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SUPPLIER  
CODE OF CONDUCT

Milliken™

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## OUR PURPOSE

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

## OUR VISION

Be a values-based company with depth in materials science, customer intimacy, and operational excellence that delivers profitable growth and superior shareholder returns.

## OUR 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*



# CODE OF CONDUCT INTRODUCTION



**At Milliken, our purpose is to make a positive impact on the world around us for generations.**

In this pursuit, our values of Integrity, Excellence, Innovation, Sustainability, and People compel us to treat our suppliers, customers, communities and the environment with the highest level of integrity and respect.

Our commitment to these values is reflected in our strong supplier relationships, high-quality products, talented and engaged associates, community reputation, and our relentless pursuit of safety and environmental excellence. 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. Even so, we require more than strict compliance with all applicable laws — we require supplies and services to be produced or performed in an ethically, socially, and environmentally responsible manner.

The Milliken team proudly follows our own internal Code of Conduct. Our associates and directors reconfirm their compliance with our code each year. Similarly, we expect our suppliers to follow the ethical business principles of this Supplier Code of Conduct (or your own code if similar) and the highest, applicable international standards.

Integrity is critical to all successful long-term businesses and provides the foundation for our strong relationship with you. We look forward to working with you to bring innovative products to market, so that we both may take pride in the value these products bring to our customers and the communities they positively impact.

**Michael Brown**  
*Executive Vice President, Milliken Operations*

“ Integrity is critical to all successful long-term businesses and provides the foundation for our strong relationships with our suppliers.

 **TO ASK A QUESTION OR RAISE A CONCERN, VISIT**  
<https://mll.kn/SpeakUp>

# GENERAL PRINCIPLES

## SCOPE

Any third-party, business, or individual providing goods or services to Milliken & Company, including our global operating subsidiaries, are within scope of these guidelines. The term suppliers is inclusive of vendors, consultants, agents, contractors, temporary workers, distributors, customers, and business partners. The owners, officers, directors, employees, consultants, affiliates, contractors, and subcontractors of these suppliers should adhere to this Supplier Code of Conduct. Charities, NGOs, and social enterprises who receive funding or product donations from Milliken are also included within the scope of this document.

## HIGHEST STANDARDS

At Milliken, we strive for excellence in all we do. We make every effort to conduct our business in accordance with the highest legal and ethical standards.

## COMMITMENT AND ACCOUNTABILITY

You agree to follow the requirements in this Supplier Code of Conduct when delivering goods or performing services for Milliken. You should incorporate this Supplier Code of Conduct into policies and procedures for your employees in their native language(s). You may accomplish this by requiring that your employees comply with your own code of conduct or other policies with principles similar to this Supplier Code of Conduct. We expect you to cascade these, or equivalent, requirements within your own supply chain and encourage compliance with the principles set out herein.

## DUTY TO REPORT AND NONRETALIATION

Milliken expects you to have an effective grievance management system in place for grievances or concerns raised by your workers or by third parties, which elevate potential violations to management in line with the U.N. Guiding Principles. You should report any violations directly to Milliken's management or online via our third-party managed, anonymous (if allowed by the laws of reporter's country) Helpline at <https://mll.kn/SpeakUp> or by calling 1-866-327-8419 (international dialing instructions available online). Milliken will not retaliate against any supplier or business partner who genuinely reports a violation. Your employees or contractors may also report suspected violations of this Code to [Milliken's Helpline](#).

## RISK MANAGEMENT

You must establish procedures to regularly identify, evaluate, and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.

## BUSINESS CONTINUITY

You must have appropriate business continuity plans in place for your operations that support Milliken's business.

## SUSTAINABLE PROCUREMENT

Sustainability is one of our core values. Milliken encourages and relies upon suppliers to join us in our sustainability commitment. That includes understanding key social and environmental impacts, risks, and opportunities across your value chain, and then, setting social and environmental sustainability key metrics and targets, preventing, mitigating, or ending adverse impacts, and reporting regularly on progress.

