



2022 CSR report

we **care** / we **act**



Editorial

« Our products have always been a part of the everyday life of millions of people throughout the world. Whether it's at home, in healthcare facilities, in schools, at work, in public places or in transport.

As we develop and manufacture our floors, walls and finishes, we always keep in mind our responsibility towards our teams, our customers and the environment. We enforce the highest standards when it comes to health and well-being.

As an industrial company in over 100 countries, we strive to maintain our growth objectives while proactively managing our environmental and social impacts. With recyclable products and high recycling rates, Gerflor has always integrated the principle of the circular economy into its industrial processes.

Today, the group is going one step further in structuring its CSR approach around a much more global objective: to have a positive impact on our direct sphere of influence - our staff, our products, our customers and, more broadly, on society and the environment.

This ambition is reflected in our strong commitments for 2025 detailed in this report. These are our various levers for action to address the climate crisis.

We care, we act is much more than a catchphrase. It is a vision which guides us every day towards our teams, our customers, our communities, and the planet. »

Bertrand Chammas

Chief Executive Officer of the Gerflor Group



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Find out more on
[gerflor.com](https://www.gerflor.com)

Find us on social media:



For over 80 years, the Gerflor Group has been developing, manufacturing and selling innovative, decorative and eco-responsible solutions. Its product portfolio encompasses flexible floors, wall protection and finishes.

Gerflor supports professionals and individuals every day in every phase of their project, from product selection to end-of-life management and recycling solutions. As a European manufacturer, the Group employs 4,500 people in 24 factories, 30 subsidiaries, and distributes its products and services in over 100 countries. Gerflor solutions can be found in Education, Healthcare, Retail, Sports, Hospitality, Industry, Offices, Transport, and Residential buildings.

Faced with the climate emergency and the scarcity of raw materials, the Group's ambition is now more than ever to reconcile sustainable and profitable growth with resolute and innovative approaches to reduce our environmental impact.

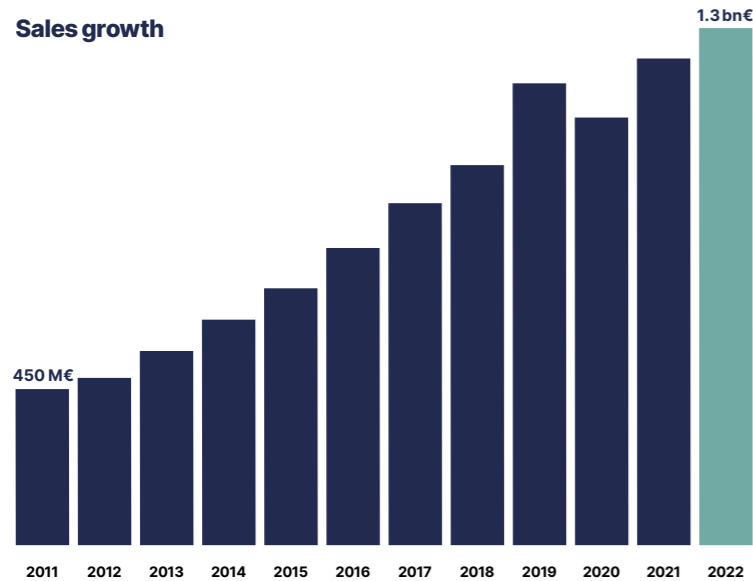
The Gerflor Group

Gerflor factory.
Exclusive gravitational
process for better energy
efficiency.
Saint-Paul-Trois-Châteaux,
France .
→



A global group

Growth for over 20 years based on organic development and strategic acquisitions



1.335 bn€
in sales.

4,500
staff members.

24
factories.

30
subsidiaries.

Over 50% of sold products are manufactured locally on each continent

Distribution of our manufacturing sites and business subsidiaries



America
● Sales offices
● Manufacturing plants

Europe
Middle East and Africa

East Asia and Australia

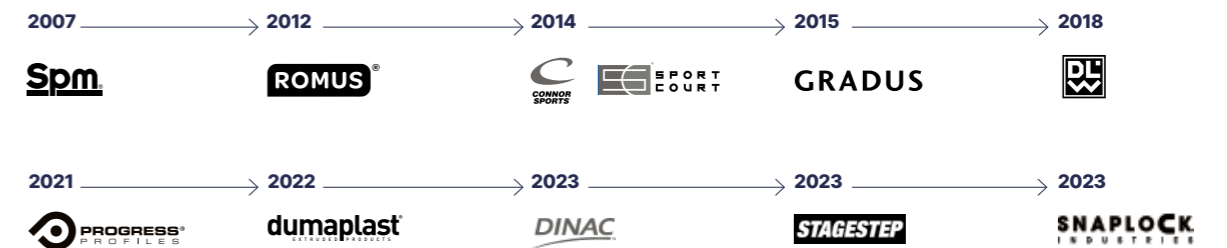
Our history

From one generation of entrepreneurs to the next, we have supplied innovative brands that make flooring an opportunity to improve people's lives. The journey began with our world class brands, Mipolam, Taraflex® and Gerland Sols. Since 2006, we have focused on expanding our range of long-standing and fully legitimate labels. Our distribution network is also growing, making a diverse portfolio widely available to meet your contemporary needs.

Pioneer brands

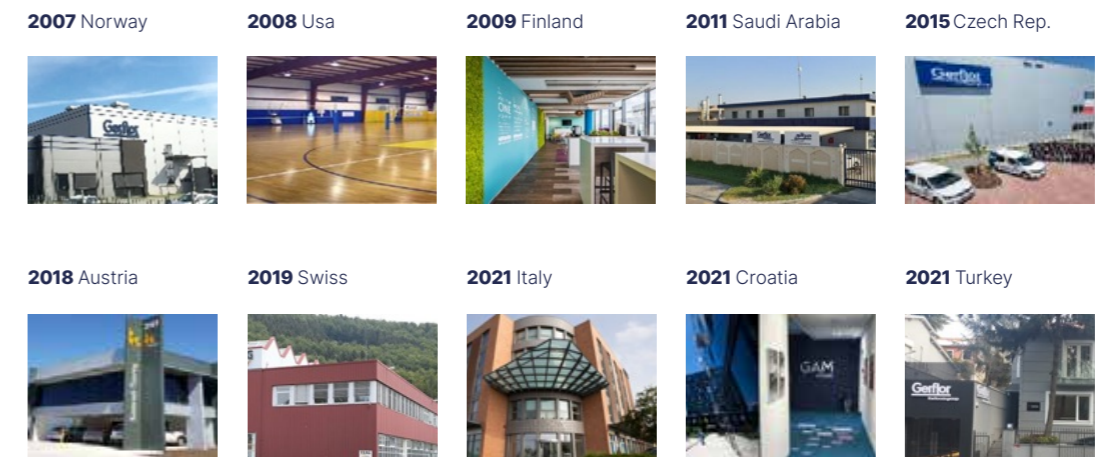


Expert flooring brands



Geographic expansion

Selection of Gerflor subsidiaries built on the acquisition of distributors

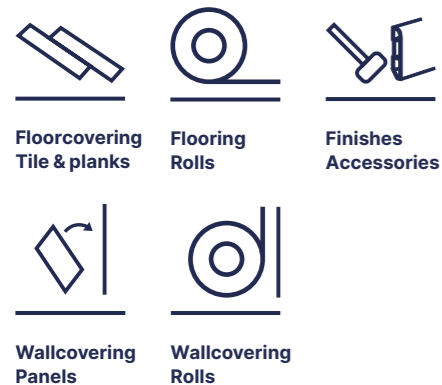


Our products and markets

Experts in solutions for floors and their surroundings, we feature a wide range of technical and decorative solutions specific to each market application. Our approach is spread over 10 markets which makes our business model both robust and balanced.

A diversified product portfolio

Our range offers a wide choice of materials and formats for floors and walls, as well as accessories for integrated solutions.



10 Market applications

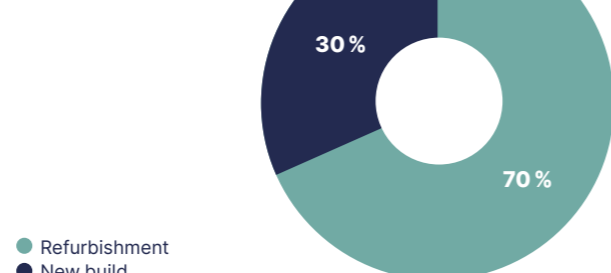
We meet the needs of public buildings, housing, sports centres and transport vehicles.



4,000 exclusive designs developed by our artistic direction team..



Sales mainly focused on refurbishment.



Our strategic priorities

Our mission: make our customers and users' lives easier with sustainable, innovative, healthy and environmentally respectful products. To achieve this goal, our actions hinge on three core priorities: customers, innovation and environment.

Customer care

Our floor and wall solutions are present in every aspect of personal and professional life: at school, at home, at the office, in stores, at the gym, in transport and hospitals. Therefore, we have a strong responsibility as a manufacturer: to combine innovation with design to improve any living space, to make them safe, comfortable and easy to live in.

For commercial projects, we support our professional customers through offering them the optimum material selection adapted to their needs through to implementation.

Innovation

Spearheading our policy of innovation and continuous improvement, and constantly on the lookout for new market trends, our 144 engineers and technicians R&D team designs products that meet our customers' ever-changing expectations.

Eco-responsibility: we care / we act

Reducing our operation's environmental impact is a major concern. Our products and factories are compliant with the industry's most demanding standards and regulations (ISO 14001, ISO 50001, REACH). We proactively incorporate reliable eco-design and circular economy principles into our processes.

Our goal is to reduce the environmental impact of each stage of our product's life cycle.



↑ Teamwork, innovation accelerator.

FOCUS.

