



Human Rights Policy

Purpose:

To compel synergy of Foss's commitment to human rights as a whole and to uphold the principles of what motivates Foss to drive human rights amongst our employee, supply chain and customer stakeholders as they've committed to us.

Policy:

Foss Floors was established on the basis of equal opportunity. The long standing history dating back to 1952 has been the tale of integrity, creativity and the understanding that human rights and equality have been our story of success. We depend on the power of diversity, dignity and equal opportunity as the core values of who we are as a working unit. Foss Floors is committed to the progression of human rights and strive to not only influence our direct employees, but to share in progression throughout our entire supply chain, partnerships, customers and local communities. Understanding the impact of human rights is an unremitting foundation that is part of our everyday engagements.

Foss Floors strives for positive influence regarding human rights and encourage all stakeholders of direct employees, supply chain, customers and local commune to communicate freely of negative or unfit actions directly or indirectly within our operations without retaliation. Foss Floors recognizes that human rights are not a set and forget cause, but an ever changing commitment of foresight, open minds and evolvment within our organization. Our code of conduct, discrimination and values are outlined throughout our company handbook and introduced to each employee upon hire. These policies are not limited to further changes, updates and or addendums implemented at any given time. We at Foss Floors operate within all local and national laws in partnerships with legal console and Foss Floors Internal Human Resource team.

Sustainability is defined in many ways and Foss Floors believes the variety of human rights, environmental consciousness, core values and business and economic ethics are the integral part of who we are.

Business human relationships are commitments endorsed at the highest level of Foss Floors and we always strive for excellence.

A handwritten signature in black ink, appearing to be "R. Allen", written in a cursive style.

Executive Vice President of Operations