## TRANSPARENCY AND DISCLOSURE

We encourage you to report externally about your social and environmental impact in line with the principles set forth in this Supplier Code of Conduct.

## SYSTEMS AND EVALUATION

You must put in place and use management systems and controls for complying with the principles of this Supplier Code of Conduct. We verify alignment with and achievement of our Code requirements, including social and environmental factors, through self-declaration, due diligence scanning, online assessments, and independent verification by third-party auditors, as needed, for high-risk sites. You must maintain reasonable documentation demonstrating compliance with the principles of this Supplier Code of Conduct and allow us (or independent auditors) to audit that documentation and product/service quality and safety upon reasonable request. We may also ask for information about your business partners and suppliers to understand our supply chain.

Subject to existing contractual obligations, we reserve the right to take all necessary actions to enforce our Supplier Code, including termination of our relationship with any supplier who refuses to comply with the principles of this Code. Violations of the Supplier Code may also constitute violations of law, which may expose Milliken to criminal or civil liabilities. Milliken may require reimbursement for any costs associated with a violation of this Supplier Code.

# PEOPLE AND LABOR

## CHILD LABOR

You must not tolerate child labor. You must avoid any child labor in your operations consistent with the International Labor Organization's core labor standards and the United Nations Global Compact principles. If local minimum age law stipulates a higher age for work or mandatory schooling, the higher age applies. You should take all necessary steps to ensure that you do not employ anyone under the minimum legal age for employment. In no instance shall you permit children to perform work that exposes them to undue physical risks that can harm their physical, mental, or emotional development or improperly interfere with their education or vocational needs. You may use legitimate workplace apprenticeship programs that comply with all laws and regulations applicable to those programs.

## FORCED LABOR

All labor must be voluntary. We do not tolerate slavery, servitude, forced or compulsory labor, or human trafficking. Bonded, indentured, or involuntary prison labor is not tolerated or accepted. Practices such as withholding personal property, passports, wages, training certificates, work, or any other document for inappropriate reasons are not acceptable. You must comply with all applicable local, national, and international legislation relating to forced labor and continuously monitor developments related to your business area.

## RESPECT AND DIGNITY

You must respect and support internationally recognized human rights. You must treat all employees with respect while fostering a culture of integrity, fairness, and personal accountability. You must not use or allow corporal punishment, threats of violence, sexual abuse or other forms of physical coercion or harassment of your employees.

## WAGES AND BENEFITS

You must, 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.

## NONDISCRIMINATION

Milliken is an equal opportunity employer that makes employment decisions and takes affirmative steps to employ and advance in employment without regard to race, national origin, caste/class, religion, age, color, sex, sexual orientation, gender identity, disability, or protected veteran status, or any other characteristic protected by local, state, or federal/national laws, rules, or regulations. You must abide by the same principles and, if in the U.S., must comply with the Equal Employment Opportunity (EEO) and Affirmative Action regulations or equivalent legislation outside of the U.S.

## WORKING CONDITIONS

Working time for your employees must not exceed the maximum set by applicable law and by International Labor Organization standards. You must not exceed prevailing local work hours and will appropriately compensate for overtime. Workers must 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 will apply. You should provide workers one day of rest every 7 days, except in emergent or unusual situations, and not allow more than 21 consecutive days of work without rest.

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

You must respect employees' rights to form and join trade unions or work councils and to bargain collectively in accordance with applicable laws.

## DIVERSITY, EQUITY, AND INCLUSION

At Milliken we believe in diversity, because we know that inclusion drives excellence. We expect you to provide an equitable and supportive working culture by focusing on diversity and inclusion in your workforce. We expect you to eliminate barriers that could prevent the full participation of some groups, so everyone has access to equitable treatment, opportunities, and advancement. We encourage you to have an active supplier diversity program. Visit our [Supplier Diversity](#) website for more information.