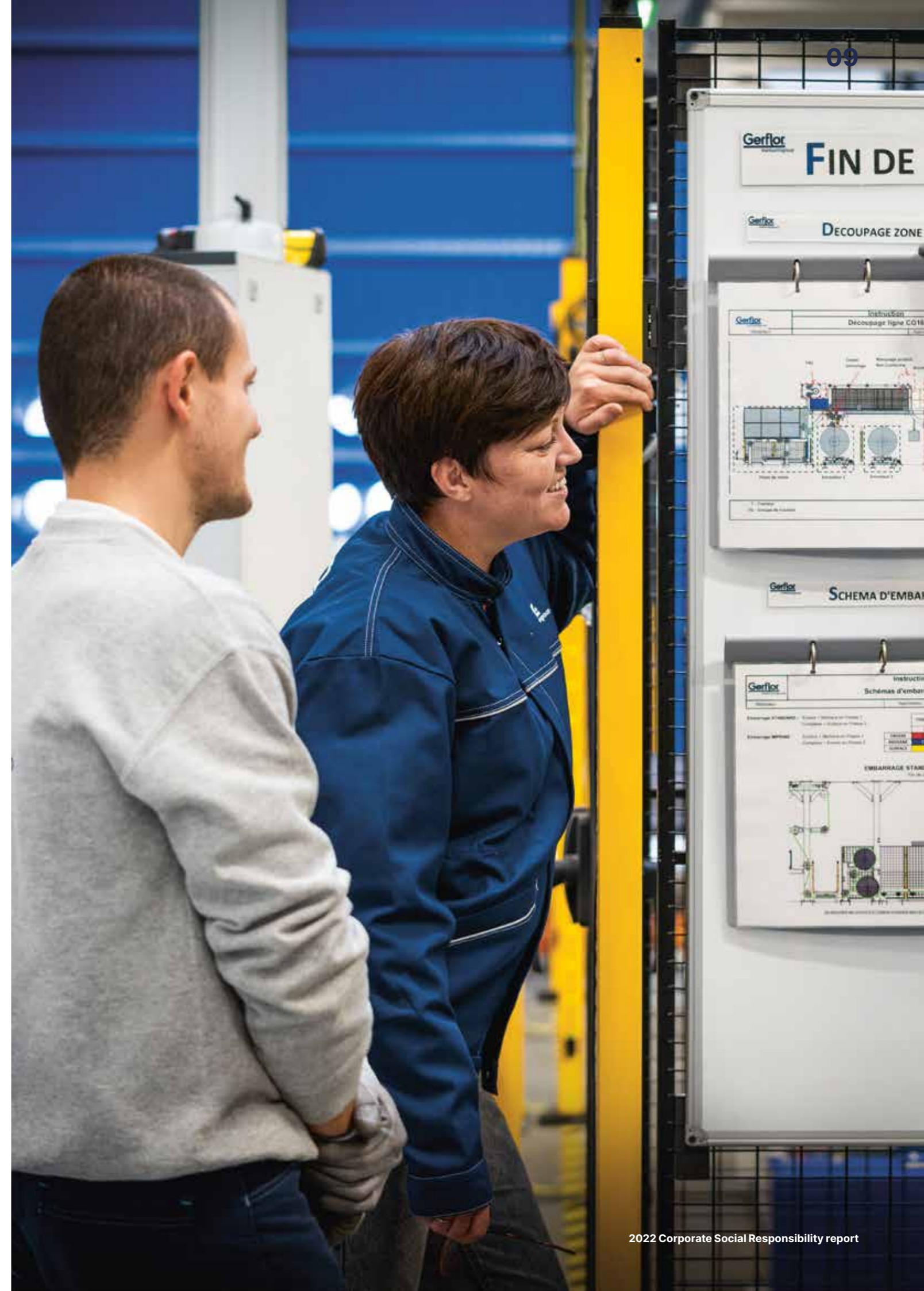
Our values guide our actions.

Our strategic priorities are reflected in our Charter of values titled **T.R.A.C.E.** This charter is shared with each of our employees as soon as they join the company. It is at the centre of our management process. 5 great values guide our actions:

- Teamwork
- Respect and integrity
- Agility and entrepreneurship
- Customer success
- Engagement & responsibility

Our CSR approach continues to expand day by day. Today, our long-standing commitment is integrated into the action plans of all departments of the company. Since 2020, the group has prioritised its goals in line with the United Nations' Sustainable Development Goals (SDGs).

Governance and CSR priorities



A long standing effort

We are driven by strong customer commitments: we want to anticipate needs, make everyday life easier, maintain health and participate in well-being while contributing to sustainable development. This has always been a focus of our CSR policy.

The certification processes were the first formal steps in our CSR policy:

- From 1995, quality certification for business performance and customer satisfaction.
- In 2003, environmental certification for the environmental efficiency of our products and factories.
- In 2011, health and safety certification for the health and safety of our staff and contractors,
- In 2013, energy certification to fight against global warming.

We constantly strive towards improving our processes and better qualifying our impact with a genuine approach of continuous improvement.

We are guided in our actions by our commitments to our stakeholders:

- Provide innovative products respectful of health and the environment.
- Continuously innovate to provide the best service to our customers.
- Guarantee health, safety, security and well-being at work to our employees while supporting them in their skill-building and professional development.
- Respect strict ethical rules to ensure balanced and fair interactions with our business partners.
- Ensure a sustainable economic and social impact in the territories in which we are located.

Since 2021, our CSR reports formalise and communicate our CSR achievements and ambitions.



↑
Over 100 Gerflor staff members dedicated to quality.



Supervisory bodies

Decisions are made within operational executive committees and shared with the teams during regular supervisory meetings.

Executive committee



Executive management committee

- Business
- Marketing
- R&D
- Quality
- Supply chain
- Manufacturing



Dedicated steering committees

- CSR product committee
- CSR industrial committee
- CSR supply chain committee
- Responsible purchasing committee
- Green IT committee
- CSR/HR committee
- CSR ethics committee

CSR executive committee



- CSR manager
- Divisional directors

Stakeholders

We involve all stakeholders in the CSR process.

Several customer surveys are conducted annually in different markets and countries



Customers



Users



Staff members



Suppliers



Contractors



Shareholders



Institutions



Local & global communities



Academic community



Associations



NGOs

93%*

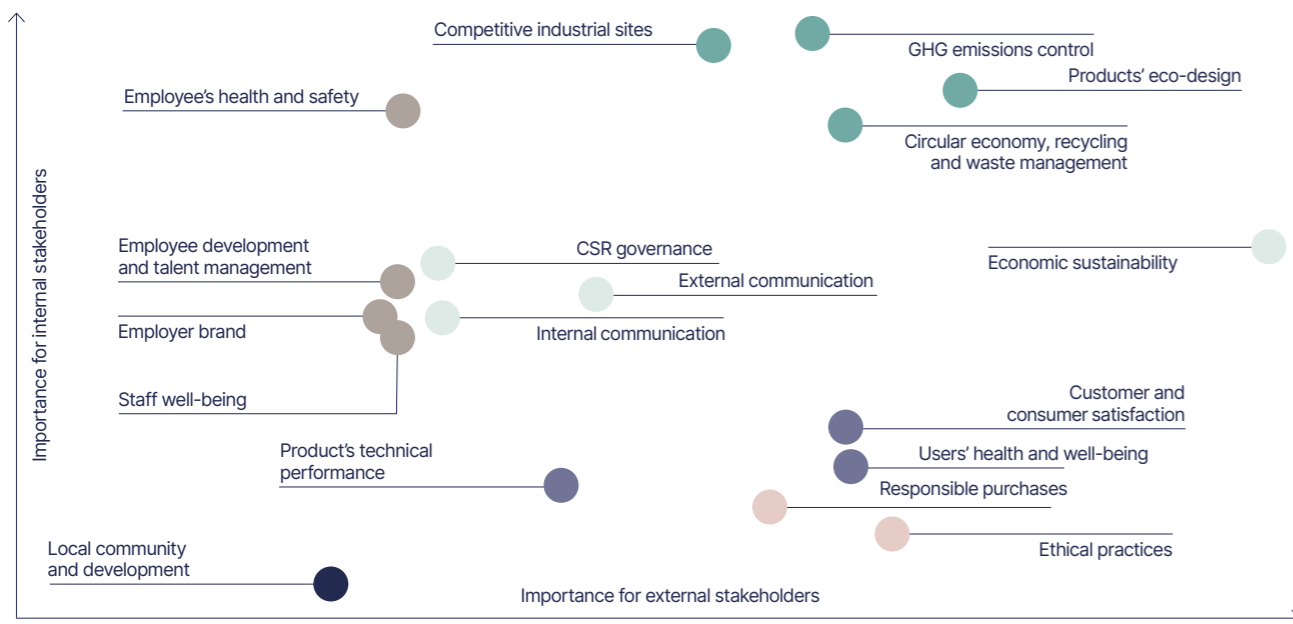
of strategic suppliers have signed the ethical and responsible purchase charter.

*out of USA

CSR challenges prioritisation

To prioritise our CSR challenges and direct our actions, we survey our stakeholders on a regular basis. Based on the data we collected, we built the first materiality matrix.

The materiality matrix



In 2019 and 2020, we conducted qualitative interviews with internal (24 managers, 71 Staff members) and external (55 customers, suppliers, and opinion leaders) stakeholders in France and abroad.

Based on the data we gathered, we built a priority matrix qualifying the level of importance given to each challenge by our internal and external stakeholders.

Matrix legend:

- the environment ●
- local communities and development ●
- fair practices ●
- the consumer ●
- relationships and working conditions ●
- governance ●

150

stakeholders interviewed in 2019 and 2020.

FOCUS.

Paying attention to our customers.

The conclusion from our survey is an important and growing interest for: Organically sourced solutions, circular economy and product carbon footprint.

Prioritising challenges

From the matrix, we prioritised the CSR challenges as well as defined the roadmap for our CSR policy.

