



SUPPLIER CODE
OF CONDUCT

Milliken™

CODE OF CONDUCT INTRODUCTION

The Milliken group of companies is committed to treating our suppliers, customers, communities and the environment with the highest level of integrity and respect.

That commitment is reflected in our strong supplier relationships, high-quality products, associate welfare, community reputation, industry-leading safety record and minimal environmental impact. In providing our material and service needs, we believe that our suppliers must share this commitment.

Milliken acknowledges and respects the differences in culture and legal requirements throughout our global supply chain; nevertheless, we require more than supplies and services that are produced or performed in strict compliance with all applicable laws – we require supplies and services that are also produced or performed in an ethically, socially and environmentally responsible manner.

The Milliken team proudly adheres to our own internal Code of Conduct. We require that all of our associates reconfirm their compliance with our code on an annual basis. Similarly, we expect our suppliers to uphold the ethical business principles of this Supplier Code of Conduct (or their own code if it is substantially similar) and the highest, applicable international standards.

Integrity is critical to all successful, long-term business, and provides the foundation for a strong relationship between our organization and our suppliers. We look forward to working with your company in bringing innovative products to market; taking pride in the value these products provide to our customers and in the manner, they are produced.

David Heichemer

VP Corporate Sourcing and Logistics

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COMMUNICATIONS & NONRETALIATION

Each supplier should make the principles and concepts of this Supplier Code of Conduct available to its employees in their native language(s). A supplier may accomplish this requirement by making its own code of conduct or other policies (with substantially similar principles) available to its employees. Suppliers should encourage their suppliers to comply with these principles. Milliken desires to conduct its own business in accordance with the highest legal and ethical standards; therefore, supplier should report any violations by the supplier or Milliken directly to Milliken's management or via a third-party, anonymous (if allowed by the laws of caller's country) hotline at 1-866-327-8419; for international dialing instructions [Click Here](#). Milliken will not retaliate against any supplier who reports in good faith a violation by Milliken or a Milliken representative.

UNFAIR TREATMENT

Child, Forced or Involuntary Labor

Our suppliers will not use child, forced or involuntary labor of any type (including forced, bonded, indentured or involuntary prison labor). Employment must be voluntary. The term “child” refers to any person employed under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is older. Our suppliers may use legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

Respect and Dignity

Our suppliers will treat all employees with respect while fostering a culture of integrity, fairness and personal accountability, and our suppliers will not use or allow corporal punishment, threats of violence, sexual abuse or other forms of physical coercion or harassment of their employees.

Nondiscrimination

Our suppliers will not discriminate in hiring and employment practices on grounds of race, color, ethnicity, religion, age, nationality, social or former military status, gender, marital status, pregnancy, political affiliation, disability or any other legally protected characteristic.

Wages and Benefits

Our suppliers will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages; overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

Working Hours

Our suppliers will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum work week is less, that lower standard shall apply. Employees should be allowed at least one day off per each seven-day week.

EXAMPLES OF UNFAIR TREATMENT

Ann, an ethnic minority employee, is told that her manager will need to be with her while she communicates process changes to other employees because they might not “understand her”.

Hans develops a marketing campaign for a customer. His manager explains that he will present it to the customer without Hans because it was felt that the customer would be more comfortable with someone who is not in a wheelchair, and his manager “assumed” that Hans wouldn’t want to make the trip.



ETHICAL BEHAVIOR

Freedom of Discussion and Grievance

Our suppliers are expected to establish favorable employment conditions and to maintain effective employee communication programs as a means of promoting positive employee relations and providing a manner in which employees can raise legitimate grievances without fear of retribution for doing so.

Health and Safety

Our suppliers will provide their employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, our suppliers should have and implement effective programs (and strive to implement management systems) that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standards of health and safety in any housing that is provided for employees.

Environmental Protection & Sustainability

Our suppliers will operate in a manner that is protective of the environment. At a minimum, suppliers should comply with all applicable environmental laws, regulations and standards,

such as requirements regarding chemical and waste management and disposal, recycling, industrial waste water treatment and discharge, air emissions controls, environmental permits and environmental reporting. Each supplier should also have an environmental management system which will include, as appropriate: goals to reduce environmental impact, measures and controls (including audits), reporting and training.

Ethical Dealings

Our suppliers are expected to conduct their business in accordance with the highest ethical standards and will strictly comply with all laws and regulations on bribery, corruption and prohibited business practices. Our suppliers should promote their products through fair practices avoiding illegally anti-competitive behavior and misleading marketing. Our suppliers will not offer or provide to any Milliken associate or other representative any bribes, favors, gratuities, gifts, payments, or anything of value in an attempt to unduly influence such person's purchasing decisions.



