

**MODERN SLAVERY
STATEMENT 2024**

Milliken™



About this statement

This statement is made for the financial year commencing on 28 November 2022 and ending on 3 December 2023. It relates to all entities which are wholly owned, directly or indirectly, by Milliken & Company.

It sets out the steps which the Milliken group has taken to prevent slavery and human trafficking in its business and its supply chain.

Modern slavery describes situations where coercion, threats or deception are used to exploit individuals and undermine or deprive them of their freedom. Modern slavery includes, but is not limited to, exploitative practices such as human trafficking, forced labor, servitude, slavery, debt bondage, deceptive recruiting for labor or services and the worst forms of child labor.

This is a statement made in accordance with the UK Modern Slavery Act 2015 in respect of Milliken Industrials Limited and in accordance with the Australian Modern Slavery Act 2018 (Ch) on a voluntary basis in respect of Milliken (Australia) Pty Limited.

It has been approved by or on behalf of Milliken & Company, Milliken Industrials Limited and Milliken (Australia) Pty Limited.

Message from **Halsey M. Cook, Jr** *Milliken's President And CEO*



At Milliken we strive to uphold the highest standards of responsible and sustainable business operations.

In respect of the protection of human rights, we do not tolerate any slavery, servitude, forced or compulsory labor in our own business or in our supply chains. We believe that business should take action to respect human rights and to prevent violations of human rights.

We consider it a duty to contribute to the struggle to eliminate modern slavery. In our work in this area, we are guided by international human rights standards, such as the United Nations Bill of Human Rights and the International Labor Organizations fundamental conventions.

Milliken remains committed to maintaining and improving our systems and processes to reduce the risk of violations of human rights in our business and supply chain.

A handwritten signature in blue ink that reads "Halsey". The signature is fluid and cursive.

Halsey M. Cook, Jr. *President and CEO | Milliken*



PURPOSE

Together we strive to positively impact the world around us for generations to come.

Our Business & Organizational Structure






From its beginnings as a general store founded in 1865, Milliken today is a global manufacturing company employing around 8,000 associates with expertise in research, design and responsible manufacturing. Our main businesses are Textile, Chemical, Floor Covering, and Healthcare.

We know that the best ideas are born by empowering the brightest people. That's why we give our diverse teams the tools they need to imagine world-changing solutions and then realize their vision. We focus on insights and innovation to develop everything from new molecules to new products that protect first responders, help wounds heal faster, protect our food, and make environments healthier. At Milliken, we make products that make people's lives better.

Milliken has a strong foundation of ethics. It is a long-held, core value of our company and our shareholders and is based on a profound respect and care for each other, our customers and the world we share.

MILLIKEN BUSINESSES			
TEXTILE	CHEMICAL	FLOOR COVERING	HEALTHCARE
			
APPAREL INDUSTRIAL AUTOMOTIVE	COLOURANTS & INGREDIENTS PLASTIC ADDITIVES FINE CHEMICALS	CARPET LUXURY VINYL TILE ENTRANCE FLOORING	WOUND DRESSINGS COMPRESSION BANDAGES HEMOSTATIC DRESSINGS

VALUES

 Integrity Do the right thing	 Excellence Set a high bar for performance	 Innovation Reward big thinking	 Sustainability Create a healthy future	 People Empower exceptional teams
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Our Commitment

We recognize that the right to be free from slavery and servitude is a fundamental human right.

We are committed to conducting business responsibly and in a way that seeks to respect, protect and promote the full range of human rights. With operations around the world, we recognize the need to be aware of modern slavery risks in our business and our supply chain and we implement systems and processes that aim to reduce this risk.

We exercise our influence by conducting our business operations in ways that seeks to respect, protect, and promote the full range of human rights, as described in the United Nations' Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We acknowledge the corporate responsibility to respect human rights articulated in the United Nations' Guiding Principles on Business and Human Rights. To this effect, Milliken is a member of the United Nations Global Compact and supports Principle 4 on the elimination of forced and compulsory labor. We **communicate our progress** annually, including our commitment to eliminating forced labor. We comply with the laws and regulations of the countries in which we operate while simultaneously conducting our business ethically and sustainably. We encourage the promotion of human rights throughout our policies, standards and business practices which are described in more detail in this Modern Slavery Statement.