	Our commitment for the planet	Our engagement to our customers	Our engagement for society	Our engagement to our staff
Critical challenges	<ul style="list-style-type: none"> - Products' eco-design - GHG emissions control, recycling and waste management - Circular economy 	<ul style="list-style-type: none"> - Users' health and well-being - Customer and consumer satisfaction 	<ul style="list-style-type: none"> - Ethical practices - Responsible purchases 	<ul style="list-style-type: none"> - Staff health and safety - Employee development & talent management
Other important challenges to monitor	<ul style="list-style-type: none"> - Competitive industrial sites 	<ul style="list-style-type: none"> - Product technical performance 	<ul style="list-style-type: none"> - Local community and development 	<ul style="list-style-type: none"> - Employer brand - Staff well-being - External communication - Internal communication

These priorities are in line with the company's policy for the past 20 years. Beyond the economic performance, over the past 10 years, we continuously steered our actions towards:

- The success of our customers and partners,
- A culture of health, safety and security,
- The search for eco-responsible solutions,
- Our staff members' expertise and commitment.



A CSR approach in line with SDG's*

Through voluntary action, we aim to contribute to the United Nations' Sustainable Development Goals (SDGs).

We contribute to 10 of the 17 SDG. We are striving hard to create long-term value and having a positive impact on our sphere of influence, on society and the environment at large in each of our operations through the actions detailed in this report.





FOCUS.
10 OUT OF 17.
 The group impacts 10 out of the 17 SDGs.



*Sustainable Development Goals

Our 2025 main commitments

For each of the priorities identified in the materiality matrix (see page 14), we are setting objectives for 2025.

Priority issues		2025 vs. 2020 objectives
 Page 16 Environment	<ul style="list-style-type: none"> - Greenhouse gas emissions control - Eco-design & save natural resources - Circular economy 	<ul style="list-style-type: none"> → -20% on BGES scopes 1 & 2 vs. 2019 → 35% loose lay products → 30% recycled materials in products → 10% organically sourced materials → 60 000 T recycled materials consumed/year
 Page 32 Customers	<ul style="list-style-type: none"> - Users' health and well-being - Customer and consumer satisfaction 	<ul style="list-style-type: none"> → 100% products <100µ/m³ → -30% customer issues
 Page 42 Staff	<ul style="list-style-type: none"> - Staff health and security - Skill building 	<ul style="list-style-type: none"> → T_{f1} < 4 = (number of yearly accidents/number of yearly worked hours)x1,000,000 → 2% wage bill invested in training
 Page 50 Society	<ul style="list-style-type: none"> - Ethical practices - Responsible purchases 	<ul style="list-style-type: none"> → 90% of staff trained → 90% suppliers signed to the responsible and ethical purchase charter

Faced with the climate emergency, the scarcity of raw materials and associated risks (more regulations, raw material instability, disruption linked to more common natural disasters), Gerflor commits to reducing its impact. Resolute action is taken on its direct operations but also upstream and downstream value chain.

We also hear the high expectations of our stakeholders related to environmental protection challenges.

The Group has made sustainable development a strategic priority based on 4 axes:

- Estimate our carbon footprint.
- Limit the impact of our products on climate and raw material depletion.
- Decarbonise our manufacturing and logistics sites.
- Take on the recycling challenge.



Our commitment to the planet

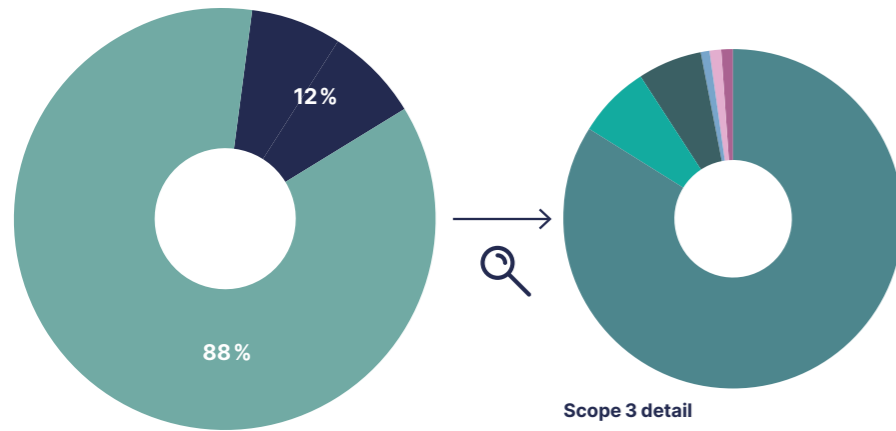


Gerflor's global carbon footprint

Trackable goals are critical in order to improve. Since 2011, we have carried out greenhouse gas (GHG) assessments in France. Since 2019, we have expanded this analysis internationally.

In accordance with international standards, these assessments take into account the direct and indirect emissions of our operations.

Bilan GES – International



- **SCOPE 1 & 2**
- Direct GHG emissions
- Energy combustion
- Vehicle fuel combustion
- Refrigerant agent leaks
- Indirect emissions linked to energy
- Electricity consumption
- Steam consumption

- **SCOPE 3:**
- Purchase 84 %
- Freight - downstream 7 %
- Freight - upstream 6 %
- Other energies 1 %
- Waste 1 %
- Home to work travel 1 %

We decreased in GHG emissions in the sqm. produced between 2019 and 2022

-12 %
produced over scopes 1 & 2.

Priority actions by 2025

The GHG assessments help us identify the priority actions to reduce our carbon footprint and build a carbon trajectory:

Actions on direct emissions linked to energy (scopes 1 & 2):

- Continue the energy optimisation of our sites.
- Increase the portion of renewable energies within total energy consumption.
- Change our methods of working in areas such as internal logistics.

Actions on indirect emissions (scope 3):

- Eco-design our products.
- Further intensify recycling actions during the life cycle of a product.
- Involve our supply chain:
 - On the nature and/or manufacturing methods of raw materials.
 - On the transport of those same raw materials as well as of our finished products.
- Transform our travelling habits.

Future photovoltaic field in Lozère, France.



2025 GOALS

-20 %
kg CO2e/sq.m. of carbon footprint (scopes 1 & 2) versus 2019.

2025 GOALS

-10 %
kg CO2e/sq.m. of carbon footprint (scopes 1, 2 & 3) versus 2019.

Our products' footprint

Our stakeholders expect solutions to environmental challenges and the fight against the depletion of raw materials. Gerflor is committed to communicating transparently on the carbon impact of its products, with a focus on eco-design, the use of sustainable raw materials, product longevity and the circular economy.

Systemise eco-design of products

Because a product's carbon footprint is decided at the first stroke of a pencil, our R&D and marketing departments incorporate eco-design into the first step of development.

Convinced of the need to eco-design our products, we began in the early 2000's to develop a reference system, with criteria for each phase of the product life cycle.

Today, 11 eco-design criteria drive our product specifications, from product design to its recycling.

Communicate transparently on our products' carbon impact

Our goal is to provide a Lifecycle Analysis for each product. Environmental and Sanitary Declaration Charts or the resultant Environmental Product Declarations (EPDs) help certify the carbon impact of each phase of a product's life.

This analysis demonstrates a duty towards customer transparency and information as well as providing a precious tool helping our engineers to develop innovative and eco-responsible solutions.

In order to systemise this approach, Gerflor has an Environmental Certification Manager of products responsible for internally calculating the Life Cycle Analysis and following third-party certifications process.



FOCUS. Our main eco-design criteria:

- 01** Products weight reduction
- 02** Recycled raw materials
- 03** Bio-sourced raw materials
- 04** Easy maintenance
- 05** Demountability
- 06** Recyclability

2025 GOALS



100%

of product ranges have an individual Environmental Product Declaration (EPD)

Guarantee durable floors over time

Because the lifespan of a product is one of the most important criteria when it comes to environmental impact, we commit to manufacturing sustainable products. In vinyl, linoleum, wood or polypropylene, our floor coverings are all extremely resistant to wear and tear.

Depending on the range, we manufacture products adapted to intense foot traffic (e.g., public building lobbies, stores, etc.), regular mechanical traffic (e.g. forklifts in warehouses) or even actions such as punching, scratching, chemical products, extreme temperatures, and humidity.

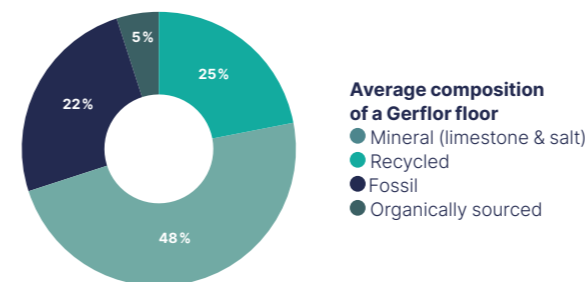
We guarantee a durability of 10 to 15 years for most of our products. Our floors have a real average lifespan of 25 years!

Increase the proportion of sustainable raw materials

To combat global warming, Gerflor is committed to increasing the amount of sustainable raw materials in its products: Recycled, organic sources and mineral materials.

FOCUS. Floors mainly manufactured from mineral, renewable or recycled raw materials.

On average, 75% of Gerflor flooring components are made from organically-sourced mineral or of recycled origin.



25 years: Gerflor floors' average lifespan

↑ The GTI tile range, specifically made for mechanical traffic

75%

Gerflor floor materials contain organically sourced, mineral or recycled materials



↑ Interlocking tiles and planks with recycled content up to 55%.

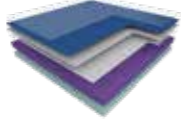
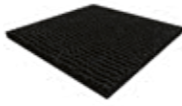
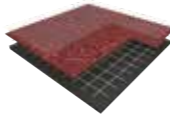

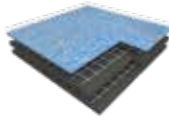
Increase the quantity of recycled content in our products.

Our PVC floors have on average 25% recycled materials. Some of our more technical products can contain up to 50% recycled materials!

These secondary raw materials can come from manufacturing waste, circular economy (laying waste or end of life) or other industries. Note: all our recycled components are controlled and compliant with European REACH regulations.

Our goal is to reach 30% of recycled materials by 2025.