THE LAW AND LEGAL REQUIREMENTS

Laws, Including Regulations and Other Legal Requirements

Our suppliers will comply with all applicable laws and regulations in all locations where they conduct business, including without limitation, privacy and data protection laws. Our suppliers will respect the intellectual property of others and will comply with all applicable trade laws. Our suppliers will not engage in any bribery or corruption or violate related laws with respect to our business (for example, the [U.S. Foreign Corrupt Practices Act](#), the [UK Bribery Act](#), or any other applicable law).

Conflict Mineral Rules

Our suppliers must comply with all applicable laws and regulations concerning the sourcing of minerals from conflict areas. Our suppliers may not incorporate Conflict Minerals originating in the Democratic Republic of the Congo (DRC) and its adjoining countries that may finance or benefit armed groups in the DRC or an adjoining country in their products. Our suppliers must provide documentation tracing the origins of the specific Conflict Minerals used in the manufacturing of products. Our suppliers must complete a "Conflict Minerals Free Certification" as requested by Milliken. Our suppliers must make the same, or similar, requirements to your upstream suppliers, whose components are used in products you supply to Milliken.

Data Security and Privacy

Our suppliers are expected to respect Milliken's confidential business and financial information as well as ensuring the appropriate cyber security protection is in place to meet the applicable privacy and information security laws. Our suppliers should commit to Personal Data being processed in accordance with the rights of the Data Subjects under applicable data protection laws and regulations. Our suppliers are required to meet any regulatory data or security reporting requirements within the notification deadlines, for example Breach Notification.

Supply Chain Security

Milliken is a certified member of the Customs-Trade Partnership Against Terrorism (CTPAT) supply chain security initiative of the U.S. Bureau of Customs and Border Protection. All CTPAT-eligible suppliers will maintain supply chain security procedures in accordance with the minimum security criteria of the CTPAT program. All suppliers, whether eligible for the CTPAT program or not, should develop and implement procedures for periodically reviewing and improving their supply chain security in accordance with the CTPAT minimum standards, including periodic on-site visits by Milliken's supply chain security inspection team.

THE LAW AND LEGAL REQUIREMENTS (CONTINUED)

Monitoring/Record Keeping

Our suppliers must maintain reasonable documentation demonstrating compliance with this Supplier Code of Conduct and allow us (or independent auditors) to audit that documentation and product/ service quality and safety upon reasonable request. Subject to existing contractual obligations, Milliken reserves the right to terminate its relationship with any supplier who refuses to comply with the ethical principles of this Supplier Code of Conduct.

EXAMPLES OF IMPROPER BEHAVIOR

To save money at her plant, Fatima provides half the number of safety goggles required and tells employees to “share them”.

Joe becomes aware of employees in his facility who frequently arrive at work under the influence of illicit drugs, but he fails to report this behavior to the appropriate person.

Zhi Ruo, a process engineer, instructs her subordinates to dump used machine oil down a drain in the back of the plant in order to save on recycling cost.

Nigel, the plant manager, tells the contractor responsible for the removal of organic waste material “just don’t tell me what you do with this stuff”.

Milliken’s purchasing agent tells Yuji (a Milliken supplier) that he must give the agent a solid gold watch if Yuji wants to continue getting Milliken’s business, but Yuji does not report the agent’s behavior to Milliken or its violations hotline.

COMMITMENT CERTIFICATION

We look forward to working with you to make the world a better place. You will be deemed to have agreed to comply with this Supplier Code of Conduct (or to have certified that you comply with your own, substantially similar code) by:

1. signing and returning this certification, or
2. clicking the electronic signature box in the on-line supplier application, or
3. supplying goods or services to Milliken.

You may comply with this Supplier Code of Conduct by having your own code of conduct or other policies (with substantially similar principles).

Agreed and Signed for Supplier _____

Supplier Name _____

Signatory Name and Title _____

Date _____

Reporting & Nonretaliation

Milliken desires to conduct its own business in accordance with the highest ethical standards; therefore, supplier should report any violations by the supplier or Milliken directly to Milliken's management or via a third-party, anonymous (if allowed by the laws of caller's country) hotline at 1-866-327-8149; for international dialing instructions [Click Here](#).

Milliken will not retaliate against any supplier who reports in good faith a violation by Milliken or a Milliken representative.

For more information contact Milliken Global Sourcing 1-864-503-2271
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The Milliken logo is written in a white, cursive script font. The word "Milliken" is written in a fluid, handwritten style with a small trademark symbol (TM) at the end.