



This policy outlines the standards required for all suppliers providing wood flooring products and materials. Our goal is to ensure that our supply chain operates with respect for human rights, fair labor practices, and the highest level of environmental stewardship.

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## 1. Labor Practices & Human Rights

Suppliers must treat all workers with dignity and respect. We maintain a zero-tolerance policy for exploitative labor practices.

- **Forced Labor:** All work must be voluntary. Suppliers shall not use forced, bonded, indentured, or involuntary prison labor. Workers must not be required to surrender government-issued identification or work permits as a condition of employment.
  - **Child Labor:** Use of child labor is strictly prohibited. Suppliers must adhere to the minimum age requirements defined by local law or the International Labour Organization (ILO), whichever is higher.
  - **Wages and Benefits:** Workers must be paid at least the minimum wage required by local law and provided with all legally mandated benefits. Overtime must be compensated at the rate required by law.
  - **Working Hours:** Working hours must comply with local laws and industry standards. Workers should be provided with at least one day off in every seven-day period.
  - **Freedom of Association:** Suppliers must respect the right of employees to associate freely and bargain collectively in accordance with local regulations.
  - **Health and Safety:** Suppliers must provide a safe and healthy work environment. This includes adequate lighting, ventilation, safety equipment, and training to prevent occupational injuries and illnesses.
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## 2. Environmental Protection

As a provider of wood products, we are committed to the health of global forests and the ecosystems they support.

- **Legal Logging:** All wood must be harvested in full compliance with the laws of the country of origin. This includes adhering to the **Lacey Act** (in the U.S.) and similar international regulations (e.g., EU Timber Regulation).
- **Sustainable Forestry:** Preference is given to suppliers who maintain certifications from recognized bodies such as the **Forest Stewardship Council (FSC)** or the **Programme for the Endorsement of Forest Certification (PEFC)**.
- **Chemical Management:** Suppliers must minimize the use of hazardous chemicals. Specifically, wood flooring must comply with formaldehyde emission standards (such as **CARB Phase 2** or **TSCA Title VI**).

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- **Waste & Emissions:** Suppliers must implement systems to reduce waste, manage wood dust effectively, and minimize carbon emissions during manufacturing and transport.
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### 3. Ethical Business Practices

- **Anti-Corruption:** Suppliers must prohibit all forms of bribery, corruption, extortion, and embezzlement.
  - **Transparency:** Suppliers are expected to provide accurate documentation regarding the chain of custody for all timber products.
  - **Supply Chain Accountability:** We expect our primary suppliers to hold their own sub-suppliers and harvesters to these same standards.
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### 4. Verification and Compliance

We reserve the right to verify compliance with this Code of Conduct through:

1. **Self-Assessments:** Periodic questionnaires regarding labor and environmental metrics.
2. **Documentation:** Requests for proof of legal harvest, chain of custody records, and E-Verify/work authorization logs.
3. **Audits:** On-site inspections of manufacturing facilities and forests, conducted by us or a third-party auditor.

**Non-Compliance:** Failure to comply with these standards or refusal to cooperate in verification efforts may result in the termination of the business relationship.



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