FOCUS. Technical products with high recycled content.

 Up to 32% in Taraflex Sport evolution rolls	 Up to 100% in Bateco rolls	 Up to 53% in Taralay Premium rolls
 Up to 55% in Creation clic tiles and planks	 Up to 80% in GTI technical tiles	

2025 GOALS



30%

Recycled materials on average per product by 2025 (25% in 2020)

Increase biosourced content:

For several years, we added solutions - including biosourced content to our portfolio:

- Linoleum: 76% biosourced content.
- Connor Sports floors: North American maple wood certified FSC.
- Saga 2 tiles: cork backlayer.
- Mipolam Symbioz and Mipolam Bio Planet homogenous ranges: natural renewable plasticiser.

By 2025, our goal is to have more biosourced content included in our vinyl ranges. Different projects are now under development.








2025 GOALS



10%

biosourced content in our products.

FOCUS. Linoleum is made of up to 98% organically sourced or mineral materials.

41% linseed oil. 	20% wood flour. 	19% limestone. 	8% jute. 
5% pine resin. 	3% coloured pigments. 	2% cork. 	

Our DLW linoleum range is Cradle to Cradle Silver™ certified.



The environmental performance of our operations

Gerflor factories are continually working to reduce their environmental impact: waste gas treatment, limitation of noise pollution, energy optimisation and green energy use (renewable energies of hydroelectric origins), drastic decrease in water consumption thanks to closed circuit cooling systems, immediate waste sorting and recycling.

Certified sites

With a goal to continuously improve quality, environmental and energy performance, our sites are committed through ambitious certification processes:

- Most of our sites are ISO 9001 (quality) and ISO 14001 (environmental management) certified.
- Our main factories in France and Germany are ISO 50001 (energy management) certified - representing about 80% of the group's energy consumption.



Promoting renewable energies ↑

In 2022, DLW has installed 10 000 sqm. of solar panels covering 12% of the site electrical needs. The goal is to reach 60% by 2025.



FOCUS.

100% green energy in France and Germany.

In France and Germany, where most of our production takes place, 100% of the electricity purchased by our factories comes from renewable energy sources. This electricity is on average 5% more expensive - and is guaranteed by Certificates of Origin.

Reducing our energy consumption

Greener factories

We acted at different levels to limit our factories' energy consumption:

- Re-design of production lines: such as the manufacturing line of new generation 2-metre rolls which helps save 30% energy compared to the formerly used technology.
- Heating and cooling systems modernisation and waste heat recovery in our main factories (Tarare, Saint-Paul, Grillon, Troisdorf) over the last 5 years to reduce their consumption (-10% in 3 years in kWh/sq.m.).
- Biomass energy use on the Amasa (USA) site from recycled sawdust (generated from cutting) to feed the factory's heating system.
- Energy performance integration across all project specifications.



↑
Modernised sites to reduce our energy consumption.
Gerflor factory, Tarare, France.

Limit our water consumption

In the interests of resource management, we set up actions to reduce our water consumption. This includes the setting of efficient closed-circuit cooling systems. The result: in our French factories, in 20 years, our water consumption dropped from 1.5 million cubic metres per year to 0.25 million cubic metres per year.

-89%

water consumption
between 1998 and 2022 in France

2025 GOALS



-10%

kWh/sq.m. by 2025
in France and Germany.



↑
LVT factory,
Saint-Paul-Trois-Châteaux,
France.



←
Electrical logistics
tractor.

FOCUS.

**New vinyl tiles and planks
eco-designed factory.**

Operational since 2018, a new factory in Saint-Paul-Trois-Châteaux was built to:

- Make it possible to add up to 55% recycled materials in products.
- Minimise energy consumption thanks to a gravitational mixing process and a continuous manufacturing line.

**A recycling unit 100% integrated
in the manufacturing process.**

Change the mode of operation



Optimise transport

In order to reduce the environmental impact of our transport, we remain committed to bringing the manufacture of our products closer to our markets. The geographical proximity of the manufacturing plants and logistic hubs with our customers means we can respond quickly to their needs. In addition to this territorial presence, Gerflor has chosen to join the FRET21 programme in 2022 to work effectively on the impact of freight and reduce its carbon footprint. The entire scope of distribution in France and abroad and all modes of transport are taken into account in this approach.

The strategy is divided into 3 phases:

- **Calculation of the baseline carbon impact (2021)**
⇒ 31,700 tonnes of CO₂e.
- **Identifying actions to reduce these emissions**
⇒ 17 actions, with a commitment to avoid more than 5% of CO₂e emissions by 2025 in 4 areas:
 - Loading rates: increasing the stackability of products, filling rate projects in our trucks and containers;
 - Distance travelled: massification of flows, distribution diagram study;
 - Means of transport: biogas trucks, vehicle coalition, modal shift (barge, rail...);
 - Responsible purchasing: working with transport companies to commit to a joint CSR strategy.
- **Steering actions in collaboration with our logistic hubs, subsidiaries, carriers and customers in order** to achieve the target.

This results in a 350t of CO₂ reduction, 82% of the final goal.

Evolve towards digital environmental responsibility

In the age of a digital transformation, it is our responsibility to consider digital pollution. Since 2020, we have launched voluntary initiatives with close collaboration between CSR and IT teams. For instance, we changed our default search engine and launched an awareness campaign on green IT eco-steps via various media (film, articles on the intranet...).

In 2022, we have measured the carbon impact of Gerflor's digital activities, defined our objective for reducing this impact and framed the Green IT approach with a Responsible Digital Charter which covers 4 areas of action:

- Responsible digital technology integrated into corporate life.
- Impact measured.
- Raising employee awareness.
- Responsible digital purchasing.



Reduce and decarbonise travelling

We quantified the emissions associated with our staff commute to create a commuting plan. Based on this, we have set up a plan of action:

- Review of the transportation grid for staff members.
- Eco-driving training for travelling salespeople.
- Implementation of electric charging stations in Gerflor parking lots.
- Addition of electric utility transports in the company fleet.

2025 GOALS

-25%
teqCO₂
digital carbon footprint
thanks to the
Green it
approach

Recycling: part of our processes for over 20 years

Reducing waste is our top priority.

Eco-design, process reliability, durability and being easy to repair are key efforts that help reduce waste creation. But recycling, by transforming waste into resources, is the key factor in the process of reducing waste, far better than landfill or incineration. Circularity enables us to protect natural resources and reduce operational carbon footprint.

Collection and recycling solutions at each step of the life cycle

Our floors are 100% recyclable. Our challenge is to collect the waste at each step of the product life cycle, taking into account the geographical spread of the waste. Our recycling schemes apply to all of our Vinyl and Linoleum product ranges.

Production waste

Industrial trials, quality scraps, offcuts: all generate production waste. This waste is collected across all of the Gerflor Group's factories on production lines, it is then crushed into granules and reincorporated into new production. All of the Gerflor Group's factories can be considered as genuine recycling centres.

Installation waste

Each job site generates between 5 to 10% of installation offcuts, depending on the type of product. In France, Germany, Italy, Benelux, Scandinavia, we have implemented or are in the process of implementing our "Second Life" program : this program is in partnership with installers and enables us to collect installation offcuts and deliver them back to Gerflor factories to get them recycled.

End of life products

After long years of use, 'clean' flooring (not glued and without raw materials concerned by any REACH restriction) can be collected through the Gerflor Second Life programme.

The other flooring products (glued, mixed with other materials or with raw materials concerned by any REACH restriction) have a collection and recycling route of their very own.



↑ Installation offcuts collected by Second Life

A unique recycling partnership with PAPREC

Since 2017, we have partnered in a joint company with the French recycling leader PAPREC to create a recycling factory located in France. Called 'Floor to Floor', this recycling facility is specialised in resilient flooring. It processes Reach-compliant laying offcuts and non-glued end-of-life products. It sorts and transforms waste collected through the Second Life program into granulates which are then sent to Gerflor factories to produce new flooring.



Gerflor commits to intensifying its investments in the recycling sector. A key initiative is the creation in 2025 of a new Gerflor/Paprec recycling factory which multiplies by 5 our Floor to Floor recycling capacity. This is key as local regulations are becoming more restrictive (see for instance the new Enlarged Producer's responsibility regulation in France).

Eucertplast certified recycling programmes

The entire Gerflor recycling program has been certified by Eucertplast since 2014. Eucertplast is the European reference in term of recycling schemes third part certification.



↑ Vinyl = 100% recyclable material

COLLABORATIVE INITIATIVES

Gerflor actively participates to several initiatives like:

- **Revinyfloor** which develops a circular economy for vinyl floor coverings
- **Circular Flooring project** which brings together a number of manufacturers in the flooring market and establishes a recycling process for post-consumer PVC floor coverings (This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement no. 821366).

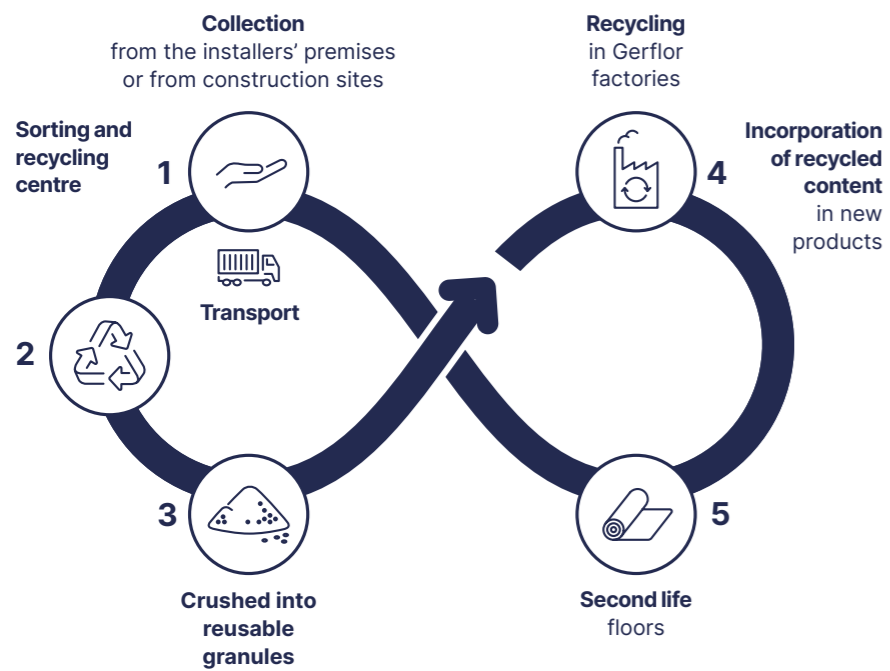
Second life: Gerflor's innovative program for collecting installation waste and non-glued end-of-life products.

