

1.1 Tarkett's CSR ambition

1.1.1 A strong commitment and an ambitious strategy to contribute to tomorrow's challenges

Three questions to Glen Morrison, CEO of Tarkett



How is sustainable development integrated within Tarkett?

We have put sustainability at the heart of our strategy over the past few years. It's part of who we are as a company and it is central to our values and our culture. This strong commitment to our sustainability journey is reflected across our business, with Tarkett employees around the world upholding our ambition to "Doing Good" each day through their decision-making and actions.

"We must actively work with all stakeholders to meet the world's future challenges; we must "do good" through collaboration. This is the essence of our "Doing Good. Together" philosophy, which guides our day-to-day choices and decisions and transforms our commitment into practical actions."

From helping us attract, retain and engage top talent to fostering innovation through a focus on designing for life and circular economy, sustainable development has been critical to the growth of our business. We are pioneers in many areas of sustainability, leading the industry in developing flooring with very low levels of VOC (Volatile Organic Compounds) emissions thus contributing to indoor air quality; plasticizers without phthalate, adopting the Cradle to Cradle® approach to product design and implementing recycling programs for our products – I am convinced we will continue to pursue our efforts in that field.

At Tarkett, we take a strategic approach to sustainability, connecting our efforts with what our customers value and what our world needs. We have a very collaborative approach with the different stakeholders, which allows us to simultaneously nurture our ambition and progress. We are contributing to discussions inside the World Economic Forum, we are following UN Global Compact principles and we are aligned with UN Sustainable Development Goals. These collaborations are challenging us and are guiding our commitment to making a positive contribution to global challenges.

Which achievements would you like Tarkett to be recognized for in the future?

My ultimate ambition for Tarkett is that we are recognized as an example in all aspects of Corporate Social Responsibility (CSR), being a good steward of the world's resources, a trusted partner in the communities in which we live and work and an employer of choice around the world.

"Our sustainable commitment is a performance accelerator, motivating our teams and attracting tomorrow's talents. It also drives our innovation, through our eco-design approach and our circular economy initiatives."

This begins with establishing a proper circular economy in the flooring industry, with a focus on giving old materials new life through the take back, reuse and recycling of products; enabling the floors we produce today to become the raw materials used in the flooring of tomorrow or as resources for other industries.

Of course, to do this effectively we know there are challenges we have already begun to address and must continue to work to overcome: optimizing the collection and sorting of products at the end of their use, engaging our customers in this process; recycling all types of flooring depending on their various components; furthering to design products upstream to make them more easily recyclable; reducing and recycling industrial waste. Our teams are committed to addressing these challenges and developing solutions, and I am confident in our enthusiasm and our ability to make our ambition a reality.

It is also important for us to be recognized as a "good neighbor" in all local communities. This means contributing to local ecosystems in a sustainable manner and actively participating in our communities across all dimensions: economic, environmental, social and cultural. Wherever Tarkett is located throughout the world, my goal is for communities to perceive us as the type of company they would like to partner with.

At Tarkett, we strive to create a diverse and inclusive environment where People feel comfortable bringing their whole selves to work each day; a safe and respectful workplace where each employee understands and contributes to our company purpose and objectives in a meaningful way. In doing so, we will not only attract and retain top talent, but will also attract customers and partners who share our same values and have the desire to collaborate with us. In my experience, developing diversity and fostering a culture of inclusion unleashes employees' potential and engagement thus accelerating company's performance.

What are the required conditions to address these challenges?

First, we must stay true to our values. Our values guide how we conduct business each day. This comes down to being transparent: ensuring we clearly communicate our ambition, objectives and challenges so they are understood by all – our employees, our customers and partners. Doing so allows us to attract the best talents, partners and NGOs to join us on this journey.

"We have a strategic vision of sustainable development, connecting our efforts with what our customers value and our world needs: developing the circular economy to responsibly stewards resources and combating global warming, contributing to indoor air quality and well-being through our products, fostering diversity and creating a culture of inclusion, and supporting local communities as a responsible partner."

We also encourage public authorities in defining regulations that promote the responsible development of our sector as a whole, with particular focus on the circular economy and climate change. We will do this most effectively by maintaining an open dialogue and collaborative approach with various key stakeholders and building our decisions and arguments on solid scientific knowledge and technical expertise.

Next, we must focus on governance. Consistent with our CSR commitment, we must ensure we are not only complying with laws and regulations around the world, this is the least we can do, but that our actions and behaviors are in accordance with our values and our Code of Ethics.

Finally, we must be able to empower all stakeholders and encourage innovation through an approach that encourages "calculated risk" and is accepting failure as part of the innovation process. For individuals, this is important to motivating them to contribute their best ideas and effort, while also ensuring they have accountability for results. More broadly, "calculated risk" is essential for imagining and implementing breakthrough solutions necessary to respond to future key challenges.

In a nutshell, to meet the world's future challenges, we must "Do Good", through close collaboration with all stakeholders. This is the essence of our "Doing Good. Together" philosophy, which guides our day-to-day choices and decisions and transforms our commitment into practical actions.

Glen Morrison, CEO of Tarkett

