



**MILLIKEN (AUSTRALIA)
PTY LTD
MODERN SLAVERY
STATEMENT 2021**

*Milliken*TM



MODERN SLAVERY STATEMENT 2021



This statement is made by Milliken (Australia) Pty Ltd and sets out the steps we have taken to prevent slavery and human trafficking in our business and supply chain. It is a statement made in accordance with the Modern Slavery Act 2018 (Cth). This statement relates to the period 30 November 2020 to 28 November 2021.

Milliken has a strong foundation of ethics. It is a long-held, core value of our company and our shareholders. We have been awarded the World's Most Ethical Companies award by Ethisphere® for 15 consecutive years and are one of only 6 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.

Unfortunately, slavery, human trafficking, servitude and forced labour ("Modern Slavery") continue to be a challenge for governments and business. Modern Slavery is unacceptable in our businesses and in our supply chains and Milliken considers it a moral responsibility to assist in helping to eradicate Modern Slavery.

Organisational Structure and Supply Chains

Milliken (Australia) Pty Ltd's main activity is the importation, processing and sale of carpet tiles, luxury vinyl tiles and protective flooring products. Its main suppliers are related entities that are part of the Milliken & Company group ("Milliken"), a diversified industrial manufacturer, which employs around 8,000 associates globally and whose head office is in Spartanburg, South Carolina, USA.

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.

Our Supplier Code of Conduct was updated in May 2019. It clearly states Milliken's position that we do not tolerate our suppliers using child, forced or involuntary labour 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.

Our internal Milliken Associate Code of Conduct 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 external supply chain. However, this does not mean the downstream supply chain is risk free.

It is 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 Global Modern Slavery Taskforce that assesses the effectiveness of the measures we take and also discusses various issues relating to Modern Slavery such as:

- Supplier Audits
- Best practice generally with regard to ensuring no Modern Slavery in our supply chain

- Possible legislative updates
- Future training and awareness

We have rolled out a Modern Slavery awareness E-Learning course that points out what signs to look for and what action to take if forced labour was suspected. All associates are required to undertake such training, tailored to their role, on a yearly basis. We have a 100% completion rate on these courses by relevant associates.

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, and we intend to take the following further steps to combat slavery and human trafficking:

- Continuing to monitor and review the results of Supplier audits
- We implemented E-Learning training that was rolled out to our associates
- Ongoing review of the effectiveness of our Anti-Slavery and Trafficking Policy and the Supplier Code of Conduct and updating when necessary
- Continuing with our supplier risk profiling program
- Engaging with third party experts on Modern Slavery matters to ensure that we continue to follow best practice

Approved by the Board of Directors of Milliken (Australia) Pty Ltd.

Signed for and on behalf of Milliken (Australia) Pty Ltd:



Shaneel Deo
Director

Date: February 2022