaking up is a central part of this commitment. We are all responsible for asking questions when we need help and raising concerns if we become aware of potential violations of this Code. By coming forward, we keep our people and business safe.

Depending on your concerns, seek help from these resources:

- Legal concerns** → Interface legal team, Interface Ethics Hotline
- Ethical concerns** → manager, region president, HR representative, Interface Ethics Hotline
- Accounting and auditing concerns** → Interface Ethics Hotline
- Other concerns** → manager or HR representative

## Interface Ethics Hotline

The Interface Ethics Hotline allows employees to confidentially report suspected unethical behavior or other concerns related to finance, legal, human resources, or environmental and occupational safety. Concerns about these matters can be reported through the hotline. For most issues, employees can choose to report to their manager, HR or the legal team, instead; but employees *must* use the hotline to report issues related to **questionable accounting, internal accounting controls, or auditing matters**. To report a concern, visit the hotline webpage at <https://interface.ethicspoint.com>. Reports can be made online or by phone (find your local number on <https://interface.ethicspoint.com>), and you may choose to remain anonymous.



### Anonymity and Confidentiality

For reports submitted through the Interface Ethics Hotline, you may choose to remain anonymous. We keep all reports and investigations confidential to the extent practicable. We also use every reasonable effort to protect the identities of all employees involved in an investigation and ask that you do the same. In certain circumstances, we may share the identities of those involved in the investigation on a need-to-know basis or as required by law.

### Zero Tolerance for Retaliation

To ensure a safe, ethical, and compliant workplace, we must feel safe speaking up. We do not tolerate retaliation against anyone who, in good faith, reports suspected misconduct. We also do not tolerate retaliation against anyone who assists with an investigation. We will hold accountable any employee who threatens or retaliates against an employee who, in good faith, reports actual or suspected misconduct or who assists with an investigation. Disciplinary measures for retaliation may include termination of employment.

### Investigations

When an employee speaks up, we follow through to resolve the issue. All Interface employees must cooperate fully in any investigation that involves them. We do not tolerate reports made in bad faith.

If an investigation uncovers misconduct, we will take steps to hold the responsible parties accountable. Those steps may include termination of employment and/or legal action.

### Waivers

In rare circumstances, an employee may require a waiver from a provision of our Code of Conduct. Any waiver must be approved in writing by the General Counsel of Interface or the appropriate region president. For any of our executive officers or directors, a waiver may be made only by our Board of Directors and will be promptly disclosed as required by law or applicable stock exchange rules.



# Our Purpose at Work: With Each Other

We Foster a Safe Workplace

We Embrace Diversity, Equity & Inclusion

# We Foster a Safe Workplace

## Our Commitment

We commit to care for one another and aspire to be a workplace where each of us leaves work every day just as healthy as when we arrived. To build a safe and productive work environment, we are also proactive in recognizing and preventing harassment.

## Putting It to Work

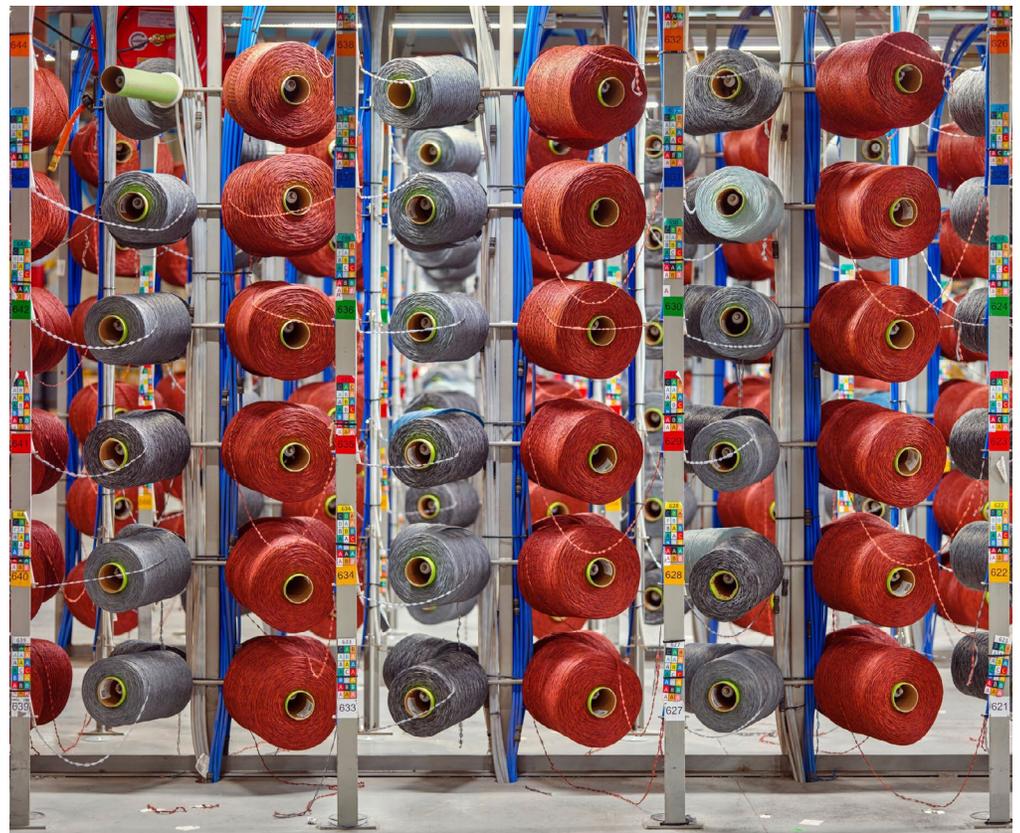
To treat everyone fairly and protect them from harm:

