



MILLIKEN INDUSTRIALS LIMITED

MODERN SLAVERY STATEMENT 2019

This statement is made by Milliken Industrials Limited (“Milliken”) and sets out the steps Milliken has taken to prevent slavery and human trafficking in our business and supply chain. It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the financial year ending 2 December 2018.

Milliken has a strong foundation of ethics. As a long-held, core value of our company and our shareholders, it is the foundation of our business. We have been awarded the World’s Most Ethical Companies award by Ethisphere® Magazine for 13 consecutive years and are only one of the 12 companies to be recognised every year since the award’s inception. We demonstrate our long-held commitment to ethics through our annual associate commitment to the Code of Conduct, and through carrying out our business in accordance with the fundamental rights and freedoms protected by the Universal Declaration of Human Rights, of which Article 4 prohibits slavery and servitude.

Slavery, human trafficking, servitude and forced labour (“Modern Slavery”) is a global and increasing challenge for governments and business. It is estimated that 24.9 million people are currently subjected to forced-labour conditions globally and is a crime that affects every country in the world <https://www.globallslaveryindex.org/2018/findings/global-findings/> Milliken recognises that it is everybody’s responsibility, especially businesses, to help eradicate slavery. We welcomed the inclusion of slavery to the United Nations Sustainability Goals.

We believe we made progress in the past 12 months and will continue to do so. Ensuring that modern slavery is not taking place in our business or our supply chain is a key objective for our organisation. We will also be seeking external accreditation where appropriate.

Organisational Structure and Supply Chains

Milliken Industrials Limited is part of the Milliken & Company group structure, whose head office is in Spartanburg, South Carolina, USA. To find out more about our structure please visit our 2017 Modern Slavery statement at <http://www.milliken.com/en-us/Pages/Supply-Chain-Disclosure.aspx>

Our Policies on Slavery and Human Trafficking

Milliken recognises the need to be aware of its organisational and supply chain Modern Slavery risks. The right to be free from slavery and servitude is a fundamental human right.

We have therefore taken the following steps:

We have an Anti-Slavery and Human Trafficking Policy that 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.

We have also updated our Supplier Code of Conduct and this includes requirements relating to no child, involuntary or forced labour along with requirements on respect and dignity, non-discrimination, working hours and wages and benefits. We expect all our suppliers to uphold the

ethical business principles of our Supplier Code of Conduct and the highest, applicable international standards.

An updated internal Milliken Code of Conduct was published in May 2018 which sets guidelines to which company associates must adhere to in order to meet expectations regarding honesty, integrity and responsible business behaviour.

Due Diligence Processes

We have adopted a policy that due diligence activities are required across our supply chains to combat slavery. We follow a risk based approach and believe that there is a greater risk in the upstream supply chain with our suppliers. However, this does not mean the downstream supply chain is risk free. In terms of upstream supply chain, the greatest risk lies with our raw material suppliers and particularly those located in high corruption perception index countries.

As a result, we consistently send questionnaires to key suppliers and also conduct audits of these suppliers during site visits. The results of these are reviewed and stored in a dedicated Modern Slavery Share Point site.

It also a requirement that our suppliers confirm they have read and will comply with our Supplier Code of Conduct and we question new key suppliers on their approach to Modern Slavery.

Awareness of Modern Slavery and Human Trafficking

At Milliken, we have a dedicated Modern Slavery committee group which meets one a quarter to discuss various issues relating to Modern Slavery such as:

- Supplier Audits.
- Possible legislative updates.
- Future training and awareness.
- Modern Slavery prosecutions.

We also created a Share Point site to store visit reports, questionnaires, meeting minutes and training materials.

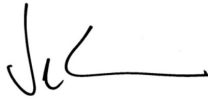
Further steps

We continue to be committed to conducting business responsibly. We regularly review the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Continue to focus on supplier audits in all divisions.
- Monitoring responses of those supplier audits.
- Apply for accreditation to the Ethical Labour Standard, BES 6002.
- As a result of the Committee meetings, we have identified the following actions:
 - roll out awareness videos as part of our e-learning courses;
 - refresh training to keep associates current;
 - create a guide on acceptable and unacceptable behaviours that may be observed during visits/audits; and
 - Escalate to senior management if red flags are identified during audits/site visits.

- Articles published regularly in our European newsletter to foster continued awareness of Modern Slavery & Human Trafficking.
- Identify the appropriate training for other employees who may be affected by this issue.
- Ongoing review of the effectiveness of our Anti-Slavery and Trafficking Policy and the Supplier Code of Conduct and updating when necessary.
- Continue with our supplier risk profiling programme.

Signed for and on behalf of Milliken Industrials Limited:



Jeremy Graham
Director
Date: 26 March 2019



Martin Haworth
Director and Company Secretary
Date: 26 March 2019



Milliken