# INTEGRITY

## ANTI-HARRASSMENT

You must maintain a professional and harassment-free working environment. You must act with respect and courtesy towards others. Unwelcome conduct – whether verbal, written, physical, or visual – that is based on a person’s protected status such as race, color, religion, gender, age, nationality, disability, sexual orientation, gender identity, military or veteran status, pregnancy, genetic information or any other protected status – will not be tolerated.

## FREEDOM OF DISCUSSION AND GRIEVANCE

You must establish favorable employment conditions and maintain effective employee communication to promote positive employee relations and provide a method for employees to raise legitimate grievances without fear of retribution.

## ENVIRONMENTAL PROTECTION

You must operate in a manner that is protective of the environment. At a minimum, you should comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting. You should also have an environmental management system that includes, as appropriate: goals to reduce environmental impact, measures and controls (including audits), reporting and training. For more information, please review Milliken’s [Environmental Policy Statement](#).

## INTERNATIONAL TRADE CONTROLS

You must comply with applicable export control regulations and provide accurate and truthful information to customs and other authorities when required. You must disclose country of origin information, if applicable.

## FAIR COMPETITION

You must conduct business in line with fair competition and in accordance with all applicable anti-trust and competition laws.

## ANTI-CORRUPTION AND BRIBERY

We have a zero-tolerance policy towards any form of corruption, bribery, or any business practices that could create the impression of improper manipulation or influence. This requirement applies irrespective of any apparent regional customs. While conducting business activities, you must prohibit, directly or indirectly, accepting, offering, or granting tangible or intangible benefits (in the form of gifts, invitations, or other gratuities) to or from Milliken, public officials, or third parties.

You must strictly comply with all laws and regulations on bribery, corruption, and prohibited business practices, including the U. S. Foreign Corrupt Practices Act, the UK Bribery Act, or any other applicable law. You must not offer or provide any bribes, favors, gratuities, gifts, payments, or anything of value directly or indirectly (including through an intermediary) to any governmental or quasi- governmental official or employee, to any political party, official or candidate, or to any other person in an attempt unduly to influence such person’s business relationships or in violation of the laws or customs of the territory in which the services are provided.

## CONFLICT OF INTEREST

A conflict of interest arises when a corporation’s or individual’s personal interests interfere with professional obligations and responsibilities. It is essential that you maintain a high level of integrity and avoid any situation that could create a potential, perceived, or actual conflict of interest. Potential conflicts of interest involving our business partners or supply chain must be disclosed to your Milliken business representative. We will work together to mitigate any potential harm to the business relationship and ensure confidence in the relationship’s integrity.

## POLITICAL ACTIVITY AND LOBBYING

You must not make political contributions or provide gifts to any candidate for public office, elected officials, political parties, or committees on behalf of or as representative of Milliken. You must not represent their political views as those of Milliken or use Milliken resources in connection with their political activity. You must not lobby on behalf of Milliken unless specifically engaged in writing to do so.

## LEGAL AND OTHER REQUIREMENTS

You must comply with all applicable laws and regulations where you conduct business, maintain contractual agreements, and with applicable internationally recognized standards. You must also comply with generally accepted industry standards, obtain and maintain all applicable permits, certificates, licenses, and registrations, and operate in accordance with permit limitations and requirements.

# INTEGRITY

## INTELLECTUAL PROPERTY

You must safeguard and only appropriately use confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected. You must not use Milliken's name or marks (including our affiliates') in publicity or advertising without our prior written consent.

## MARKETING AND MEDIA COMMUNICATIONS

Your marketing and communications should convey accurate, truthful information. Milliken has designated spokespersons authorized to communicate with the media. You may only communicate with the media regarding business with Milliken with the express written pre-approval of Milliken. You must not post, share, or like anything that could be viewed as a violation of the Supplier Code, including items that are malicious, disparaging, bullying, or that could jeopardize the safety of another individual, including but not limited to Milliken employees or other suppliers. Use of Milliken's name or logo in public relations or marketing materials without prior written approval is strictly prohibited.