- Take rules, regulations, and procedures seriously.
- Identify potential hazards and minimize risks. Never take unnecessary risks in the workplace or direct anyone else to do so.
- Look out for each other to avoid unsafe conditions or behaviors.
- Take responsibility for safety wherever your work takes you.

## Learn More

[Supplier Code of Conduct](#)

[Global Safety Vision](#)



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# We Embrace Diversity, Equity & Inclusion

## Our Commitment

When we embrace the diversity of our community and commit to an equitable, inclusive culture, we are living our Interface values. We are engaging and collaborative, seeking input from our employees to make sure underrepresented voices are heard and solutions reflect a broad set of perspectives. We are curious and inventive, genuinely caring, and use data and research to help drive our people-oriented strategy and decisions. Through sharing, teaching, and leading, we energize others to help us all make meaningful progress — internally at Interface and with our customers, suppliers, and partners. Ultimately, we want all employees and stakeholders to feel they belong with Interface and to have the opportunity to thrive.

## Putting It to Work

To support a culture of inclusion and belonging:

- Acknowledge your unconscious biases and build new habits and behaviors to overcome them.
- Hire, build, and develop your teams with diversity in mind.
- Seek input from all of your team members.
- Foster an environment that leaves room for brave conversations, and be open to giving and receiving honest and transparent feedback.
- Remain curious and open to learning about different cultures, perspectives, and observances in our global business.
- Be an active listener and acknowledge different points of view.
- Treat others with respect and kindness.
- Speak up if you see, hear, or experience any mistreatment or disrespect — of yourself or others.
- Never discriminate on the basis 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.



# Our Purpose at Work: Working with Third Parties

We Prevent Bribery and Corruption

We Avoid Conflicts of Interest

We Compete Ethically

We Comply with International Laws

# We Prevent Bribery and Corruption



## Our Commitment

At Interface, we win business based on our products and services. We never bribe anyone to win or retain business. Put simply, we never offer anything of value to improperly influence a business decision or outcome.

## Putting It to Work

To conduct business ethically and legally:

- Never offer, make, or accept bribes. A bribe is an offer, promise, making or approval of a payment or anything of value — to someone in order to influence them.
- Never offer, make, or accept kickbacks. A kickback is a payment or gift made to someone who enabled or facilitated a transaction or decision.
- Comply with the U.S. Foreign Corrupt Practices Act (FCPA) and, where applicable, the U.K. Bribery Act and any local bribery laws. We even go above these standards, based on our core values, and never engage in bribes in situations not directly covered by these broad laws.
- Make expediting or facilitating payments (see detail on the next page) only when allowed by local law and specifically approved in advance in writing by the Interface legal and finance teams. When approved, these payments must be for routine government activities, like issuing a permit or providing power supply, and must be accurately recorded in the company's books and records. Local laws may permit or even mandate some payments (other than taxes or official fees) that could violate U.S. and other applicable laws, plus raise issues with books and records, which is why Interface requires prior approval from the legal and finance teams.
- Never make payments or offer or provide anything of value to a third party knowing or expecting they will offer or attempt to pay a public official, or any third party, in order to influence them.

## Prohibited Offers and Payments

Interface prohibits the corrupt offer or payment of anything of value to a public official or other third party. The prohibited payment may be cash, but it also may be gifts, entertainment, travel, or the promise of a reward at a future date. Offering anything of value for the purpose of influencing a business decision is wrong. Interface prohibits and avoids such action both when dealing with public officials and in general business dealings.

Never offer or make payments to:

- Win a contract.
- Improperly influence the procurement process.
- Circumvent the rules for importation of products or equipment, or to improperly expedite their importation.
- Gain access to non-public bid tender information.
- Evade taxes or penalties.
- Influence the adjudication of lawsuits or enforcement actions.
- Obtain exceptions to regulations.
- Avoid contract termination.
- Evade customs duties on imported goods.
- Extend contracts or lower tax assessments.
- Obtain false documentation related to permits.
- Obtain false or misleading product certifications.
- Improperly enable the release of goods from customs officials.
- Achieve any other outcome prohibited by law, our values, this Code, or any Interface policy.

## Expediting or Facilitating Payments

Interface, with prior, written approval from the Interface legal and finance teams, allows certain facilitating payments meant to complete or speed up routine government actions. The FCPA allows facilitating payments, while the U.K. Bribery Act does not. Where local law allows them, facilitating payments can be made for routine government actions like:

- Obtaining permits, licenses, or other official documents needed to do business.
- Processing governmental papers, such as visas and work orders.
- Providing police protection, mail pickup and delivery, or scheduling inspections associated with contract performance or inspections related to transit of goods across country.
- Providing phone service, power and water supply, loading and unloading cargo, or keeping perishables fresh.