Launched in 2011, this program is free for installers and retailers and adapts to their constraints. It also accepts competitors flooring.

For glued and uncertain Reach status flooring, we propose specific on demand circuits for collecting, treating and recycling.

Once collected, those products are sent to one of our 2 recycling centres for processing.

The secondary raw material obtained is then transported to Gerflor factories to be reintegrated into new products.



2025 GOAL

60 000 t
collected and recycled waste
in 2025



Mindful of the health and well-being of users, Gerflor commits to designing and manufacturing healthy products and maximising the comfort of users. Aiming for high customer and user satisfaction, we support them at each step of their project.



Our commitment to our customers



Healthy products

Our products are at the heart of millions of people's daily lives, at home, on sports fields, in hospitals, schools, offices or public places. We always keep in mind our responsibility towards our users. Thus, we follow the highest standards in product formulation, air quality and hygiene.

Formulations 100% compliant with REACH regulations

European regulations managed by the ECHA (European Chemicals Agency), REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) identifies chemical substances with or suspected of having an impact on human health and defines any use restriction.

We guarantee our consumers that our products do not contain any substances subject to REACH restrictions.

Exemplary products for indoor air quality

Each and everyone of us now spends 90% of our time indoors. Indoor quality is thus a major challenge which Gerflor has been taking on for decades. We enforce demanding thresholds to best limit the emissions of volatile organic compounds: 100% of Gerflor floors have 10 times less than what is allowed by the regulations.



FOCUS.

All Gerflor products are A+ certified which is the best emission level for building products.



Gerflor products are certified Floor-score, allowing our customers to get 1 additional point in the LEED™ certification system. All Gerflor linoleum products are Blue Angel certified which is a highly regarded German certification on product emission levels.

Adhesive free products

In line with these commitments, we develop innovative products to lay that require no adhesives thus reducing volatile organic compounds emissions often linked to adhesives. These products are laid without adhesive or only with a double sided adhesive tape on the edges of the room.

We believe these loose lay solutions are the future of floor coverings. In addition to meeting concerns for better indoor air quality, they help to easily and quickly lay the floors (a time and money saver) and provide simpler recycling at the end of the product's life (as there is no glue residue or screeding). Gerflor positions itself as a leader in loose lay products.

As early as 2000, Gerflor invented loose lay vinyl rolls with a textile underside - a Gerflor patented technology.

These products have become a reference in adhesive free installation. Loose lay solutions represent now 25% of Gerflor's sales. Aside from rolls, we feature loose lay clipable tiles and planks with different patented Gerflor technology.

OBJECTIFS 2025



Innovations for easier cleaning and improved hygiene.

Facility maintenance

Carrying out and optimising the cleaning of our floors is a priority. Cleaning represents between 18 to 38% of a product's carbon footprint over its lifespan, as it impacts on water consumption, energy, and cleaning agents.

Improved maintenance solutions can greatly reduce a product's life cycle costs by saving time on cleaning and reducing the use of cleaning materials and energy.

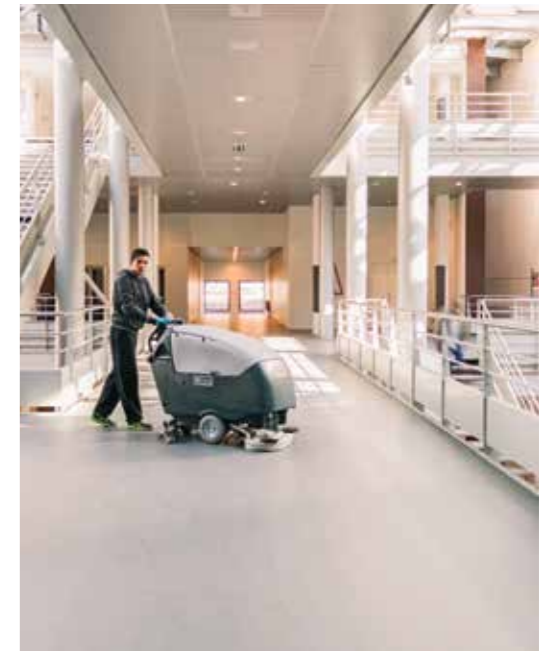
Gerflor invests in innovation to create improved surface treatments. These treatments are essential to protect the floor covering from stains or fouling and allow for easier maintenance.

Ensure optimal hygiene

Gerflor has been actively working in the health sector for decades and, as an expert in hygiene and disinfection, it has developed a complete offer:

- Floors
- Walls
- Skirtings
- Clean Corner System
- Hot welding

This 100% waterproof system does not have any clogging areas and ensures optimal hygiene by reducing infection risks.



↑
Evercare® and Protecsoj® 2
varnishes help halve the CO² impact
of a product over its lifespan
by reducing water and
consumption of cleaning products.

Certify our products antibacterial and antiviral activity

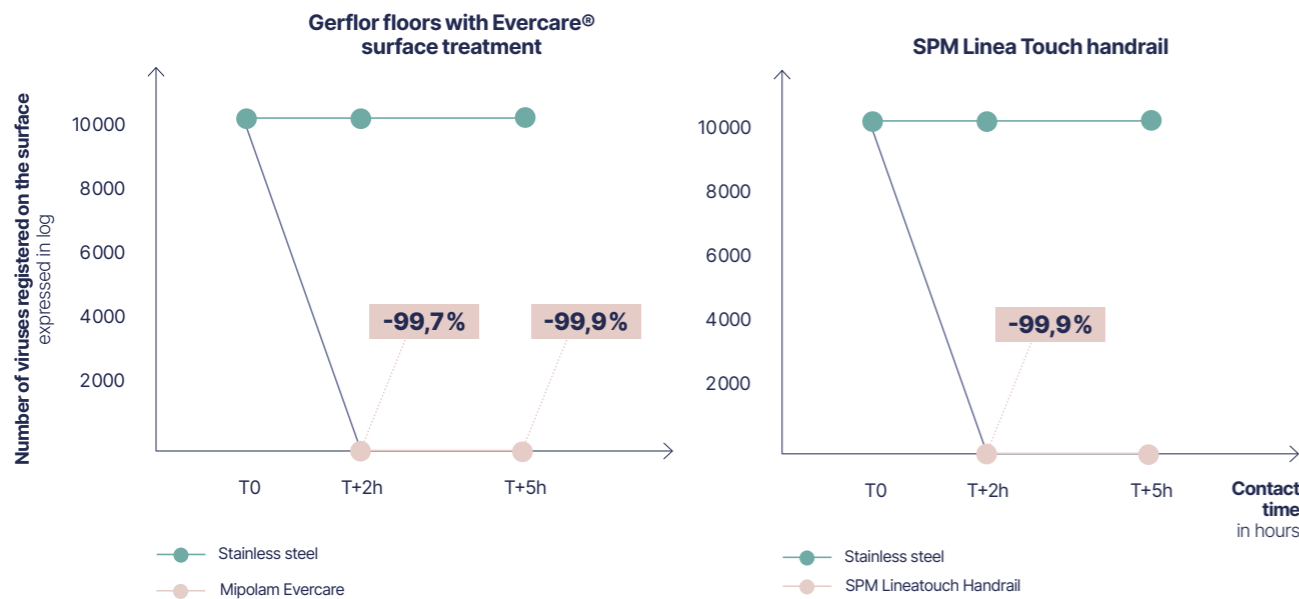
As a leading supplier of floor and wall coverings for the healthcare and cleanroom industries, Gerflor has always worked in partnership with ultra-cleanliness and hygiene.

Gerflor collaborated with Virhealth, an independent laboratory expert in virology.

Virus resistance on surfaces can vary from a few hours to several days depending on the material.

Our floors, walls and finishing solutions have been tested for their antiviral activity according to the ISO21702 standard and for their antibacterial properties according to the ISO22196 standard.

Antiviral activity against human coronaviruses
(ISO21702 standard - Virhealth Laboratory - 2021)



Floors: 99.7% decrease in the number of viruses. Gerflor floors with an Evercare® or Protecsol® 2 surface treatment has antiviral activity against human viruses: after two hours the number of viruses has decreased by 99.7%.

Handrails: 99,9% decrease in the number of viruses. SPM Linea Touch handrails have antiviral activity against human coronaviruses: after two hours the number of viruses decreased by 99,9%.

For the well-being and comfort of users

Our mission is to contribute to the well-being and comfort of our product users by providing solutions that are both easy to live with and respectful of the environment.

Beautiful interiors

The Gerflor Group has always had an integrated artistic direction. Its mission is to contribute to the well-being of our users thanks to designs adapted to relate to our 10 market segments.

Every year, our artistic team works on the upcoming trends with our customers and some popular influencers.

Gerflor has a 4,000 strong proprietary design catalogue.

Improve acoustic comfort and insulation

Gerflor are conscious of the impact of noise pollution in all sectors and have developed an accoustic range with a foam or cork back layer to noticeably reduce:

- The impact sound of falling objects.
- The sounds of someone walking in a room.

We have a specific acoustic under-layer range in both vinyl tiles and planks.



FOCUS. UPEC A+ CERTIFIED PRODUCTS IN FRANCE

All our acoustic ranges are QB UPEC A+ certified. This certification is delivered by the CSTB (Scientific and Technical Centre for Building) and guarantees an acoustic insulation of -15dB minimum.

