



## SUPPLIER CODE OF CONDUCT

### OUR VISION

*"We create beauty that lasts for generations."*

This idea sounds so simple, but it really isn't. Creating something that is considered beautiful today, that will also be considered beautiful to future generations and that has the durability and strength to last, requires creativity, innovation, and foresight. With decades of experience in award-winning wood flooring design, innovation, product development, manufacturing, and service, we improve the quality of people's lives through great products and a deep commitment to outstanding customer service.

### OUR MISSION

*To create innovative flooring products and services that enable AHF and our channel partners to grow profitably as their preferred supplier.*

From concept to construction, design to delivery, our product leadership is rooted in pioneering discoveries, superior capabilities, and continuous improvement. By staying ahead of advances in science, engineering, and manufacturing, we are empowered to deliver innovative and original designs, constructions, and performance technologies.

AHF is a leader in hardwood and resilient flooring with a family of strong brands serving the residential and commercial markets. Our flooring brands are some of the best-known in the industry, including Bruce®, Hartco®, LM Flooring®, Robbins®, HomerWood®, Capella®, tmbr™, Parterre®, Raintree®, Armstrong Flooring™, Crossville® – and we intend to keep growing!

AHF is headquartered in Mountville, Pennsylvania, USA, with manufacturing operations across the United States and in Cambodia.

### OUR CORE VALUES

At AHF, our values are strong because we are T.O.U.G.H.:

**T**ransparency- Real listening, open communication, and straight talk.

**O**wnership- Empowering excellence through creativity, accountability and decisiveness.

**U**nity- A common vision supported through collaboration and genuine care for one another.

**G**rit- Embracing risk, committing the courage and resolve to drive great results and outcomes.

**H**ustle- Working hard with speed and agility to out-pace the competition.

## INTRODUCTION

AHF Products and its affiliates (collectively “AHF Products”) are committed to conducting business in an ethical and responsible manner, and we expect our Suppliers to share this commitment. In this spirit, we have established this Supplier Code of Conduct (the “Code”) to define the key expectations and standards we have regarding the conduct and operations of our suppliers. The Code is meant to act as a reference during our selection and retention of suppliers that provide goods or services supporting our operations worldwide. We expect each of our suppliers to operate its business in an ethical and responsible manner and adhere to these expectations and standards.

### Supplier Definition:

“Supplier” means any organization, person, or entity (and any subsidiaries or affiliates of such organization, person, or entity) that provides goods or services to AHF Products.

## EXPECTATIONS AND STANDARDS

### Compliance with Laws

Suppliers must comply with applicable governmental laws, rules, and regulations. This includes, but is not limited to, applicable laws, rules, and regulations relating to environmental protection, anti-corruption, antitrust, fair competition, fair trade practices, forced labor, child labor, and occupational health and safety. The U.S. Customs Border Patrol (CBP) enforces the Uyghur Forced Labor Prevention Act (UFLPA) and upon request, the Supplier needs to provide clear and convincing evidence that all imports follow the Act. Without limiting the foregoing, Suppliers must comply with the U.S. Foreign Corrupt Practices Act and other comparable laws, as applicable to their operations.

### Environmental Practices

AHF Products is committed to the goal of sustainability and eliminating its negative impact on the environment. To that end, AHF Products seeks relationships with Suppliers that have a formal environmental management policy and are committed to continuous improvement of environmental performance. Suppliers are expected to:

- Comply with environmental laws, rules, and regulations applicable to their operations;
- Ensure the safe handling and disposal of hazardous and toxic substances;
- Properly manage waste (including, but not limited to, solid waste, liquid waste, wastewater and hazardous waste) in accordance with applicable laws, rules and regulations;
- Properly manage airborne emissions as required by applicable laws, rules, and regulations;
- Conduct their operations in ways that reduce or minimize the impact on the environment; and
- Maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources, in compliance with applicable laws, rules, and regulations.

Suppliers are encouraged to:

- Set goals to reduce the environmental impacts of their operations, goods and services;
- Reduce or eliminate all forms of waste (including, but not limited to, solid waste, wastewater, emissions and non-renewable energy use);
- Use environmentally preferable input materials and components; and
- Provide product Life Cycle Assessments and sufficient ingredient disclosure to support AHF product transparency initiatives, where appropriate.

### **Occupational Health and Safety**

Suppliers must provide their employees with a safe and healthy working environment. Suppliers are expected to provide appropriate occupational health and safety training for employees and maintain appropriate health and safety measures that are designed to prevent work-related employee injury or illness (e.g., providing appropriate personal protective equipment)

### **Employment and Labor Standards**

Suppliers must not discriminate in their hiring and employment practices on the basis of race, color, religion, national origin, political affiliation, marital status, pregnancy, age, disability, gender, gender identity, sexual orientation or any basis prohibited by law.

Suppliers must not directly, or indirectly through a third party, employ child labor or forced labor (whether in the form of slave labor, bonded labor, trafficked labor, involuntary prison labor or otherwise) and specifically as it pertains to the Uyghur Forced Labor Prevention Act Pub. L. No. 117-78, 135 Stat. 1525 (2021) (e.g., labor transfers), and the Tariff Act of 1930, as amended (19 U.S.C. § 1307).

Suppliers must acknowledge their employees' lawful right to freedom of association and rights under applicable law to choose collective bargaining representatives, if desired. Suppliers are expected to provide their employees with a work environment that is free from sexual, physical, psychological, or verbal harassment or abuse. Suppliers are expected to provide employees with compensation in compliance with laws, pay a fair wage for work performed, provide remuneration for all overtime hours worked, and have reasonable work hours that reflect legal norms.

### **Conflicts of Interest**

Conflicts of interest, both in practice and in appearance, run counter to fair treatment and good procurement practices. Suppliers must be aware that AHF Products employees are directed to avoid any relationship, influence or activity that might impair their ability to make objective business decisions. Suppliers are expected to respect these limitations placed on AHF Products employees, and refrain from offering or giving our employees gifts or other favors that they may not accept. In this regard, gifts of nominal value and normal amenities and entertainment which cannot reasonably be expected to result in influence of sound decision-making are not precluded by this policy. Excessive business entertainment should be avoided. Bribes, kickbacks, and similar payments are strictly prohibited.

## **Subcontractors and Upstream Suppliers**

Suppliers are expected to hold their subcontractors and upstream suppliers accountable to the principles outlined in this Code. Suppliers should be documenting their supply chains to make it easier for AHF Products to trace their business relations for the Due Diligence System.

## **Monitoring and Compliance**

AHF Products or its representatives may engage in monitoring activities to assess whether a Supplier was or is adhering to this Code. Such activities may include, but not be limited to, supplier audits (e.g., proof of compliance documents); inspections of the Supplier's facilities (may include unannounced visits), worker interviews, key processes, and its supply chain; requests for information; use of questionnaires; review of publicly available information; or other measures that AHF Products determines are reasonable to assess the Supplier's conformance with this Code. Any nonconformance with this Code may jeopardize the Supplier's business relationship with AHF Products, up to and including termination of the supply relationship.

## **SUMMARY**

AHF Products strives to build ethical relationships with our suppliers; relationships that will be beneficial to all parties involved. In order to meet this goal, AHF Products has committed to operating our business in a manner that places people, the environment, and integrity at the forefront, as evidenced by this Policy, and we encourage and expect these same standards to be practiced by all parties with whom we conduct business.

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