### **Prohibited offers and payments include:**

- Corrupt payments that result in new business or continued business with a third party.
- Payments that result in influencing public officials to make choices in the company's favor or misuse of their office.
- Any payment made with intent to corruptly influence a public official (see next page for more on what constitutes a public official).
- Any payment that would be in violation of U.S. or other applicable law.

## Who Are Public Officials?

- Government officers, employees, or their family members.
- Anyone acting for, or who is an agent of, a government.
- Anyone who plans to corruptly pay an official.
- A political party or its representative.
- Political candidates or their family members.
- Royal family members.
- Government agencies and their employees and agents.
- Primarily state-owned or state-controlled organizations, and their employees and agents.
- Employees of instrumentalities ([see detail on page 22](#)).
- Public international organizations, like the World Bank, the International Monetary Fund, the Red Cross, and the World Trade Organization, and their employees and agents.

## Gifts and Entertainment

- Never offer, make, or accept a gift of goods, travel, or entertainment intended to improperly influence a public official, anyone else, or yourself.
- Give nominal and reasonable gifts only for the purpose of reflecting esteem or gratitude, as permitted under local law, and properly record them in the company's books and records.
- Give gifts of nominal value openly and transparently, and properly record them in our books and records, such as expense reimbursement documents.
- Provide travel and lodging for public officials only to the extent allowed by local law, reasonable under the circumstances, and directly related to Interface business.
- Never make charitable gifts as a way to funnel bribes to public officials or anyone else.

## Examples of Improper Gifts and Entertainment

The FCPA and Interface prohibit the following types of payments:

- A \$12,000 birthday trip for a government decision-maker that included dinners and visits to wineries.
- \$10,000 spent on dinners, drinks, and entertainment for a public official during the course of one calendar year.
- A trip to Italy for eight public officials that consisted primarily of sightseeing and included \$1,000 in "pocket money" for each official.
- A trip to Paris for a public official and his wife that consisted primarily of touring activities via a chauffeur-driven vehicle.
- Expensive sporting event tickets, accompanied by dinner and drinks, with public officials and bidding agency personnel leading up to a bid award.

## Acceptable and Unacceptable Travel Expenses

Unless prohibited by law, Interface permits paying for travel and lodging for public officials to see our products and services. However, these expenses must be reasonable and business related, and properly recorded in the company's books and records. Examples of valid travel expenses include:

- Travel and expenses to visit company facilities or operations.
- Travel and expenses for Interface product training.
- Product demonstration or promotional activities, including travel and expenses for meetings.

Additional guidelines for travel payments include:

- The government entity or authority, not Interface employees, should choose which specific public officials will travel to see Interface's products and services.
- Do not advance funds or pay for reimbursements to guests in cash.
- Pay all travel and lodging costs directly through a vendor, such as the airline and hotel.
- Only provide stipends that fit expected expenses and that are necessary and reasonable.
- Ensure that expenditures are transparent, both to Interface and the government.
- Never withhold payment until the official takes (or doesn't take) any particular action in favor of Interface.
- Get written confirmation from the Interface legal team that paying the expenses is permitted under local law.
- Never pay for travel that costs more than the public official's actual expenses.
- Never pay for travel that cannot be accurately documented by the company.

## Charitable Donations and Sponsorships

Before making a charitable donation or sponsorship, consider these questions:

- What is the purpose of the donation or sponsorship?
- Is the donation consistent with Interface policy?
- Did a public official request the donation or sponsorship (whether directly or indirectly)?
- Is a public official or their family associated with the charity and, if so, can the public official make decisions regarding Interface business in that country?
- Will making the donation or sponsorship result in receiving business or other benefits?
- Does the proposed donation or sponsorship follow Interface's corporate social responsibility strategy and goals?
- Have your supervisor and the Interface finance team approved the donation or sponsorship?

## Approvals and Accounts

- Always get approval from the Interface legal team before offering or making a payment or gift, directly or indirectly, to or for a public official, including charitable donations and sponsorships.
- Always accurately record a payment or gift to or for a public official in Interface books and records, including expense reimbursement forms.
- Do not make cash payments to or on behalf of public officials.

## A Note on Instrumentalities

Some governments include state-controlled (government-controlled) entities housed outside internal agencies and departments. These organizations are called instrumentalities, and their employees are considered public officials. Consult a manager or the Interface legal team if you are unsure about whether a third party is a public official. The following factors may indicate an instrumentality:

- How much of the entity the government owns.
- The extent to which the government controls the entity.
- Whether key officers and directors of the entity are, or are appointed by, public officials.
- How the government characterizes the entity and its employees.
- How the entity was created.
- What activities the entity exists to perform.
- What obligations and privileges the entity has under the government's law.
- Who exercises exclusive or controlling power over the entity.
- How much financial support the entity receives from the government.
- What services the entity provides to local residents.
- Whether the entity exists to achieve ends dictated by the policies of the government.
- Whether there is a perception that the entity is performing official or governmental functions.

