



Floor & Decor Vendor Code of Conduct

This Floor & Decor Vendor Code of Conduct applies to all Vendors who provide goods or services to Floor & Decor (“F&D”).

F&D is committed to conducting all its business transactions to the highest ethical and responsible standards and in accordance with all applicable laws. We also expect all vendors who provide goods and services to F&D to be committed to these same high standards. This F&D Vendor Code of Conduct sets forth the basic requirements that all Vendors must comply with in order to do business with F&D. If F&D believes that any Vendor has violated this F&D Vendor Code of Conduct, F&D has the right to terminate its business relationship with the Vendor and to proceed to secure any and all other rights and remedies available to it. F&D also reserves the right to change the requirements of this F&D Vendor Code of Conduct and, in such an event, expects the Vendor to accept such changes.

1. Compliance with Laws, Regulations and F&D Policies:

Vendors must fully comply with all applicable national and/or local laws and regulations and F&D policies. To the extent that F&D policies impose a higher standard than what is required by applicable national and/or local laws and regulations on its Vendors, such higher standard will prevail. Vendors are expected to follow the International Labour Organization’s Standards, which aim at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity.

2. Child Labor:

Child labor is strictly prohibited. The minimum age for employment shall be the higher of 16 years of age, the minimum age for employment in that country or the minimum age for completing compulsory education in the country of manufacture. Vendors must comply with all applicable age related local laws and regulations regarding hours of work, wages, and working conditions.

3. Forced Labor:

Vendors must not use any form of involuntary labor including forced, prison, indentured, bonded, slave, or human trafficked labor.

4. Harassment and Abuse:

Vendors must treat all workers with respect and dignity. No worker shall be subject to corporal punishment, physical, sexual, psychological or verbal harassment or abuse. In addition, Vendors must not use monetary fines as a disciplinary practice.

5. Wage and Benefits:

Vendors must pay all workers at least the minimum wage and benefits required by applicable laws and regulations. Workers must be compensated for overtime hours at the premium rate required by applicable laws and regulations.

6. Hours of Work:

Vendors must ensure that, except in extraordinary business circumstances, on a regularly scheduled basis, workers shall not be required to work more than the lesser of (a) sixty (60) hours per week, including overtime or (b) the limits on regular and overtime hours allowed by the law of the country of manufacture. In addition, except in extraordinary business circumstances and if permitted by law, all workers shall be entitled to at least one day off in every consecutive seven day period. Overtime work should be voluntary.

7. Employment Practices:

Vendors must have hiring practices that verify accurately age and ability to work legally.

8. Health and Safety:

Vendors must provide a safe and healthy working environment in accordance with applicable laws and regulations. Vendors are expected to have appropriate management procedures in place to assess hazards and to implement safeguards to prevent accidents, injuries and illnesses. If factories provide residential facilities for their workers, they must be safe, healthy and in compliance with local standards.

9. Nondiscrimination:

Vendors must not discriminate in making employment decisions.

10. Freedom of Association:

Vendors must respect the rights of all employees to lawfully associate or not to associate with groups of their choosing, as long as such groups are permitted by law. Vendors should not unlawfully interfere with, obstruct or prevent legitimate, lawful employee associations and related activities.

11. Environment:

Vendors must comply with all national and local environmental laws applicable to air emissions, waste handling and disposal, water use, wastewater discharges, and hazardous and toxic substances. Vendors must also validate and maintain records demonstrating that source materials were harvested in accordance with all international treaties and national and local laws. Vendors must follow international guidelines for the disposal of electronic waste and cooperate with all F&D audits for environmental management.

12. Subcontracting:

Vendors must not use subcontractors in the manufacture of products or product components for F&D without disclosing such information to F&D. In addition, Vendors must not retain any Subcontractors in connection with their provision of goods or services to F&D unless the Subcontractors comply with the F&D Vendor Code of Conduct. Vendors must remain

responsible for ensuring that their Subcontractors comply with the F&D Vendor Code of Conduct.

13. Communication:

Vendors must communicate the provisions of this F&D Vendor Code of Conduct to all workers and supervisors.

14. Conflicts of Interest:

Vendors shall not engage in any activity with an employee of F&D which could create a real or perceived conflict of interest.

15. Confidentiality and Intellectual Property:

All Vendors and their representatives are expected to maintain the confidentiality of information entrusted to them by F&D or its customers. Vendors must respect and protect F&D intellectual property rights and maintain the confidentiality of trade secrets and other F&D proprietary information which includes any information that is nonpublic or not easily obtained or determined. Vendor shall not use stolen or misappropriated technology.

16. Anti-Corruption:

Vendors must not tolerate, permit, or engage in bribery, corruption or unethical practices whether in dealings with public officials or individuals in the private sectors. Vendors must conduct business in compliance with all applicable laws including, but not limited to, the U.S. Foreign Corrupt Practices Act (the "FCPA") and shall avoid engaging in any activity which could be deemed a corrupt and/or unethical practice. Vendors must maintain integrity, transparency and accuracy in all records of matters relating to their business with F&D. For the purpose of obtaining or retaining business for the benefit of F&D, Vendors must not make or receive, offer to make or receive, or cause another to make or receive, payments or anything of value, to or from any public or private officials.

F&D prohibits our employees from accepting gifts from Vendors, as we never want there to be even the appearance of a conflict of interest in fulfilling our business duties. This policy does not change during traditional gift-giving seasons.

17. Monitoring and Enforcement:

F&D, by itself or with the assistance of a third party, will take affirmative measures, such as announced and unannounced audits and inspections of production facilities, to ensure compliance with this F&D Vendor Code of Conduct. Vendors must maintain all documents necessary to demonstrate compliance with this F&D Vendor Code of Conduct and shall make such documents available to F&D upon request. Vendors must also allow representatives from F&D or F&D's designated third parties full access to production facilities, worker records, production records and workers for confidential interviews in connection with monitoring visits.

Vendors are expected to take necessary corrective actions to promptly remediate any noncompliance. Vendors are expected to actively engage in remediation - including timely preparation and presentation of a Corrective Action Plan (CAP). F&D is available to answer

questions about your CAP and assist you in improving your performance in these areas, especially as it relates to human rights. F&D reserves the right to terminate its business relationship with any Vendor who is unwilling to comply with this F&D Vendor Code of Conduct.

18. Whistleblower Protection:

Vendors must ensure the protection of worker whistleblower confidentiality and prohibit retaliation against workers who participate in such programs in good faith or refuse an order that is in violation of this F&D Vendor Code of Conduct.

Violations of this F&D Vendor Code of Conduct can be reported confidentially.

To report suspected violations of this F&D Vendor Code of Conduct, please contact F&D through one of the following means:

[contacts provided to vendors]