

UNITED NATIONS GLOBAL COMPACT

Communication On Progress (“COP”) 2013 - Advanced Level

May 2014

Since 2010, Tarkett has proudly been a signatory of the United Nations Global Compact.

Tarkett supports the ten principles of the Global Compact and reports its commitments according to the 21 criteria required by the COP guidance for advanced level.

Our 2013 Activity and Sustainability Report (ASR) should be regarded as our COP. In addition, the CSR section of our Registration Document (RD) provides valuable information – often the same as in the ASR, sometimes in a more detailed fashion. This correspondence table helps the reader navigate in these two public documents, in directly linking the 21 criteria with their contents.

UNGC criteria	Contents	Reference in ASR / RD (page #) ?
Implementing the Ten Principles into Strategies & Operations		
1	<ul style="list-style-type: none"> - CEO's statement and interview - Eco-design: one of the four drives of success through innovation - 2 EVP responsible for execution of the sustainability strategy: Operations and Research, Innovation, and Environment 	2, 6, 53 / 338 18, 20 / 8 /
2	<ul style="list-style-type: none"> - Clause in suppliers' contracts demanding support to UNGC principles - KPI monitoring the % of direct purchases with suppliers committing to UNGC principles 	53 / 356 72 / 361
Robust Human Rights Management Policies & Procedures		
3	<ul style="list-style-type: none"> - Formal commitment from CEO to respect internationally recognized human rights - Mapping of risks pertaining to Tarkett's activity - Code of Ethics spelling out the business principles expected from every stakeholder (employees, customers, and suppliers) 	53 / 338 / 340 11 / 345 11 / 345
4	<ul style="list-style-type: none"> - Deployment of Code of Ethics - Broad offer of training courses in link with human rights protection: safety, ethics, anti-corruption, etc. - Description of the company's main philanthropic engagements - Promotion of UNGC to suppliers (contractual clause) 	57-58 / 342 59-61 / 346 / 356
5	<ul style="list-style-type: none"> - Sustainability dashboard: KPI monitoring safety at work and % of direct purchases with suppliers committing to UNGC principles 	72 / 360-361

	<ul style="list-style-type: none"> - Monthly Safety Flash tracking accidents sent to all top executives - KPI tracking acknowledgement of Code of Ethics in the making 	
Robust Labour Management Policies & Procedures		
6	<ul style="list-style-type: none"> - EVP HR's statement - 'Putting people first' through 4 strategic initiatives: safety, talent development, dialogue, and local involvement - Statement of safety as #1 priority - Description of corporate training policy and talent development objectives - Formal commitment to obey national labour laws and foster social dialogue across countries 	<p>55 / 338</p> <p>54 / 339</p> <p>57 / 340</p> <p>/ 344</p> <p>/ 344</p>
7	<ul style="list-style-type: none"> - Broad offer of training programs addressing labour-related topics: safety, environment, ethics, business practices - Implementation of the 'Talent Review' process - 'Tarkett Forum' bringing together work councils from all sites every year - Employee Survey rolled-out on a yearly basis - Distribution of the Code of Ethics to all new employees 	<p>58 / 341-343</p> <p>/ 344</p> <p>60 / 345</p> <p>60 /</p> <p>/ 345</p>
8	<ul style="list-style-type: none"> - KPI followed in the sustainability dashboard: accidents, training, quality of internal dialogue - Feedback from Employee Survey - Clear procedure defining calculation methods and assigning responsibility - KPMG's audit opinion on sustainability reporting 	<p>57 / 72</p> <p>/ 363-368</p> <p>/ 370-374</p>
Robust Environmental Management Policies & Procedures		
9	<ul style="list-style-type: none"> - EVP Research, Innovation, and Environment's statement - Thorough description of Tarkett's environmental strategy around 4 pillars: Good materials, Resource Stewardship, People friendly space, and Reuse - Principles of transparency towards consumers - 2020 Sustainability Roadmap 	<p>63 / 347</p> <p>64-67 / 348-352</p> <p>/ 353</p> <p>62-67 / 337</p>
10	<ul style="list-style-type: none"> - Involvement in partnerships, foundations, and 'green' programs: Ellen MacArthur, Cradle-to-Cradle, KKR Green Portfolio, etc. - Objective to achieve multiple certifications: Cradle-to-Cradle, EPEA, wood-business related, ISO 	<p>69 / 355-357</p> <p>69 / 355</p>
11	<ul style="list-style-type: none"> - Sustainability dashboard: 12 environmental KPI followed in the first section - Multiple certifications granted 	<p>71 / 355</p> <p>69 / 355</p>
Robust Anti-Corruption Management Policies & Procedures		
12	<ul style="list-style-type: none"> - Code of Ethics defining Tarkett's anti-corruption and anti-fraud policy - Internal Control Handbook defining controls to be applied in every entity - Formal commitment to UNGC principles 	<p>11 / 345</p> <p>/ 356</p> <p>53 / 356</p>

13	<ul style="list-style-type: none"> - Distribution of Code of Ethics to all new employees - Compliance training programs about anti-corruption and anti-competitive practices 	/ 345 58 / 341-343 72 / 361
14	<ul style="list-style-type: none"> - KPI on % of businesses audited - KPI tracking acknowledgement of Code of Ethics in the making 	
Taking Action in Support of Broader UN Goals and Issues		
15	<ul style="list-style-type: none"> - Tarkett's Eco-Design policy fosters Health and Sustainable Ecosystems and Biodiversity through closed-loop circular design approach, reduction of volatile organic compounds, phthalate-free products, and post-use recycling initiatives - Actions in favor of Education through Tarkett Academies: 2,9000 people graduated since inception (diploma recognized by the National Education Ministry) 	18, 20 / 348-352 59 /
16	<ul style="list-style-type: none"> - 'Tarkett Academies' to train new installers in France (official degree granted) - 'Fondation Tarkett' to support local communities in Serbia - 'The Games for Hope' to support children charities in Canada - Free supply of flooring to cultural events (sponsorship) 	59 / 343 / 346 61 / 346 / 346
17	<ul style="list-style-type: none"> - Tarkett publicly voices its support to Health and Sustainable Ecosystems and Biodiversity issues as an important proponent of circular economy - CEO's participation to the Global Compact summit in France 	62, 70 / 354
18	<ul style="list-style-type: none"> - Tarkett nurtures multiple partnerships with institutes and foundations to foster sustainable development: 'The Circular Economy' with E. MacArthur's foundation, 'Cradle to Cradle' with EPEA, etc. 	69 / 355
Corporate Sustainability Governance and Leadership		
19	<ul style="list-style-type: none"> - CEO's interview stressing the importance of sustainability - CEO's statement of continued support to UNGC - Statements of EVP HR, EVP Research, Innovation and Environment, and CFO 	6 / 53 / 338 55, 62 / 338, 347, 355
20	<ul style="list-style-type: none"> - In line with standard governance practices, the Supervisory Board has an audit committee in charge of monitoring risks in the company - Following French 'Grenelle' regulations, the Board validates the sustainability report of the company 	11 /
21	<p>Sustainability strategies, goals, and policies are defined hand-in-hand with:</p> <ul style="list-style-type: none"> - Shareholders through corporate governance processes - Employees through employee feedback - Customers through Customer Survey 	11 / 60 /