## Doing Business with Third Parties

Interface often engages designers, dealers, or other agents for advice on local customs and procedures. These third-party agents may also serve as intermediaries with the end user and/or help facilitate business dealings. When working with third parties, we must remain aware of the risks. A bribe is illegal and unethical when offered or paid by or on behalf of a third party who works with Interface if done in an attempt to gain favor from which Interface will benefit. Do not attempt to avoid knowledge of attempted bribery by a third party — this is not an acceptable or legal excuse.

Signs of illegal activity may include:

- Excessive commissions to third-party agents or consultants.
- Commissions to third-party agents or consultants who did not contribute to the deal or transaction.
- Unreasonably large discounts to third-party distributors.
- “Consulting agreements” that describe vague services.

- A third-party consultant who is in a different line of business than the one for which they seek to be hired.
- A third party with a close relationship or association with a public official or customer.
- A public official who requests or insists upon a particular third party.
- Third parties who are shell companies incorporated offshore.
- Third-party requests for payment to offshore bank accounts.

If you see any of these signs, you should promptly consult your manager or the Interface legal team.

### Bribery and Corruption Q&A

**Q.** A couple of public officials from another country are visiting the United States to meet with Interface leadership. You are responsible for booking their flights and hotel stays. When confirming the details, the officials ask you to send funds to them instead. They want to book the travel arrangements themselves. What should you do?

**A.** The law says that Interface can only pay for the exact amount of the officials' business-related travel and hotel stay, and Interface policy requires that those expenses be reasonable under the circumstances (that is, not extravagant), paid directly to the vendor, and properly documented. We cannot pay for any portion of a trip that may be personal or entertainment-related. We also cannot appear to be paying the officials a bribe on top of their expenses. You should insist on Interface making the purchases directly with the travel vendors (for instance, airline and hotel). Make sure to keep accurate records of this exchange, as well as the payment of the business-related travel expenses. To be safe, you must also alert the legal team to the issue.

---

# We Avoid Conflicts of Interest

## Our Commitment

We act in the best interest of Interface. We put Interface goals before personal gain, because it helps us make responsible, trustworthy decisions.

## Putting It to Work

To avoid and resolve conflicts of interest:

- Watch for situations in which your personal activities, interests, or relationships may make it difficult to be effective or objective for Interface.
- Disclose any conflict or potential conflict to your manager or HR, who will engage the Interface legal team as necessary.
- Contact the Interface Ethics Hotline (<https://interface.ethicspoint.com>) to confidentially report a suspected conflict.
- Seek advice from your manager or HR if you are unsure whether a conflict exists.
- Award all vendor, distributor, and dealer contracts based on merit.



## Common Conflicts of Interest

When dealing with friends and relatives:

- Do not do business on behalf of Interface with your family members or their businesses without written permission from the region president or the company's General Counsel.

When offering, accepting, or receiving gifts or entertainment:

- Make sure all gifts are legal and for a proper business purpose.
- Make sure all gifts are reasonable in value and not intended as an exchange for influence in decision-making.
- Seek guidance from your manager or HR before providing a gift for someone who may be a public official or government employee.

When considering corporate opportunities and investments:

- Always bring a business opportunity or investment related to Interface to your manager's attention before acting upon it.
- Do not invest in a competitor, supplier, or other Interface business partner, unless that company is publicly traded and the investments represent no more than 1% of its stock.
- Never use proprietary information or contacts acquired on the job for personal gain or for the benefit of family members.
- Do not compete with Interface on your own, directly or indirectly, or work for a competitor while working for Interface.

To meet your commitment to Interface:

- Devote your business day to Interface job responsibilities.
- Do not use Interface resources, including time, for outside jobs.

### Conflicts of Interest Q&A

**Q.** A commercial furniture supplier took me out for dinner and offered me expensive tickets to an event. They also asked me if I could recommend their services to a designer who often works with Interface. What should I do?

**A.** Unbiased business dealings lead to better outcomes for Interface and our customers. While reasonable meal expenses are often acceptable, the supplier in this scenario has also offered you excessive gifts. These gifts could affect your judgment or make it appear that you are biased. You should decline the event tickets and disclose this potential conflict of interest to your manager or HR.

**Q.** My sister just opened a business that distributes flooring, among other home and office interior products, and she plans to sign a purchase agreement with Interface. How much can I tell her about Interface business?

**A.** When talking to your sister about Interface, you must be careful not to share information that Interface wants to keep secret. For instance, you cannot share how much we charge other customers, dealers, or distributors for a product. As soon as you realize your sister plans to enter into an agreement with Interface, you must disclose your relationship to her to your manager or HR. You must permanently remove yourself from any decisions Interface makes regarding your sister's business.

---

### Learn More

[We Prevent Bribery and Corruption](#)  
[Insider Trading Policy](#)

# We Compete Ethically

## Our Commitment

We outperform our competitors fairly and honestly. We succeed through superior performance, never through unethical or illegal business practices. We follow the laws that apply to us because it is the right thing to do and because violations can result in significant fines, damage to our reputation, and even prison sentences.

