

Doing what is right isn't always easy.



We can help with that.

Milliken's success depends upon our associates and business partners working with honesty, respect, and integrity. Associates have a responsibility to remain alert for and to report illegal or unethical activities that could threaten the health or reputation of our company.* Examples include:

- Theft or fraud
- Safety violations
- Violation of applicable law
- Threats or violence
- On-the-job substance abuse
- Discrimination or harassment
- Time card abuse
- Violation of company policy
- Inaccurate financial reporting

If you observe questionable behavior, speak with your supervisor, Human Resources, the Legal Department, or a trusted fellow associate who is in a position of expertise and influence with respect to the suspected violation. Direct communication with a company official provides the best information for effective resolution. You can also contact the Ethics Help Line via phone or internet. The Ethics Help Line is not managed by Milliken and is available 24 hours per day. Reports can be made anonymously if permitted by local law.

United States	1-866-327-8419
Germany	0800-181-9265
China	400-120-0238
France	0-800-91-37-00

Brazil	0800-597-7283
India	000-800-0501-476
Mexico	800-099-1716
United Kingdom	0800-088-5458

*All allegations are taken seriously and investigated fully. Milliken maintains a strict non-retaliation policy as part of our ethics program. No one will be subject to retaliation of any kind for making a genuine report, regardless of whether the allegation is ultimately proven to be true.