We enforce a variety of commitments and policies to address child labor, forced labor, and human trafficking through document verification, internal and external audits conducted by our human resources and our global security team respectively, and ongoing associate training to monitor for modern slavery risks in the workplace. Our suppliers must also affirm and comply with Milliken's Supplier Code of Conduct. We reserve the right to terminate a supplier relationship should a risk of modern slavery or human trafficking become apparent.

We are committed to providing or supporting access to remedy when we find or become aware of adverse human rights impacts within our company or value chain. We provide associates and all external stakeholders access to Milliken's Helpline, a third-party managed communication channel, for raising grievances and seeking remedy.





Awards and Certifications

“We know that our work has the power to help save lives, to make the world a better place, and to create a healthier future for generations. In a world that never stops challenging us, our PURPOSE and VALUES have remained constant. Our Purpose motivates us and ignites our curiosity. Our Values guide our culture and inform our every decision.”

In 2024, Milliken was recognized by Ethisphere, a global leader in defining and advancing the standards of ethical business practices, as one of the World’s Most Ethical Companies for the 18th year running. This annual recognition highlights organizations with an exemplary commitment to business integrity through robust ethics, compliance and governance programs. Milliken is one of only 6 companies to have received this prestigious ethics-based honour every year since the award’s inception.

In 2023, Milliken was proud to achieve a gold rating on its EcoVadis assessment. EcoVadis is a trusted provider of business sustainability ratings, providing detailed insight into environmental, social and ethical considerations across 200+ purchasing categories and 160+ countries. Milliken’s score places it in the top 2% companies rated globally in 2023.

EcoVadis reviews sustainability policies, actions, and results in four main themes — environment, labor and human rights, ethics, and sustainable procurement — using methodology built on international sustainability standards, including the Global Reporting Initiative (GRI), the United Nations Global Compact and ISO 26000. Milliken’s performance is measured at the enterprise level, meaning the score and subsequent gold rating reflects the company’s efforts across its complete Textile, Chemical, Floor Covering, and Healthcare businesses.

Some of our awards and certifications include:



Milliken is one of the first 50 companies in the world to have net-zero targets verified by the Science Based Targets initiative (SBTi) and the first in South Carolina, where our global headquarters is located.



Our Approach to Governance of Human Rights and Modern Slavery

Policies and Processes

Milliken operates and is managed as an integrated group with overarching policies, systems and processes which are designed to be applied to the whole Milliken group.

Global Anti-Slavery and Human Trafficking Policy

Our Global Anti-Slavery and Human Trafficking Policy outlines our zero-tolerance approach to modern slavery of any kind. The policy applies to all employees at all levels and also to third party consultants and business partners and requires everyone to accept responsibility for the prevention, detection and reporting of modern slavery in any part of our business or supply chains.

Global Whistleblowing Policy and Global Non-Retaliation Policy

Our Global Whistleblowing Policy encourages prompt reporting of whistleblowing concerns (which would include modern slavery related issues) and confirms that reports will be taken seriously and appropriately investigated. Our Global Non-Retaliation Policy confirms that Milliken prohibits retaliation against anyone who reports or seeks guidance on ethical or compliance issues or who participates in an investigation.

Associate Code of Conduct

Our Code of Conduct sets guidelines to which all associates must adhere to in order to meet expectations regarding honesty, integrity, and responsible business behaviour. It makes clear that Milliken believes all of us are entitled to equal opportunity and fair treatment. We strictly prohibit use of child and involuntary labor. Associates and directors re-affirm their commitment to upholding the Code of Conduct each year.