## Putting It to Work

To compete ethically in the marketplace:

- Deal fairly with all parties and respect their rights.
- Gather competitive information through appropriate public sources or other approved resources, never through illegal or questionable actions.
- Never misrepresent who we are.
- Never ask anyone to disclose confidential or proprietary information that they do not have the right to disclose.
- Never discuss or negotiate our pricing or bidding processes with competitors.
- Never agree with a competitor to a boycott or to prevent another company from entering the market.
- Never agree to divide territories, markets, or customers with competitors.
- If a competitor attempts to have improper discussions or make illegal agreements, report it to your manager, HR representative, the Interface legal team, or the Interface Ethics Hotline (<https://interface.ethicspoint.com>).
- Avoid making false claims or negative comments about competitors' products or interfering with their business relationships.



## Ethical Competition Q&A

Q.  
A.

A friendly designer is bidding out a project. They sent me a competitor's bid package, including the competitor's confidential pricing list. What should I do?

Because the competitor's confidential and/or proprietary information was given to you by the designer, not an authorized employee of the competitor, you should destroy the confidential pricing information and not act upon it. You should tell the designer, in writing, that you are not allowed to receive this kind of information and that you have disposed of it, and to please not send you this kind of information again. You should also report the incident to your manager or HR representative, who will consult with the Interface legal team, as necessary, to help you determine any appropriate next steps.

### Learn More

[We Prevent Bribery and Corruption](#)

[We Safeguard Confidential and Proprietary Information](#)



# We Comply with International Laws

## Our Commitment

Interface takes economic sanctions and export control laws and regulations seriously. Our commitment to obeying the law is foundational to our Code and ethical policies. To keep our business safe, we must comply with all international laws and sanctions.

## Putting It to Work

To understand and meet global obligations:

- Be aware of regulations related to the global business of Interface. Not all countries' laws are the same.
- Carefully evaluate business opportunities within countries subject to sanctions.
- Comply with all relevant sanctions of countries, people, and businesses, as listed in the [Interface Sanctions Compliance Policy](#). Never conduct unauthorized business in sanctioned areas, or with sanctioned buyers or customers, unless you receive government approval and written permission from the Interface legal team.
- If Interface guidance conflicts with a law where you live and work, immediately contact the Interface legal team.
- Comply with international controls over export, import, and transfer of goods.
- Ensure that anything intended for import or export has the required documentation, labeling, permits, license, and approval.
- Receive approval from the legal team before making custom products for military, defense, or police.
- Do not facilitate or support any illegal third-party imports or exports. Watch for signs that a third party is not being transparent.
- Report violations or potential violations to the Interface legal team or the Interface Ethics Hotline (<https://interface.ethicspoint.com>).
- Alert your manager or the Interface legal team if any third party asks about company compliance with sanctions laws. Wait to hear from the legal team before you answer.



## Anti-Money Laundering

Money laundering hides the original source of funds made through illegal activity. Typically, money laundering originates with acts of bribery, fraud, or drug or human trafficking. To change the world for the better, we must be able to spot and avoid this threat.

Interface complies with all applicable anti-money laundering laws. To prevent money laundering:

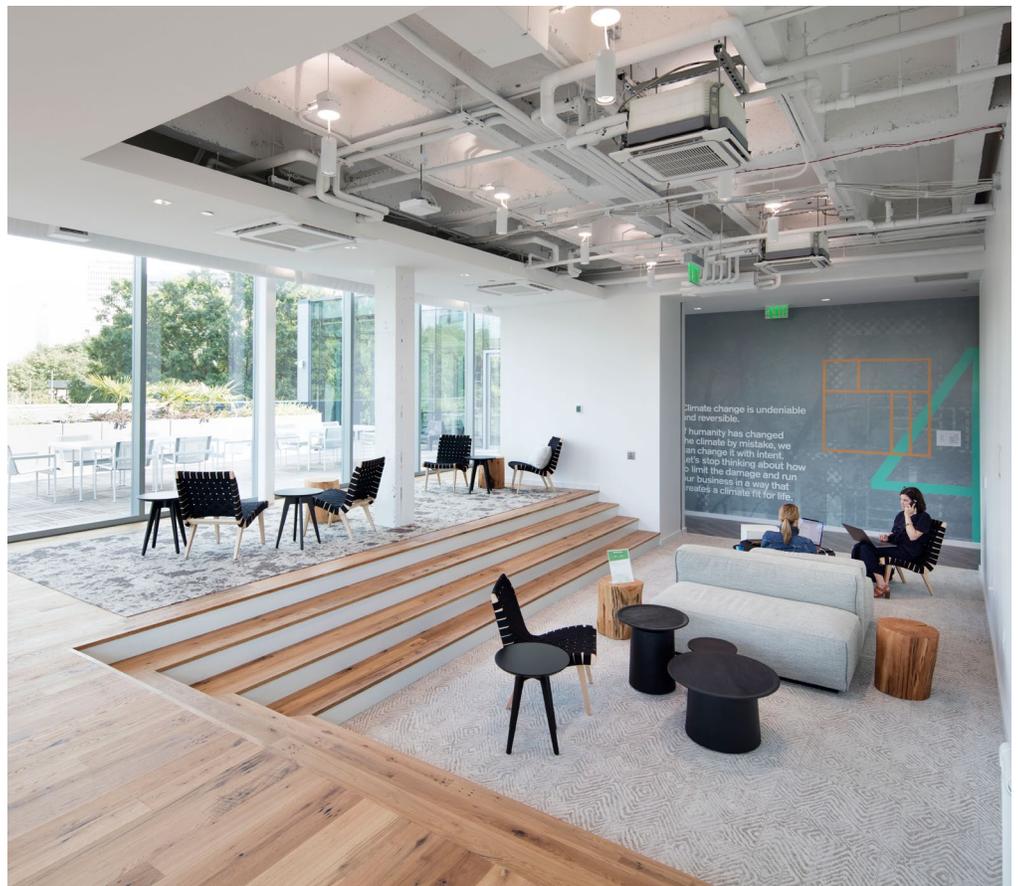
- Know and understand the people and businesses you deal with.
- Be alert to signs of money laundering. Report any signs to the Interface legal team, without letting the third party know.

