



MILLIKEN INDUSTRIALS LIMITED

MODERN SLAVERY STATEMENT 2020

This statement is made by Milliken Industrials Limited (“Milliken”) and sets out the steps which Milliken has taken to prevent slavery and human trafficking in its 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 2019.

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 14 consecutive years and are only one of the 7 companies to be recognised every year since the award’s inception. We demonstrate our long-held commitment to ethics through our annual Associate affirmation of our 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 Modern Slavery is a crime that affects 40 million people worldwide. Milliken recognises that it is everybody’s responsibility, especially businesses, to help eradicate slavery. We welcomed the inclusion of the elimination of slavery as a target within the United Nations Sustainability Development 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.

Organisational Structure and Supply Chains

Milliken Industrials Limited’s activity is the manufacture and sale of carpet tiles, luxury vinyl tiles, protective flooring products and airbag fabric for the automotive sector. It is part of the Milliken & Company group, a diversified industrial manufacturer, 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.

We have therefore taken the steps described below.

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.

Our Supplier Code of Conduct was updated in May 2019 and states that we will not accept 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.

An updated internal Milliken Associate Code of Conduct was published in September 2019 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

Due diligence activities are carried out across our supply chains. 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 we use the Corruption Perceptions Index to identify those located in countries with high corruption.

We have supplier questionnaires and we conduct on site audits. The results of these are reviewed and stored in a dedicated Modern Slavery Share Point site. Any concerns or red flags are escalated to the Senior Management.

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 once a quarter to discuss various issues relating to Modern Slavery such as:

- Best practice generally with regard to ensuring no modern slavery in our supply chain.
- Supplier Audits.
- Possible legislative updates.
- Future training and awareness.
- Modern Slavery prosecutions.

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

We have rolled out a Modern Slavery awareness video as part of our E-Learning courses. The video pointed out what signs to look for and what action to take if forced labour was suspected. Relevant associates are required to undertake a variety of online training, tailored to their role, on a yearly basis and we have a 100% completion rate on these courses by relevant associates.

In 2019, we published an article in our European newsletter which was designed to increase our associates' awareness of modern slavery and where they could encounter this in their daily lives.

Ethical Labour Sourcing Standard (BS 6002)

In March 2020, we successfully gained accreditation of Ethical Labour Sourcing – BES 6002 for our Beech Hill Site in Wigan, UK. We are proud to have received this accreditation and it demonstrates to our customers, partners and other stakeholders Milliken's commitment to eliminating any possibility of trafficking or Modern Slavery in our supply chain. BRE Global provides a framework for BES 6002 so we can examine and assess our practices and BRE Global and Milliken will work together to set

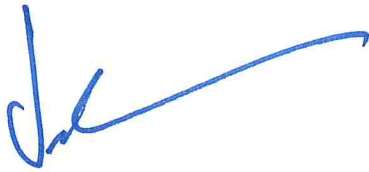
agreed objectives for continuous improvement. More information on the Ethical Labour Sourcing Standard can be found here www.greenbooklive.com.

Further steps

We are 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 chain and we intend to take the following further steps to combat slavery and human trafficking:

- Continue to focus on supplier audits.
- Work on agreed objectives with BRE Global to ensure continuous improvement in relation to the Ethical Labour Sourcing Standard accreditation.
- Continue to provide appropriate training to relevant Associates.
- Publish articles in our European newsletter to foster continued awareness of Modern Slavery & Human Trafficking.
- Ongoing review of the effectiveness of our Anti-Slavery and Trafficking Policy and the Supplier Code of Conduct and updating when necessary.
- Engage with third party experts on Modern Slavery matters to ensure that we continue to follow best practice.

Signed for and on behalf of **Milliken Industrials Limited**:



Jeremy Graham
Director

Date: 21 May 2020