Contribute to the health and safety of sports activities

Our sports floor ranges guarantee impact absorption and energy recovery, this helps those practicing sports - whatever their age and ability but with complete safety.



Improve accessibility to buildings

Our floors, walls and finishes have a wide colour range with LRV index gaps (Light Reflectance Value) of over 70%.

Contrasting colours not only bring visual comfort but also provide easier navigation for people with visual impairment.

In addition, Gerflor has developed a range of complete solutions including stair noses, podotactile strips, guide paths and rails and signage elements to facilitate access for people with disabilities or visual impairments.

Contribute to decreased energy consumption

As Gerflor is concerned with helping our customers make energy savings, we direct them towards lighter coloured floors which reflect more light and therefore support a reduced use of artificial lighting.

With LRV (Light Reflectance Value) ranging from 6 to 86%, we offer a wide range of colours to architects which are adapted to the lighting conditions and needs of their projects.

In addition, for the transport market, Gerflor developed Tarabus Lightweight, a floor covering which is much lighter, whilst keeping the same characteristics as a standard floor. This innovation helps to reduce fuel consumption.

Customer success

Our customers are our priority. With the help of our expert teams and innovative digitalised services, we provide support to ensure projects are successful.

Understand our customers

- Qualitative and quantitative surveys among our different customer targets - Project Managers, Contractors, Suppliers, Distributors and the Public - as part of the Customer Care project.

- Systematic analysis of each complaint to prevent the problem reoccurring.

A global approach to customer satisfaction

Quality representatives are integrated throughout the different teams (sales, supply chain, R&D, manufacturing, customer relations) to represent the customer satisfaction policy across the entire company. The results are:

- Controlled product quality with a 22ppm incident rate (number of incidents/Mm²).

- High service quality with a 0.33% incident rate during deliveries.

- Technical Support agents close to our installers and construction sites: help in training and assistance for floor installation and maintenance, support and advice during the whole product lifetime.

Simplify the life of our customers with digital services

Our customers have expressed high expectations when it comes to digital services which inspired a large transformation project including:

- The launch on the French market of a customer portal. This platform helps them save time by quickly accessing information without having to call a salesperson or customer service (product availability, orders, order updates). This customer portal will be available worldwide soon.

- A review of the customer journey on our 40 country websites to facilitate browsing and the access to information: simulation tools, documentation and making appointments.

The customer portal helps with order placement and tracking in real time.



Over 450 inbound calls are processed every day by our customer service team.

Help our customers reach their environmental goals

All Gerflor products contribute to the environmental buildings' certification. Their contribution varies depending on the product characteristics and technology used.



Gerflor's flooring contributes to HQE and LEED™ certifications

 **LEED™ (Leadership in Energy and Environmental Design)** is a certification system for ecological building which is internationally renowned and developed by the **US Green Building Council (USGBC)**.

Materials and resources

- Recycled materials
- Regional materials
- Quickly renewable materials
- Certified wood

Internal environmental quality

- Low emission materials:
 - Adhesives and Sealants
 - Paints and Coverings
 - Floor and wall covering systems

Products life cycle analysis (FDES)



 **In France, High Environmental Quality (HQE)** is a global approach aiming to give a building the ability to “master its impact on the external environment and create a comfortable and healthy internal environment”.

Eco-building

- Integrated choice of building processes and materials

Comfort

- Hydrothermal comfort
- Acoustic comfort
- Visual comfort
- Olfactory comfort

Health

- Cleanliness of indoor spaces
- Indoor air quality

Products life cycle analysis (FDES)



Always more on-demand products and solutions

A pre-cutting service at the factory

We feature a pre-cutting service on demand at the factory before shipping to facilitate laying and reduce installation waste. This service applies to products from the Taraflex sports range as well as roll products supplied by large DIY stores and decoration specialists.

Aside from personalisation, pre-cutting is in line with our circular economy approach to reduce installation waste.

Digital printing to personalise projects

Since 2018, we have offered personalised solutions thanks to digital printing on our sports, transport and even general ranges. Our MyTaralay Impression range allows customers to create an original and unique design for their floor to differentiate their project.



↑
MyTaralay Impression, a tailor-made floor for our customers.

FOCUS. Tarabus Kit System.

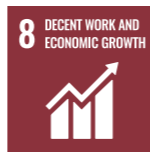
Pre-cut and pre-taped floors to meet the needs of our customers manufacturing buses: optimise their installation time and reduce installation losses to zero.



↑
Tarabus kit preparations, Tarare, France.

Our Gerflor group employees are our biggest asset. We are committed to offering them the best working conditions and ensuring a good balance between their work and personal lives.

On the basis of its Human Resources policy charter, Gerflor is committed to providing to each and every one of its staff members support and training which will help them grow and evolve within the Group.



Our commitment to our employees



Our employees' health and safety

Our 4,500 employees are our core strength world wide, we take care of them, their safety, their well-being, and their future. We are working with them to meet the zero-accident challenge we have in place.

Our safety charter

We made our commitments official in a Gerflor safety charter to ensure a fully safe environment for all employees - both permanent and temporary and to external companies' employees as well as customers and partners.

These guidelines are the key principles of our prevention programme:

- Prevention through risk analysis - existing ones and those pertaining to new projects.
- Detection thanks to the analysis of dangerous conditions and behaviours, dialogue on the risks and associated solutions through the exploration of safe behaviour.
- Improvement through a system of dynamic proposals.
- Analysis of all accidents and incidents and the efficient identification of their root causes.
- Safety training both general and specific to workstations.
- Regular and relevant communication on safety.
- Regulatory monitoring and external benchmarks.

Our prevention programme

Gerflor's prevention programme relies on several aspects to engage teams and maintain awareness when working - such as:

- Site safety basics and standards.
- Monitoring of activities.
- Safety dialogues at workstations.
- Collective involvement in the improvement of the ways and methods of work.
- On the job training.
- Exemplary behaviours.
- An approach to safety which underpins the company's culture of prevention.
- A charter and golden rules signed by all Gerflor vehicle drivers.



Sessions adapted to everyone's position are mandatory and part of the working day. →

FOCUS.

Muscle toning programme for operational teams.

In France, we developed a muscle toning programme for over 390 staff members supervised by sports coaches. The goal: 15 minutes per day to take care of oneself and prevent musculoskeletal disorders.

2025 GOALS

<4*

Accident frequency rate = (number of lost-time accidents / number of hours worked) x 1 000 000.

Staff well-being

A shared concern, particularly for managers is the quality of life at work. It favours initiative and favours taking on more responsibilities and helping to improve the workplace efficiency.

Promote and support the quality of life at work

We support managers so they have the necessary skills and abilities to lead and represent their teams. We do so to maintain a climate conducive to a quality work life.

Thus, our training dedicated to managers helps them develop themselves as managers, leaders, team developers and ambassadors of work life quality.

Our actions to improve the quality of life at work also aims to:

- Develop a sense of community, the quality of interpersonal relationships, people assisting one another while seeking to continuously improve our staff performance so they remain motivated, proficient, and responsible.
- Plan and organise a privileged moment of exchange between the employee and his/her manager through an Annual Progress Interview.
- Adapt the Human Resources policy as well as global and sector-oriented priority topics based on staff feedback through regular surveys around quality of life at work.
- Maintain a good balance between professional and personal lives, such as the use of remote work (In France, every employee whose job is teleworkable has the option of working remotely 2 days a week) and disconnection guidelines enforced by managers during the annual progress interview.
- Communicate to our staff on the issues, challenges and goals of the company to involve them in our common objectives and strengthen internal communication so everyone is more aware of the company's broader business.

FOCUS.

An organisation adapted to individual countries legislation.

The way work is organised on the Group's sites varies depending on the country's regulatory frameworks and the specific needs of each manufacturing plant.

Thus, a large part of the organisation of work is made through collective negotiations: agreements are drawn in areas such as working hours, part-time working and remote working.



FOCUS.

Annual interviews.

In 2022, 98% of staff deemed their annual interview had gone very well or well.

Respect the right to logout

Digital tools are not aimed at being used during downtime or when an employee is absent (maternity leave, sick leave, etc) to ensure a balance between private and professional life is respected.

We protect the right to logout for all our employees: no connection or contact outside of working hours. To enforce this right, daily and weekly downtime for executives in France is tracked and supervised by managers who must make sure working hours and downtime are respected by their staff.

A long-term commitment

With a general staff turnover of less than 10% in France, an average service of 12 years, and an average age of 44 years, the company commits to its employees for the long term. Each year, Gerflor recognises and thanks the commitment of its staff over time during the long-service award ceremony on our main sites.



100 employees celebrate their 20 years (or more) of service each year

2025 GOALS



<10%

staff turnover (% of people leaving the company).

FOCUS

Les Gerfloriades

Every 4 years, Gerflor organises olympiads which bring together nearly 400 employees from all french sites for a day of teamwork, fun, commitment!



Openness and diversity

To ensure equality in the treatment of all our staff members, we follow strict rules and procedures.

Professional equality between men and women

During the recruitment process, a new structured and fair process is followed based on the candidates' skills and abilities to evolve within the Group.

Salaries and promotions are based on performance, potential and positioning in the candidate market.

In France, we signed an agreement on professional equality in 2014 based on two principles:

- Equality of rights between women and men implies the absence of discrimination both direct and indirect between employees based on sex.
- Equal opportunity which aims to rectify inequalities between women and men in the professional sphere through concrete measures.

Following new legal provisions as stipulated in articles L.2241-1 and the labour code introduced by the law for the freedom to choose one's professional future, a new agreement on professional equality was signed in 2020 and centers around 5 indicators:

- Hiring process.
- Working conditions.
- Career development.
- Balance between professional activity and the exercise of family responsibility.
- Actual income.

This agreement implies the implementation of concrete actions and the tracking of results stemming from these actions through the annual review of these 5 indicators. In 2022, the equality index was 87.