Signs of money laundering may include:

- Reluctance to provide basic information or documentation.
- Providing false information or documentation.
- Using shell companies (companies without a business purpose), or complex or unusual organizational structures to make or receive payments.
- Using a bank to pay Interface, where the bank is not in the same country or location as the payor, such as an offshore bank.
- A customer who is only willing to pay in cash.

## Learn More

[Sanctions Compliance Policy](#)



# Our Purpose at Work: Protecting Our Assets

We Ensure the Integrity of Our Financial Controls

We Protect Our Assets

We Safeguard Confidential and Proprietary Information

# We Ensure the Integrity of Our Financial Controls

## Our Commitment

We are honest and accurate when we record and report all information. Everyone at Interface shares responsibility for ensuring the accuracy of our financial records. By following our robust internal controls, our employees make responsible business decisions, prevent fraud, comply with the law, and ensure financial integrity.

## Putting It to Work

To maintain our financial integrity:

- Make sure all reporting presents our true financial condition, operations, and cash flow in all material respects.
- Comply with applicable laws, governmental rules, and regulations.
- Ensure that our externally reported books and records comply with generally accepted accounting principles.
- Never engage in fraudulent or misleading bookkeeping or “off-the-books” accounting.
- Never hide funds or assets.
- Record all financial information promptly and accurately.
- Do not try to influence or mislead our finance team or anyone who participates in our audit.
- Make sure all systems for recording and reporting information function properly. Check them regularly.
- Follow these rules for all reports or records, including quality control reports and sales reports.
- Report suspicious accounting activity through the Interface Ethics Hotline (<https://interface.ethicspoint.com>).

## Interface Ethics Hotline

Employees must report unethical accounting, internal accounting controls, or auditing activity through the Interface Ethics Hotline. To report a concern, visit the hotline webpage at <https://interface.ethicspoint.com>. Reports can be made online or by phone (find your local number on <https://interface.ethicspoint.com>), and you may choose to remain anonymous.

## Learn More

[We Comply with International Laws](#)

# We Protect Our Assets

## Our Commitment

Our assets are the result of dedicated work by all of our employees, past and present. We are committed to protecting them from loss, damage, waste, and improper use.

## Putting It to Work

To safeguard Interface assets:

- Take care of all Interface property under your control.
- Do not use company funds, assets, or other resources for personal benefit without approval.
- Only use Interface property as intended for your job unless given permission by a manager.
- Do not sell, loan, give away, or throw out Interface materials, equipment, or supplies unless approved.

## Electronic Assets

To safeguard Interface assets:

- Be aware that, to the extent permitted by applicable law, your use of our systems is not private, even if you access them through your personal devices.
- Limit personal use of Interface electronic systems and devices. Any such use must protect the integrity of these systems and follow Interface policies.
- Take care of the company's electronic systems. Keep them safe. Follow security guidance and do not give access to unauthorized people. Do not share any network passwords.
- Do not download software or data licensed to Interface onto new or outside devices without IT permission.
- Do not download, install, or use unapproved software, hardware, or data.
- Follow all security rules and procedures for your IDs, passwords, and personal information; exercise extreme diligence around cybersecurity.
- Do not access or try to access secure company information without permission.
- Report any security breach to your manager, an IT manager, HR, or the Interface legal team.

## Protecting Assets Q&A

**Q.** I clicked a link in a suspicious email and then entered my network password when prompted. I'm worried that someone unauthorized may now have access to my account. What should I do?

**A.** You may have clicked on a phishing email, which is designed to get access to secure Interface information. Your electronic system is connected to all of our systems and must be protected to keep our assets safe. Immediately change your password and alert the IT department through your regional IT Service Desk.