## CONFLICT MINERAL RULES

You must ensure that products supplied to Milliken do not contain metals derived from minerals or their derivatives originating from conflict regions that directly or indirectly influence, finance, or benefit armed groups and cause or foster human rights abuses. You 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 your products. You must provide documentation tracing the origins of any Conflict Minerals used in the manufacture of your products for Milliken. You must complete a "Conflict Minerals Free Certification" as requested by Milliken. You must make the same, or similar, requirements of your upstream suppliers, whose components are used in products you supply to Milliken.

## INFORMATION SECURITY

You must protect the confidentiality of Milliken's confidential business, trade secrets, personal data, and financial information by implementing and maintaining robust security measures that conform to best practices and maintaining robust security measures that conform to best practices and meet applicable information security standards, laws, and regulations.

You must not use tools or platforms, including artificial intelligence tools, that could expose our confidential or proprietary data, or personal data provided by or processed on behalf of Milliken (including relating to our employees, customers, suppliers or shareholders), to any third parties without prior written approval and consent.

## DATA PROTECTION AND PRIVACY

You must comply with applicable privacy laws and are required to process personal data in accordance with all applicable laws and regulations. You must comply with any regulatory reporting requirements within the notification deadlines, for example applicable breach notification requirements. For more information, review our [Privacy Notices](#).

## 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 (CBP). If CTPAT-eligible, you must maintain supply chain security procedures in accordance with the minimum-security criteria of the CTPAT program. Whether eligible for the CTPAT program or not, you should develop and implement procedures for periodically reviewing and improving your supply chain security in accordance with the CTPAT minimum security criteria, including periodic on-site visits by Milliken's Global Supply Chain Security Team.



# INTEGRITY

## INTERACTIONS WITH MEDICAL COMMUNITY

When engaged with the medical community (including healthcare professionals, healthcare organizations, patients, patient organizations, government officials, and payors) on behalf of Milliken, you must adhere to any industry standard of conduct that applies (such as AdvaMed Sunshine Act and EFPIA Code of Practice). Any payment or benefit provided to a member of the medical community on behalf of Milliken must comply with all applicable legal and industry code requirements in the country in which the member of the medical community resides and/or practices medicine. The Physicians Payments Sunshine Act requires Milliken to track and then report annually certain payments and items of value given to physicians and teaching hospitals.

## FINANCIAL INTEGRITY

You shall conduct your business, store documents, and perform financial reporting with integrity. Business transactions, assets, and liabilities will be recorded and documented in accordance with legal requirements.

## GIFTS AND ENTERTAINMENT

You are prohibited from giving anything more than modest gifts, meals, and entertainment to Milliken employees. Ordinary business meals and small tokens of appreciation such as gift baskets at holiday time generally are fine, but suppliers and business partners should avoid offering employees travel, frequent meals, or expensive gifts. Gifts of cash or cash equivalents, such as gift cards, are never allowed.

## ANTI- MONEY LAUNDERING

Money laundering is the process by which persons or groups try to conceal the proceeds of illegal activities or try to make the sources of their illegal funds (e.g., drug trafficking, theft, tax evasion, corruption, etc.) look legitimate. We strive to combat money laundering and expect you to do the same by adopting adequate measures to ensure compliance with applicable national and international standards and laws.





# HEALTH, SAFETY, AND ENVIRONMENT

## HEALTH AND SAFETY

You must provide your employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, you should have effective programs and management systems for safety, incident investigation, chemical safety, ergonomics, and similar topics, and provide the same standards of health and safety in any housing you provide for employees. In addition, you shall provide access to safe drinking water, sanitation and hygiene, including adequate restrooms and handwashing facilities; fire exits and essential fire safety equipment; emergency aid kits; and access to emergency response services including environmental, fire and medical.

## OCCUPATIONAL HEALTH AND SAFETY

You must provide appropriate controls, safe work procedures, adequate maintenance and technical protective measures to decrease health and safety risks in the workplace and to prevent accidents and occupational illnesses. You must protect your employees against chemical, biological, and physical hazards. You must provide your employees with appropriate personal protective equipment.