[VIEW MILLIKEN'S ETHICS PAGE](#)

Supplier Code of Conduct

Our Supplier Code of Conduct clearly states Milliken's position that we do not tolerate our suppliers using child, forced or involuntary labor of any type. We also require our suppliers to treat all employees with respect and dignity while fostering a culture of integrity, fairness and personal accountability. Working hours and wages and benefits must, at a minimum, comply with all applicable laws and regulations. We expect all our suppliers to uphold the ethical business principles of our Supplier Code of Conduct and the highest, applicable international standards. In addition, our standard terms and condition of purchase require our suppliers to comply with all applicable laws and regulations.

Our Associate Code of Conduct and Supplier Code of Conduct are available on Milliken's Ethics website. These documents are available in the seven languages used by more than 90% of our associates and suppliers.

Age Verification Requirements

Our Human Resources department has an internal Hiring Policy in place to verify workers meet our age requirements during the onboarding process. Associates must be 18 years or older to be employed. Student interns and apprentices are the only exception to this policy, which allows students aged 16 to 18 to observe and perform normal duties. However, workers under the age of 18 cannot conduct certain tasks that pose a safety risk or require training certification, such as accessing electrical boxes, operating a powered vehicle, or performing other jobs that are limited by local law.

Human Rights Taskforce

The Human Rights Taskforce consists of representatives from legal, trade, sourcing, security, human resources, and safety. This team meets four times annually to operationalize our strategy to respect human rights in the workplace and along our value chain. This cross-functional team works collaboratively to:

- Improve our approach to human rights and uphold global standards for responsible business, including compliance with labor regulations and guidelines; providing safe working conditions; non-discrimination and equal opportunity; the freedom to associate and bargain collectively; data privacy; security; and the elimination of modern slavery, human trafficking, and harmful or exploitative forms of child labor;
- Align business practices with industry best practices and internationally recognized principles found in the United Nations Guiding Principles for Business and Human Rights, Universal Declaration of Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work; and
- Collaborate with business partners on aligning business strategy with human rights strategy to address supply chain due diligence and risk.

The taskforce provides biannual updates to the Global Compliance Federation to ensure that key regulatory insights, policy updates and assessment results are shared with compliance leaders globally.

Milliken also has an EMEA-specific Human Rights Taskforce which meets to discuss and review specific EMEA related issues.

Raising Concerns

Milliken is committed to an environment where open, honest communications are the expectation. We encourage reporting of any concerns of wrongdoing and realize that integrity is fundamental to the operation of our business. Any associate and other third parties can place an anonymous report (unless prohibited by local laws) using an Ethics Helpline, hosted by a third-party provider. This can be used for any violations or guidance related to our Code of Conduct, policies, procedures or law, including those relating to modern slavery.

In 2023, zero reports relating to modern slavery were made.

Training

We provide our associates with an Awareness in Compliance and Ethics (ACE) curriculum, a comprehensive annual compliance training program. Training modules are assigned based on roles, geographic location, and responsibilities, and are available in seven languages. The ACE curriculum is established each year with our Global Compliance Federation based on risks, trends, compliance requirements, and to support our strategy.

Training (continued)

In 2023, in addition to Code of Conduct and Whistleblower training, we offered an enhanced Modern Slavery course to management associates on our Sourcing, Human Resources, Legal, and Government Relations teams. Over 200 associates were trained on the risks of modern slavery in our supply chain including their responsibility to remain vigilant and how to report suspected misconduct.

233 of our associates globally were assigned this training and this was carried out with a near 100% completion rate.

US Customs-Trade Partnership Against Terrorism (CTPAT™)

CTPAT is a voluntary partnership between the United States government and businesses to enhance global supply chain security and to prevent human trafficking and modern slavery in supply chains. As a CTPAT member, we conduct risk assessments, implement internal controls, provide training to associates and partners, and perform periodic onsite audits of our suppliers, vendors, and our own facilities to prevent human rights violations. These audits include workplace inspections, worker interviews, and reviewing personnel onboarding documents and retention policies. These onsite audits also include safety inspections and worker interviews. In case of red flags, we have an internal escalation and notification process to notify business leaders of any issues and institute a remediation plan, if needed.