Guaranteeing equal opportunities for all

The group's strength lies in the fact that it works as a team of 45 different nationalities. Every year, during Disability Week, we carry out awareness-raising initiatives.



Female rate: 26%
Female manager rate: 26%

2025 GOALS



30%
of Gerflor employees

The development of our employees

We are committed to supporting our staff throughout their careers: onboarding, performance recognition, long-term professional fulfilment, skills development and training are all key elements of our Human Resources policy. We build our activities on these foundations.

Simplify inductions and encourage training

Integrate staff

To introduce our new staff members into their teams and more broadly into the Group, we organise an induction common to all and individualised support tailored to each work environment. Similarly, as part of any acquisition, we make sure to integrate new companies and their teams.

Train our teams

We invest in the training of our teams to maintain and develop the skills, professionalism and capability of every staff member:

- Creation in 2010 of the Gerflor Training School to broaden and deploy best practices specific to our businesses.
- Launch in 2014 of a digital platform to feature online training for sales staff. This has been complemented by new digital training for all staff in various languages.

Gerflor Training School (GTS) makes over 20 online training activities per year, which are available to employees



Developing skills and providing career for our talent

Talent management represents a strong challenge for us: it allows us to match the needs of the organisation with the skill and potential of our employees, giving preference to internal over external candidates whenever possible. The value of good talent management is significant:

- Strengthen staff motivation by offering attractive career prospects with internal mobility in France and abroad.
- Help people to develop their skills throughout their career.
- Reward staff commitment and performance as well as their contribution to the Group's development.

To achieve this, Gerflor relies on structured processes:

- Annual Interviews to assess skills and gather employee expectations;
- Quarterly Mobility Committees to match job openings with applications;
- an annual Talent Review to prepare employee development and succession plans.

2025 GOALS



2%

of payroll invested in training.

Social dialogue, ethical behaviour and solidarity

Encourage social dialogue

We created an atmosphere conducive to social dialogue because we believe in the freedom of association and support the right to collective negotiation in the countries where it exists:

- Freedom of association and respect of groups: we ensure our partners respect their employees right to join a legal association or not with no fear of reprisal.
- Agreements aiming to guarantee the well-being of our staff: agreement on social dialogue and agreement on professional equality.

Ethical working practices

The Gerflor ethics charter - handed to each employee when they join the Group - defines a framework for the behaviour of all the stakeholders (staff, suppliers, distributors, temporary workers, etc). Through this ethics charter, Gerflor commits to enforcing the rules within the Group and with partners:

- Provide safe and healthy working conditions.
- Ensure staff are treated equally with no discrimination on the basis of ethnic origin, sex, nationality, etc.
- Promote and respect human rights with staff and in all business relationships.

FOCUS.

11 new agreements in France and Germany in 2022:

- 4 agreements on salary negotiations
- 1 agreement on employment and career paths
- 6 agreements on remote work, part-time work and working hours flexibility.

Reporting concerns

As part of our ethics charter, we have created an alert procedure to help our staff report any activities that contravene our ethics charter, CCTV code of conduct or anti-corruption policy.

Employees can report concerns based on our own organisation or a third party.

How does the procedure work?

The staff member requests an independent third party who ensures he or she is granted confidentiality. If the matter is considered as requiring further investigation, the compliance officer is informed. An investigation is opened: those who are authorised will verify the facts of the investigation and initiate any appropriate sanction based on the seriousness of the facts.

Protect employees' personal data

We implement a personal data protection programme to respect the current law and regulations in the countries where we operate, particularly the European General Data Protection Regulation (GDPR). This protection comprises:

- A general data protection policy.
- Individual rights management.
- Consent management.
- Data retention.

Its operation relies on:

- The nomination of a Data Protection Officer (DPO) with the CNIL (French data protection agency).
- Personal data processes registry.
- Personal data risk management for each new project (privacy by Design).
- A GDPR steering committee (General Data Protection Regulation).

As a responsible company, we base our operations on strong principles:

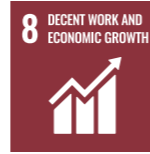
- Responsible and ethic purchasing: suppliers are selected based on our purchasing charter which includes consideration of environmental and social responsibility.

- Ethical commitment in our business relationships is managed under our ethics charter and our anti-corruption code of conduct.

In the territories where we are present, we contribute to society through active local participation:

- Training and skills development in our Technocentres.
- Supporting associations engaged in reducing poverty.
- Working alongside partners engaged in the cultural world.

Our commitment to the society



Responsible purchases

In 2020, we implemented a responsible and ethical purchases charter in order to fulfill our social, economic and environmental commitments across our entire supply chain.

Through multi-disciplinary work groups, this charter was created to detail our expectations with regards to our partners practice. Scope includes suppliers, consultants and other third parties providing goods and services from their parent company, branch, sub-contractor and supply chain.

Following each country's governing laws and regulations, this responsible and ethical purchases charter supervises:

- Working conditions.
- Environmental compliance.
- Business practices.

For instance, in the section "workplace, labour laws and human rights", our partners must confirm equal pay between men and women and the absence of discrimination against religious minorities. It is aimed at our business partners operating in religious states.



62% of the Group's purchases are made in France

↑
Solidified linseed oil

2025 GOALS

90%

strategic suppliers are signatories of the responsible and ethical purchases charter

Ethical practices

Created with all the stakeholders, the ethics charter and codes of conduct supervise our practices.

Our ethics charter

Created for all our stakeholders (staff, customers, suppliers, distributors, temporary workers, etc), this charter supervises our business practices.

As an example of topics covered, a chapter is dedicated to business relationships : we commit to not discriminate our suppliers whatever the country of origin , size and state. Another chapter condemns anti-competitive practices.

Competition and anti-corruption code of conduct

We created a competition and anti-corruption code of conduct to supervise the practices of our staff during their interactions with suppliers and other stakeholders of the group.

The competition code of conduct identifies and condemns practices which do not comply with competition law such as:

- Arrangements between competitors on market share fixing.
- Arrangements with distributors or suppliers.
- Abuse of a dominant position.

Our recourse: report to the competition authority as these practices are forbidden.

The anti-corruption code of conduct is aimed at other practices which are contrary to our ethics charter such as undue payments corresponding to gifts or privileges given to influence the beneficiary in accomplishing - or not - an action relative to his or her position within the company. Sanctions will be implemented for staff members engaging in these types of practices.

The ethics charter is handed to all staff members during their onboarding

2025 GOALS



90%

of sales, purchase, R&D, HR, IT, finance management team trained in ethical practices.



Training and local employment

Bringing to light the skills of industry professionals and training the next generation of installers are important goals for Gerflor.

Training floor installers

We created the Gerflor Technocentre in France to train young people and professionals in the installation of floor coverings. Located next to our Tarare factory, this 750 sq.m. centre employs skilled trainers, has 3 classrooms and 31 practice booths.

What is unique about it? It is a laboratory for best practice on technical and environmental topics.

Students trained at the Technocentre in 2022:

- 187 interns in continuing education
- 10 young people in painting and coating applications NVQ
- 34 students in level 4 floor laying.

Promote learning

The group contributes an apprenticeship tax to schools within the territories in which it is located as well as those where our students in training study. We also contribute to other bodies training young people in flooring related trades.

Each year, Gerflor trains over 50 young people who are also studying. We offer jobs to some of them at the end of their course.

Committed to integration

We support specialist companies for some general services.

For instance, in France, the waste from our canteen space is collected and then recycled by a specialist company of which 80% of its employees have special needs.

This type of partnership creates local employment for vulnerable people in our community.

Floor installers are professional workers. They install floor coverings in all types of buildings.

3 full-time employees deliver professional training for floor installers.



Worldskills

400 competitors, from 20 European countries, across 48 trades competed to draw out the best young professionals during the 2021 Worldskills. During this event at Graz in Austria, Jessy Dumas-Bougain, a former intern at the Technocentre, won the silver medal.

Before gaining second place in the “floor installers” category, Jessy successively obtained the gold medal during the Regionals and Nationals in Caen in 2018. This success helped him join the French trades team and confirmed his participation to the Euroskills in Graz. Jessy was supervised by 2 Gerflor professional coaches to help him shine during competitions. With their support, he took on a training regime worthy of high-level athletes: weeks of physical and mental training, group seminars, practical training on the different materials which was organised in different locations throughout France.

For several years, Gerflor has been supporting Worldskills to promote the “floor installers” contest of which the 2023 Nationals and 2024 Internationals will take place in Lyon.



Jessy Dumas-Bougain, former student in training at the Tarare Technocentre, France. Silver medalist of the 2021 Worldskills in Graz, Austria.



Charitable initiatives

Each year, we support social and charitable projects worldwide.

France

In addition to our local commitments such as sports sponsorship, Tarare Red Cross support, Gerflor is a partner of the French handball, volleyball and table tennis federations at national level.

In parallel, Gerflor engaged in cultural sponsorships with the Musée des Confluences in Lyon. During the Mini-Monstre exhibit in 2019 and on the Sioux's trail in 2021-2022, Gerflor created 100% tailor-made floors to ensure a unique experience.



Autumn 2022, 5 artists took advantage of the infinite possibilities offered by digital printing to create made-to-measure floors. The only limit to their creativity is their imagination, thanks to Gerflor's My Taralay.

This atypical project enables artists to meet the world of design and Gerflor to benefit from this raw creative energy. A unique experience that breaks the mould. The possibility of personalising floors opens up new perspectives and has opened up an exceptional playground for these 5 young artists.

Africa

Gerflor is a partner of the "Giants of Africa" programme which promotes basketball in disadvantaged areas. Gerflor supplied 5 countries with 9 courts in Powergame Sportcourt tiles.

United Kingdom

Gerflor partnered with BBC DIY SOS - an association re-housing people in vulnerable situations - and donated high-quality floor coverings as part of the construction of housing for homeless young people in Blackburn and Darwen.

Italy

Gerflor gave financial assistance to the Foundation Comitato Maria Letizia Verga to support scientific research in leukaemia in children as well as a telethon, committed to research on neuro-muscular genetic disorders.