## PROCESS SAFETY

You must have safety programs in place for managing and maintaining your production processes in accordance with applicable regulatory safety standards. Programs must be appropriate to facility and process risks. You must regularly conduct specific risk assessments and take steps to prevent chemical releases, fires, explosions, or similar incidents.

## PRODUCT SAFETY

You must comply with product safety regulations, label products correctly and communicate product-handling requirements. You must provide all necessary safety information for all hazardous substances in your products or processes when there is a legitimate need. This includes product information, safety data sheets, notification or registration confirmations, uses and exposure scenarios.

## EMERGENCY PREPAREDNESS

You must make safety information on identified workplace risks available to employees and contractors and provide training to ensure adequate protection. Minimize emergencies with appropriate fire protection, effective emergency plans, regular drills, and response procedures.

## WASTE

You must ensure the safe and compliant handling, storage, transportation, disposal, recycling, reuse, and management of waste and wastewater discharges.

## ENVIRONMENTAL HEALTH

Any activity that has the potential to adversely impact human or environmental health must be appropriately managed, measured, and controlled. Minimize the release of hazardous substances. Give special attention to active ingredients. You must prevent or mitigate accidental spills and emissions of hazardous materials.

## RESOURCE CONSERVATION

You must use natural resources, such as energy, water, and raw materials, in an efficient way and preserve them. Circular economy principles are encouraged.

## CLIMATE PROTECTION

You must encourage the development and use of environmentally and climate-friendly products, processes, and technologies. Milliken's net-zero targets include decarbonizing our value chain. The policies and practices of our suppliers impact our sustainability strategy. Developing and implementing a climate strategy, including an analysis of your impacts, risks, and opportunities is critical. We encourage you to evaluate the potential adverse impacts of climate change on your operations and related financial impacts to your businesses, and to disclose those findings. You should then mitigate these risks and their potential impacts on our business.

We expect you to track your scope 1, scope 2, and scope 3 greenhouse gas emissions and related impacts in accordance with established GHG reporting standards. We expect suppliers to ensure and demonstrate continuous improvements by means of clear targets that align with climate science. We also expect you make your annually reported on data and implementation efforts available upon request.

# RESOURCES

The following may be useful resources for additional information on implementing the principles and guidelines of Milliken’s Supplier Code of Conduct. For any questions, please contact [Milliken Global Sourcing](#), [Milliken Ethics](#), or submit an inquiry via [Milliken’s Ethics Helpline](#) at <https://mll.kn/SpeakUp>. Our Helpline is a third-party managed confidential channel available for you to submit grievances or inquiries raised within our operations or your operations. Your employees and contractors are also able to report suspected violations of this Code to Milliken’s Ethics Helpline online or via 1-866-327-8419 (or [follow our international dialing instructions](#)).

[Business Principles for Countering Bribery](#)

[Circular Economy](#)

[CDP](#)

[CTPAT \(Milliken\)](#)

[CTPAT \(External\)](#)

[EcoVadis](#)

[International Labor Organization \(Child Labor\)](#)

[International Labor Organization \(Forced Labor\)](#)

[Ethical Trading Initiative](#)

[International Chamber of Commerce Anti-Corruption Guide for SMEs](#)

[Responsible Care Global Charter](#)

[Responsible Sourcing Tool](#)

[Science Based Targets initiative](#)

[Sustainable Facilities Tool](#)

[U.K. Bribery Act](#)

[U.K. Modern Slavery Statement](#)

[United Nations Global Compact](#)

[United Nations Guiding Principles](#)

[Universal Declaration on Human Rights](#)

[United Nations Sustainable Development Goals \(SDGs\)](#)

[U.S. Foreign Corrupt Practices Act](#)



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# SUPPLIER CODE OF CONDUCT

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*This Supplier Code of Conduct supersedes and replaces the previous Supplier Code of Conduct (last updated in 2022). Any reference to the Supplier Code of Conduct in any documentation or contracts with you is intended to refer to this Supplier Code of Conduct.*

Milliken™

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