BRE Ethical Labor Sourcing Standard (BS 6002)

Milliken Industrials Limited's Beech Hill site (Wigan, UK) holds the Ethical Labor Sourcing Standard - BES 6002 accreditation. We are proud that we hold this accreditation and it demonstrates to our customers, partners and other stakeholders Milliken's continuing commitment to eliminating any possibility of trafficking or modern slavery in our supply chain. We have been informed that BRE has decided to close this scheme. Milliken holds this accreditation until 25 June 2024 and we are considering suitable replacement schemes.

Engagement with External Parties

In January 2024, members of our EU HR, Sourcing and Legal teams attended a dedicated in person workshop at our Wigan site with a representative of the not-for-profit organization "Stronger Together" to enhance our knowledge and awareness of modern slavery issues.



Responsible Supply Chain Management

The Sourcing Team

Milliken has a team of approximately 60 sourcing specialists located in the US, Europe, India and Asia. This global team has in depth knowledge of local markets.

100%
New suppliers affirm
Supplier Code of Conduct

Supplier Management

As a global manufacturing company with diversified supply chains, we have a responsibility to manage our supply chain impacts. We increasingly ensure we monitor metrics and data and offer tools to support our suppliers. Our Supplier Code of Conduct outlines our expectations which 100% of new suppliers affirm during onboarding. Our Supplier Code addresses people, labor and human rights, integrity, health, safety, and the environment, and provides our suppliers with additional resources for implementing supporting principles and guidelines. We require suppliers to put in place and use management systems and controls for complying with principles set for in our Supplier Code of Conduct. Suppliers are also required to maintain reasonable documentation demonstrating compliance with the principles of our supplier code to allow for inspection or independent audit. We encourage our suppliers to report externally about their social and environmental impacts in line with the principles set forth in our Supplier Code of Conduct.

Supplier Due Diligence and Monitoring

We monitor supplier compliance and measure performance using a cloud-based sustainability platform that combines supplier assessments and ongoing social media monitoring. Since 2021, we have engaged with more than 1300 suppliers to strengthen our supplier sustainability monitoring through this cloud-based solution and we are looking for ways to expand our engagement to include policy communications and ongoing training. We have also implemented Homeland Security's CTPAT™ program. CTPAT is a voluntary public-private sector partnership program which recognizes that Customs and Border Protection (CBP) can provide the highest level of cargo security only through close cooperation with the principle stakeholders of the international supply chain such as importers, carriers, consolidators, licensed customs brokers, and manufacturers.

Supplier Grievance Mechanism

Our Supplier Code of Conduct includes a duty to report concerns or violations of our Code or other issues directly to Milliken's management team or online via our third-party managed Helpline. Our Helpline is made available in the Supplier Code of Conduct, within our Terms and Conditions, and linked right at the top of our Supplier Resources website for ease of access.

We reserve the right to terminate a supplier relationship should a risk of modern slavery and human trafficking become apparent.