Austria

Gerflor teams hosted a training at the BG BRG Knittelfeld school to raise awareness on the use of renewable and sustainable materials such as linoleum, in partnership with the EIT Raw Materials.

United States

Sportcourt partnered with the Dream Court™ project by Nancy Lieberman Charities, seeking to build outdoor basketball courts. This is to democratise the sport among children and give them a safe environment to practise. 91 Dream Courts™ have been installed in the country since 2010.

The Peace League organised by Saint Sabina Church (Illinois) for young people from 18 to 30-years-old living in underserved neighbourhoods is equipped with Connor floors.

Australia

Gerflor teams rallied with the Clean Up Australia Day association and spent a day picking up trash.



Hotel Via Castellana Spain in April 2020 transformed into a COVID centre.



Support to sports associations for reduced mobility athletes.



Giants of Africa, 9 Sport Court fields installed in 2021.



Musée des Confluences, Lyon, France, sponsorship of the Sioux exhibit in 2022. Digital impression floor.

CSR indicators table

Indicator computation scope: Gerflor scope without the 2021 acquisitions.

Theme	CSR challenge	Indicator	2020 results*	2021 results	2022 results	2025 goals (based on 2020 if not specified)	
Environment	GHG emissions control	CO ₂ reduction percentage (kg eq CO ₂ /sq.m.) flooring	Scopes 1 & 2 FR Location based	0,42 kg eq CO ₂ /sq.m.	-11% vs 2019	-13% vs 2019	-20% vs 2019
			Scopes 1 & 2 FR Market based	0,37 kg eq CO ₂ /sq.m.	-13% vs 2019	-14% vs 2019	
			Scopes 1 & 2 WW Location based	1,50 kg eq CO ₂ /sq.m.	-2% vs 2019	-12% vs 2019	
			Scopes 1 & 2 WW Market based	1,34 kg eq CO ₂ /sq.m.	-2% vs 2019	-15% vs 2019	
			Scopes 1, 2, 3 FR Location based	6,01 kg eq CO ₂ /sq.m.	-3% vs 2019	+2% vs 2019	-10% vs 2019
			Scopes 1, 2, 3 FR Market based	5,99 kg eq CO ₂ /sq.m.	-3% vs 2019	+2% vs 2019	
			Scopes 1,2,3 WW Location based	10,26 kg eq CO ₂ /sq.m.	+3% vs 2019	5% vs 2019	
			Scopes 1,2,3 WW Market based	10,07 kg eq CO ₂ /sq.m.	+4% vs 2019	+4% vs 2019	

* 2019 reference data for carbon for the representativeness of activity versus 2020 activity (COVID).

Location based : emission factor of the country's energy mix.

Market based : energy emission factor linked to the purchase contract with guaranteed certificates of origin.

Theme	CSR challenge	Indicator	2020 results*	2021 results	2022 results	2025 goals (based on 2020 if not specified)	
Environment	GHG emissions control	CO ₂ emissions (t eq CO ₂) flooring + Accessories ⁽¹⁾	Scope 1 FR Location based	20 111 (flooring) 20 314 (flooring + W&F)	18 161 (flooring) 18 385 (flooring + W&F)	17 305 (flooring) 17 791 (flooring + W&F)	/
			Scope 2 FR Location based	3 221 (flooring) 3 249 (flooring + W&F)	3 364 (flooring) 3 394 (flooring + W&F)	3 052 (flooring) 3 180 (flooring + W&F)	/
			Scope 2 FR Market based	4 (flooring) 4 (flooring + W&F)	4 (flooring) 4 (flooring + W&F)	4 (flooring) 4 (flooring + W&F)	/
			Scope 3 FR Location based	330 513 (flooring) 340 543 (flooring + W&F)	331 370 (flooring) 345 578 (flooring + W&F)	336 102 (flooring) 361 513 (flooring + W&F)	/
			Scope 1 WW Location based	58 546 (flooring) 60 927 (flooring + W&F)	56 963 (flooring) 59 336 (flooring + W&F)	45 488 (flooring) 48 304 (flooring + W&F)	/
			Scope 2 WW Location based	33 293 (flooring) 34 141 (flooring + W&F)	35 372 (flooring) 36 090 (flooring + W&F)	37 521 (flooring) 38 713 (flooring + W&F)	/
			Scope 2 WW Market based	23 153 (flooring)	25 475 (flooring)	25 561 (flooring)	/
			Scope 3 WW Market based	534 568 (flooring) 553 925 (flooring + W&F)	571 728 (flooring) 604 101 (flooring + W&F)	586 145 (flooring) 645 663 (flooring + W&F)	/

* 2019 reference data for carbon for the representativeness of activity versus 2020 activity (COVID).

(1) Data for "Accessories" acquisitions in 2022 not reintegrated into the 2019 and 2021 balance sheets.

Location based : emission factor of the country's energy mix.

Market based : energy emission factor linked to the purchase contract with guaranteed certificates of origin.

CSR indicators table

Indicator computation scope: Gerflor scope without the 2021 acquisitions.

Theme	CSR challenge	Indicator	2020 results	2021 results	2022 results	2025 goals (based on 2020 if not specified)	
Environment	GHG emissions control	Global energy consumption (MWh)	WW	/	347 085 MWh	367 500 MWh	/
		Renewable energy percentage as part of the company's energy blend (GWh)	FR	47%	47%	51%	50%
			WW	36%	36%	42%	
		Energy intensity (kWh/sq.m.) flooring	WW	/	4,60 kWh/sq.m.	4,99 kWh/sq.m.	/
	GHG emissions control / efficient industrial sites	Energy consumption reduction percentage (kWh/sq.m.) flooring	FR / DE	5,1 kWh/sq.m.	4,99 kWh/sq.m.	-4,8%	-10% vs 2021 FR / DE
		Percentage of turnover covered by 50001 certification	WW	67%	66%	65%	/
	Efficient industrial sites	Percentage of turnover covered by 14001 certification	WW	88%	88%	87%	/
	Products' eco-design	Percentage of loose lay products (in revenue)	WW	34,5%	36,4%	34,6%	35%
		Percentage of organically sourced materials in products	WW	5%	7%	9%	10%

Theme	CSR challenge	Indicator	2020 results*	2021 results	2022 results	2025 goals (based on 2020 if not specified)	
Environment	Products' eco-design	Average percentage of recycled content in products	WW	24%	25%	22%	30%
		Annual recycled volume(t)	WW	47 919 t	56 732 t	52 242 t	60 000 t
	Circular economy, waste management and recycling	Final waste (t)	WW	/	6940 t	5565 t	/
		Dangerous waste (t)	WW	/	1872 t	1534 t	/
		Packaging waste, metal (t)	WW	/	2470 t	3183 t	/
		Recovered production waste percentage	WW	/	90%	91%	93%
		Recycled / recovered waste percentage	WW	/	88%	89%	93%
		Efficient industrial sites	Water consumption (cubic m.)	WW	/	324 149 cubic m.	264 740 cubic m.
	Water consumption reduction percentage (l/sq.m.)		WW	/	4,3 l/sq.m.	-14%	-15% vs 2021

* 2019 reference data for carbon for the representativeness of activity versus 2020 activity (COVID).

CSR indicators table

Indicator computation scope: Gerflor scope without the 2021 acquisitions.

Theme	CSR challenge	Indicator		2020 results	2021 results	2022 results	2025 goals (based on 2020 if not specified)
Practice loyalty	Responsible purchases	Percentage of strategic suppliers signatory of the Percentage of strategic suppliers signatory of the sustainable and ethical procurement charter	WW Except for US & Accessories	66%	80%	93%	90%
	Business ethics	Percentage of trained exposed staff members	WW	Anti-corruption: 65% Cybersecurity: 59%	Anti-corruption: 36% Cybersecurity: 53% Antitrust: 38%	Anti-corruption: 55% Cybersecurity: 31% Antitrust: 54%	90%
Social	Employees' health and security	Frequency rate of accidents at work - Tf1	FR	9,6	8,1	11,32	<4
			WW	6,8	8,2	8,9	
		Severity rate of accidents at work - Tg	FR	0,33	0,21	0,32	/
			WW	0,21	0,22	0,21	
	Employees' health and security / Staff well-being	Absenteeism rate (employees)	FR	5%	4,9%	5,2%	<5%
	Staff development / Talent management	Percentage of the wage bill invested in training	FR	1,0%	1,8%	1,8%	> 1,75%
	Staff well-being / Talent management	Internal mobility: percentage of open management positions filled by an internal candidate	FR	34%	52%	34%	40%
WW			/	/	/		
Employer brand	Percentage of conducted annual interviews	FR	69%	82%	82%	90%	
		WW	88%	85%	82%		

Theme	CSR challenge	Indicator		2020 results	2021 results	2022 results	2025 goals (based on 2020 if not specified)
Social	Employer brand	Percentage of women staff members	FR	24%	24%	28%	30%
			WW	23%	25%	26%	
	Talent management	Staff turnover (%)	FR	7,3%	8,7%	9,3%	<10%
			WW	/	10,5%	13%	
Consumer	Product performance	Percentage of products <100µg COV/cubic m. (in sq. m)	WW	93%	95%	95%	100%
	Customer satisfaction	Number of customer complaints to total number of orders ratio	Products : incident / sq. Mm WW	23 ppm	+8,7%	-4,3%	-30%
			Services: percentage of deliveries	0,26%	+11,5%	-7,7%	-30%
Local communities and development	Community support	Number of charitable operations in territories	WW	10	10	15	>10 actions



07/2023

Our Commitments for a Sustainable future



-20%

Carbon footprint*



10%

Biosourced content**



30%

Recycled content



35%

Adhesive Free***



60000 T

Annual volume recycled

* Scopes 1 and 2 defined in the GHG protocol

** % of activity with biosourced materials *** % of activity - adhesive free solution

we **care** / we **act**

Gerflor[®]