



Modern Slavery Act 2018 Policy Statement

Introduction

Gerflor is recognised as a world leader in resilient flooring solutions. The group creates, manufactures and markets innovative, design-led, eco-responsible solutions for flooring and complementary interior finishes. As a leading vinyl flooring manufacturer, we are well established in more than 100 countries and continuously developing activities in new markets.

Vision

In this fast-changing world, Gerflor strives to improve people's lives, by providing safe and creative flooring and wall solutions that exceed their needs and contribute to a better world.

Modern Slavery Statement

Gerflor has prepared this Modern Slavery Statement outlining the actions undertaken to identify and address modern slavery risks within Gerflor's operations and supply chain for the year ending 2025. The term 'modern slavery' is used to describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom. Specifically, the Australian Modern Slavery Act 2018 defines modern slavery as including the following eight types of serious exploitation:

- Trafficking in persons
- Slavery
- Servitude
- Forced marriage
- Forced labour
- Debt bondage
- Deceptive recruiting for labour or services
- The worst forms of child labour

Gerflor maintains a zero-tolerance policy toward any form of modern slavery. We are committed to conducting our business ethically, with integrity and transparency. We are implementing comprehensive systems and controls to prevent any form of modern slavery within our business and supply chain.

Structure

Gerflor Australasia, based in Melbourne, is a subsidiary of Gerflor Flooring Group.

Operations

Globally Gerflor operates 30 Subsidiaries across 40 countries; 19 plants and logistics hubs; 5 research and development centres. All plants are ISO 14001 certified. Gerflor manufactures 90% of its products with 10% sourced through third party suppliers.

Gerflor Australasia Pty Ltd

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Distribution of our manufacturing sites and business subsidiaries



The products provided by our core business include:

- Vinyl flooring and wall products
- Carpet Tiles
- Rubber Flooring
- Accessories
- Tools



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Supply chain

We acknowledge that modern slavery does occur in Australia, and it is our understanding that existing government regulations (including the criminalisation of human trafficking, slavery and slavery-like practices, servitude and forced labour) reduce the probability of instances of modern slavery violations occurring. We understand that, while the risk of this within our direct suppliers is relatively low, there is always potential risk in our supply chain.

We acknowledge the impact purchasing behaviour can have on working conditions as well as supplier relationships and standards. Therefore, Gerflor has implemented a Responsible Sourcing and Purchasing Policy and accompanying guidelines in accordance with the Australian Modern Slavery Act. This policy and its guidelines will define roles and responsibilities across the development, costing, order placement and payment stages of the procurement process.

Actions taken to assess and address modern slavery risks

Gerflor has the following policies and frameworks in place:

- Code of ethics
- Whistleblower reporting channel and guidelines
- Sustainable and ethical procurement charter
- Responsible Sourcing and Purchasing Policy

These documents set expectations regarding ethical behaviour, compliance with labour laws and respect for human rights.

We have not received any reports of modern slavery incidents within our operations or supply chain for the year ending 31st December 2025. Should any incidents come to Gerflor's attention, the group's leadership team would assess the nature of the issue and work with appropriate parties to remediate and resolve the issue.

Assessing the effectiveness of our actions

We are in the process of creating an internal roadmap for modern slavery that will outline the key activities required in order for Gerflor to manage the risk of modern slavery effectively going forward. This roadmap will include the development of review processes to ensure continued improvement of our management of modern slavery risk.

Consultation process

Gerflor operates the Kenbrock Flooring brand within Australia. The group operates as a single organisation, with a shared management team and governance structures. This Statement was prepared by the Marketing Department alongside the Leadership Team and approved by the Managing Directors of Gerflor Australasia.

Next steps

Gerflor is currently in the process of developing an internal modern slavery roadmap focusing on implementing appropriate actions to enable our group to enhance its response to such risks over the short, medium, and long term.

Key focus areas include:

- Enhancing our current policies and procedures to include Modern Slavery
- Developing and tailoring training materials to include modern slavery topics
- Strengthening our risk assessment and ongoing due diligence process with respect to our suppliers
- Developing remediation and reporting processes, building on the whistleblowing procedure we have already implemented. This will allow us to continue to ensure that any potential risks are effectively monitored and addressed.
- Complete a high-level risk assessment of all direct suppliers in order to better understand where areas of elevated modern slavery risk may exist within our supply chain
- Complete the internal modern slavery roadmap with action points to help better understand and address modern risks
- Design and deliver a Modern Slavery training session for a group of Gerflor Management across various functions, including team members with oversight of employee and supplier matters

This statement was approved by Rob McLorinan, Managing Director, on behalf of Gerflor Australasia Pty Ltd on 9th February 2026 and will be reviewed on an annual basis.

Yours Sincerely,



Rob McLorinan
Managing Director
Gerflor Australasia

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