**Q.** A colleague confides in me that they have been taking carpet tile samples and selling them on eBay. Is that okay?

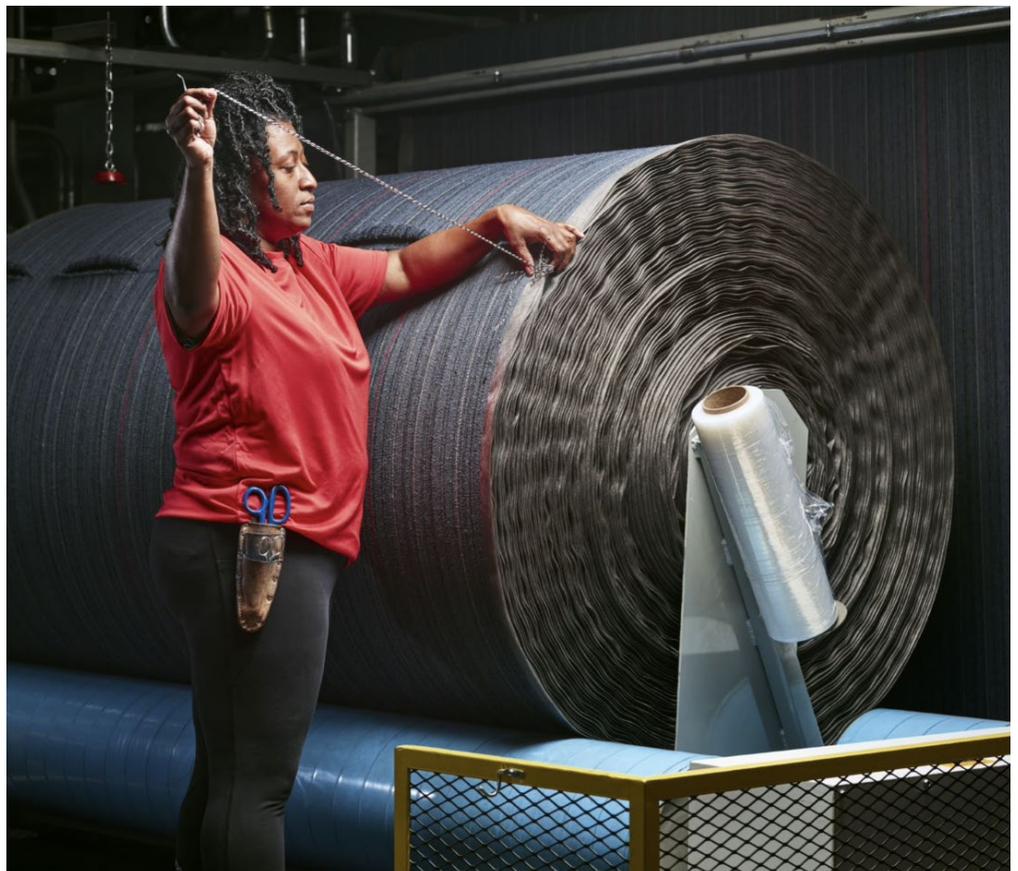
**A.** No. Safeguarding Interface assets means we do not sell Interface property for our own benefit. This employee has stolen company property and is engaging in a side business that conflicts with the interests of Interface. Tell your manager about this unauthorized use of Interface property.

### Learn More

[We Ensure the Integrity of Our Financial Controls](#)

[We Safeguard Confidential and Proprietary Information](#)

[Policy on Electronic Systems and Communications](#)



# We Safeguard Confidential and Proprietary Information

## Our Commitment

Our confidential and proprietary information is a valuable asset. It is part of what gives Interface its competitive advantage. We must protect this information from unauthorized disclosure or misuse. We must act with integrity when handling inside information and information that belongs to third parties.

## Putting It to Work

To keep everyone's information safe:

- Never disclose any confidential Interface information except to authorized people who need to know. Only disclose to third parties in accordance with an executed non-disclosure agreement that has been approved by the Interface legal team.
- Take steps to protect confidential information when forwarding it to an approved recipient through electronic systems.
- Label emails CONFIDENTIAL in the subject line when those emails contain sensitive information that should be shared only in a restricted manner.
- Do not keep confidential information open or visible (on printed documents, computer screens, or elsewhere) where others might see it.

## Social Media

When posting on social media:

- Treat your personal accounts as your own. Unless specifically authorized to do so by Interface management, do not use the Interface name, logo, or other Interface trademarks in your handle or profile photo.
- If you list Interface as your place of employment in your bio, make clear that your opinions are your own.
- Do not share Interface secrets, plans, strategies, or legal matters.
- If you have doubts, don't post. Reach out to the company's communications or marketing teams to find out what information can be shared.
- Clearly attribute all third-party content you share and make sure you have obtained proper permissions first.
- Refer to our [Global Social Media Policy](#)

## Company Stock and Other Securities

When dealing with company securities:

- Do not buy, sell, or trade securities of Interface if you have inside information about the company. Do not take advantage of that information in any way.
- Do not allow any family members or people you live with to trade in any securities you have inside information about.
- Never share inside information about Interface. Do not recommend the purchase or sale of Interface securities while you have access to inside information.
- Never buy or sell Interface shares before inside information has become public.
- Do not trade in Interface securities during applicable blackout or quiet periods.
- Do not engage in speculative trading of Interface securities, like “short sales.” These practices can make it appear you have inside information.
- Never trade in securities of any other public company that you have inside information about.

