



# INTEGRITY

*Do the right thing*


## Sharing the Impact of our Ethics HelpLine


 **120+** concerns are reported to the HelpLine in a year  
(From all methods: walk-in, logged, calls, web reporting)

 **nearly 35%** of reports to the HelpLine are substantiated

### Types of concerns reported to the HelpLine:

 Manager Communication


 Time theft and pay concerns


 Bullying and Fairness


 Health and Safety

### Actions resulting from reports to the HelpLine:

 Increased training

 Policy review and communication

 Approximately 25% of cases result in disciplinary action including termination

 Additional security precautions

Our HelpLine is available 24/7 and is operated by a third party, allowing you to make reports at anytime and in your preferred languages. Anonymous reporting is available (if allowed by your country). Retaliation against good faith reporters is never tolerated.



### INTEGRITY

*Do the right thing*



### EXCELLENCE

*Set a high bar for performance*



### INNOVATION

*Reward big thinking*



### SUSTAINABILITY

*Create a healthy future*



### PEOPLE

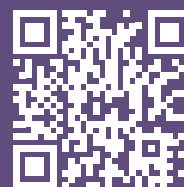
*Empower exceptional teams*



## SPEAK UP. WE WILL LISTEN.

Contact Milliken's Confidential Helpline

[www.millikenethics.alertline.com](http://www.millikenethics.alertline.com)



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