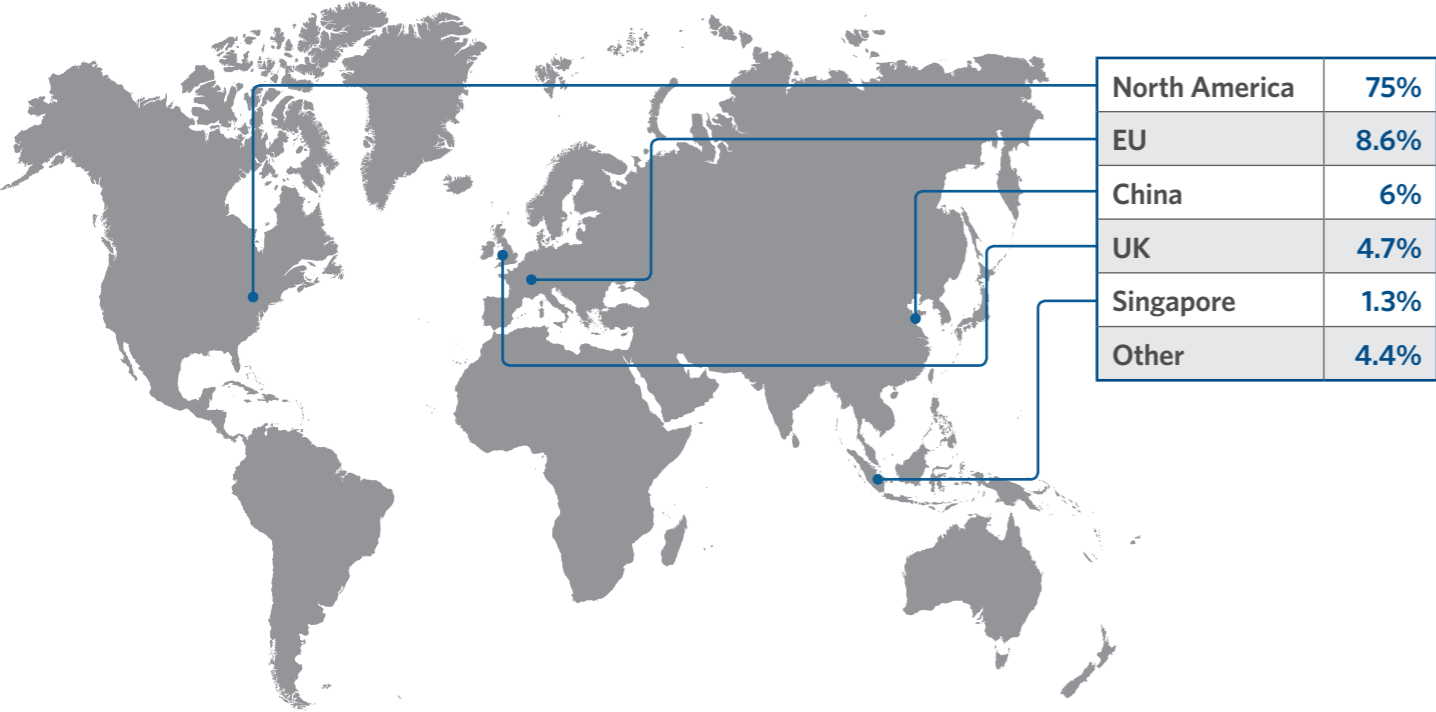
What would we do if we found modern slavery in our supply chain?

If we found modern slavery in our operations or our supply chain, we would take immediate action to ensure that Milliken was not involved in supporting modern slavery. This may include co-operating with relevant authorities, agreeing corrective action plans with suppliers and, potentially, termination of our relationship with the relevant supplier.

Information about our Suppliers:

Globally Milliken has approximately 1,000 direct suppliers and 8,000 indirect suppliers.

In 2023, our procurement spend per country breaks down as follows:



Metrics

Milliken discloses a variety of key business conduct metrics to support transparent and sustainable business practices to benefit all stakeholders.

Forced Labor and Human Trafficking Metric	#
Number of confirmed incidents of forced labor and/or human trafficking identified in Milliken's own operations in 2023.	0

Child Labor Metric	#
Number of confirmed incidents of child labor identified in Milliken's own operations in 2023.	0



Future Steps:

We continue to be committed to conducting business responsibly. We regularly review the steps we are taking to ensure that there is no slavery or human trafficking in our business or supply chains. We intend to take the following steps in the coming year:

- continue to monitor and improve our supplier audit process in respect of human rights considerations;
- continue to drive modern slavery awareness within our businesses;
- continue our engagement with external specialist organizations to ensure we follow best practice; and
- continue to prepare for upcoming human rights related legislation, including the EU Corporate Sustainability Due Diligence Directive and the EU Forced Labor Regulation.



Milliken is dedicated to upholding human rights across our businesses and supply chains. We seek to constantly improve our approach to managing human rights related risks.

Milliken™