### What Is Inside Information?

Inside information is material, nonpublic information about Interface and its business as described in Interface's Insider Trading Policy. Generally, it means nonpublic information that a reasonable investor would consider important when deciding whether to buy, sell, hold, or vote Interface securities, or that would alter the “total mix” of information about Interface publicly available to shareholders and investors. Information is “nonpublic” until it has been widely disseminated to the public and the public has had time to absorb and evaluate it. Any information that could be expected to affect Interface's stock price, whether it is positive or negative, should be considered material. Inside information can include information regarding financial performance, changes in dividends, a possible merger or acquisition, product or service developments, customer orders, or changes in leadership. It can also include nonpublic information concerning Interface's customers or vendors that you learn about in the course of your duties.



## Confidential or Proprietary Information Q&A

**Q.** I forwarded an email to a distributor with the agenda for an upcoming meeting. When I forwarded the email, it included a chain of earlier messages between me and a manager. One of those messages included confidential financial information. What should I do?

**A.** It is important that Interface not appear to be offering confidential information to a distributor. Depending on the contents of the email, the information could also affect our business relationship with them. Report what happened to your manager immediately. They will consult with the Interface legal team to help you determine the next best step for addressing the mistake with the distributor.

**Q.** Interface is publicly releasing an exciting new product next week. I think it's going to be great for the company. I posted on social media about it, and then my cousin texted me to say they saw my post. They asked if it would be a good time to buy shares in Interface.

**A.** Our reputation depends on employees avoiding even the appearance of insider trading. New products are exciting. We understand the desire to share, but sharing too early presents ethical and legal issues. For instance, if your cousin buys shares of Interface now, legally, it could be insider trading. You should tell your cousin “no,” delete your post, and report your mistake to your manager.

### Learn More

[We Protect Our Assets](#)

[Agreement Regarding Confidentiality and Work Product](#)

[Global Social Media Policy](#)

[Insider Trading Policy](#)

[Policy on Electronic Systems and Communications](#)



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# Our Purpose at Work: Contributing to the World

We Build a Sustainable Future

We Support Human Rights

# We Build a Sustainable Future

## Our Commitment

Interface's ambition is to become the world's first environmentally sustainable and restorative company. We continue to serve this mission with bold goals, such as becoming a carbon negative enterprise by 2040. We are committed to achieving this goal and to challenging ourselves to embrace transformational new goals.

## Putting It to Work

To create a positive impact on the environment, we encourage employees to:

- Take action where reasonably possible to reduce waste.
- Find ways to reduce the environmental footprint of the company and its products.
- Bring ideas to increase efficiency.
- Find ways to use more recycled and renewable resources.

## Our Journey from Mission Zero® to Climate Take Back™

In 1994, Interface set out to eliminate our negative impact on the environment, a goal that later became known as Mission Zero®. In 2019, we celebrated the success of our Mission Zero commitment.

In preparation of setting a new moonshot goal, we asked employees what our next mission should be. The response was that we needed to progress beyond making our own business sustainable and solve global challenges. So, in 2016, we committed to a new ambition — Climate Take Back™.

Our goal is to reverse global warming and create a climate fit for life. Utilizing guidance under the UN's Sustainable Development Goals and other science-based methodologies, Climate Take Back calls us to find ways to go beyond our Mission Zero commitment to do no harm — to create a positive impact on the environment through our operations.

Climate Take Back includes our goals to be carbon negative by 2040 and to operate our manufacturing sites with 100% renewable energy. See more about Our Journey on our website (<https://www.interface.com/US/en-US/sustainability/sustainability-overview.html>).

# We Support Human Rights

## Our Commitment

Interface supports fundamental human rights for all people. We are committed to complying with applicable employment laws in every country in which we operate. Interface is firmly opposed to the use of child labor, slave labor, or human trafficking.

## Putting It to Work

To treat all people with dignity and respect:

- Provide proper working conditions, hours, and compensation to all Interface employees.
- Require suppliers to commit to fair labor practices and continuous improvement of environmental performance to protect the health and well-being of workers, communities, and the planet.
- Never use child or prison labor anywhere in the world.
- Do not “look the other way” when you see or suspect human rights violations.
- Report concerns to the Interface Ethics Hotline, a manager, or the Interface legal team.
- Recognize our employees’ lawful right to freedom of association and rights under applicable law to choose a collective bargaining representative, if desired.

## Learn More

[Global Human Rights Policy](#)  
[Supplier Code of Conduct](#)



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# Resources and Conclusion

When we know and follow our Code of Conduct, we live our purpose at work, every day. Thank you for your commitment to our high ethical standards.

When concerns arise, or if you have questions about a decision or this Code, speak up or seek help from:

- The Interface Ethics Hotline (<http://www.interface.ethicspoint.com>)
- A manager or region president
- A human resources representative
- The Interface legal team

Remember that Interface does not tolerate any retaliation against employees who report concerns in good faith.

## Policies and Documents

[Agreement Regarding Confidentiality and Work Product](#)

[Policy on Electronic Systems and Communications](#)

[Global Human Rights Policy](#)

[Global Safety Vision](#)

[Global Social Media Policy](#)

[Insider Trading Policy](#)

[Sanctions Compliance Policy](#)

[Supplier Code of Conduct](#)



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