

## Corporate Sustainability Policy

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Braeside Mills Operations Pty Ltd trading as Armstrong Flooring and its subsidiaries including Armstrong Flooring New Zealand Limited (Armstrong Flooring, we) are committed to acting ethically and responsibly in all areas of our operations, seeking to achieve the highest standards of responsible business practice and sustainability, and produce a positive overall impact on society.

As part of our corporate decision making, Armstrong Flooring considers the impact of its activities on the environment, consumers, employees, communities and all other members of the public sphere. This policy seeks to ensure our own business practices, and where practicable those of supplier organisations, are being undertaken in a socially and environmentally responsible manner.

Sustainability recognises the interdependence of economic, social and environmental objectives in ensuring the long-term viability of the organisation. Sustainability is good business and we are continuously looking for opportunities to be more environmentally, economically and socially sustainable. Our approach to sustainable development is guided by the United Nations Sustainable Development Goals.

Armstrong Flooring is committed to seeking excellence and safety in everything we do and improve our products and services in a sustainable and responsible manner. Our Code of Business Conduct provides a summary of our policies for conducting business in a legal and ethical manner. We require our operations comply with all applicable laws and meet high ethical standards.

As set out in our Environment Policy, we are committed to the integration of environmental stewardship into our business decisions with customers, employees, communities and territories in which we operate. Of key focus is minimizing manufacturing waste and waste sent to landfills and seeking meaningful energy and carbon emission reductions through real business change and innovation.

Safety is a core and foundational commitment in all our operations. Our Occupational Health & Safety Policy sets out our commitment and vision for safe and incident-free workplace through preventative programs and measures.

Our commitment to inclusive and quality training and development aligns with our belief that education is one of the most powerful vehicles for progress.

Armstrong Flooring respects fundamental human rights and the dignity of people by actively promoting equal opportunity, equality and diversity irrespective of race, ethnic or national origins, gender, sexuality, disability, marital status and religious belief.

We promote equal opportunity. Equal opportunity is not only a human right but has a multiplier effect across all developmental areas. We value and encourage diversity. Full and productive employment, decent work and equal pay is at the heart of our business philosophy.

We abide by all fair labour practices and seek to ensure our activities do not directly or indirectly violate the human rights in any country (e.g. forced labour). Armstrong Flooring is committed to ensure there is no modern slavery or human trafficking within our supply chains or in any part of our operations. In our operations and supply chain, we actively assess and address modern slavery risk exposures, including practices as human trafficking, slavery, servitude, forced labour, debt bondage and the worst forms of child labour.

All suppliers are required to comply with the Armstrong Flooring Supplier Code of Conduct whereby suppliers are expected to provide a fair and ethical workplace which upholds high standards of human rights and requires suppliers not to engage in human trafficking or modern slavery practices of any kind. The Armstrong

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Flooring Quality Policy is communicated, and made available to all employees, the public and other interested parties.

Where possible we source raw materials from local manufacturers and only source imported raw materials from suppliers in respect of which we have undertaken a modern slavery risk assessment. Should any supplier be deemed as medium or high risk of modern slavery practices, the supplier would be requested to undertake remedial actions to reduce their risk level and provide further evidence of compliance within agreed timeframes.

Sustained investment in infrastructure and innovation are critical.

Our ISO9001 accredited quality management system ensures that all products, processes, and services meet our specified standards. Continual improvement is always a primary goal.

We are further committed to transparency, engagement and consistent communication of our sustainability strategies and programs to all stakeholders, providing them opportunities to participate, and/or are training on this policy and all matters associated with it. We leverage partnerships and seek to work together as responsible citizens to meeting social and environmental challenges.

Approved by the Board of Directors



..... 1 /12/2023

**RG (Kim) McKendrick**  
Director