



**MODERN SLAVERY  
STATEMENT 2023**

Milliken™

## About this statement

This statement is made for the financial year commencing on 29<sup>th</sup> November 2021 and ending on 27<sup>th</sup> November 2022. It relates to all entities which are wholly owned, directly or indirectly, by Milliken & Company.

It sets out the steps which Milliken has taken to prevent slavery and human trafficking in its business and supply chain.

Modern slavery describes situations where coercion, threats or deception are used to exploit individuals and undermine or deprive them of their freedom. Modern slavery includes exploitative practices such as human trafficking, forced labour, servitude, slavery, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

It is a statement made in accordance with the UK Modern Slavery Act 2015 in respect of Milliken Industrials Limited and in accordance with the Australian Modern Slavery Act 2018 (Cth) on a voluntary basis in respect of Milliken (Australia) Pty Limited.

It has been approved by Milliken & Company and by the boards of Milliken Industrials Limited and Milliken (Australia) Pty Limited.

## Message from **Halsey Cook,** *President and CEO*



At Milliken we are committed to the highest standards of ethics, honesty and integrity. Global Human Rights are fundamental to the operations of Milliken's business.

Unfortunately, modern slavery continues to be a challenge for governments and businesses. Milliken does not tolerate slavery, servitude, forced or compulsory labour and human trafficking in our supply chain. It is our moral responsibility to assist in the fight to eradicate modern slavery.

Milliken has made progress, however, we recognise that there is always more that can be done and we are committed to constant improvement in this area.

The world is always changing. But our Purpose and Values do not.

A handwritten signature in blue ink that reads "Halsey".

**Halsey Cook, Jr.**  
*President and CEO | Milliken*



**PURPOSE**

*Together we strive to positively impact the world around us for generations to come.*



**40+** Manufacturing Locations



**15** Countries



**8000+** Associates



**11,000+** Products

**VALUES**

 <p><b>Integrity</b> Do the right thing</p>	 <p><b>Excellence</b> Set a high bar for performance</p>	 <p><b>Innovation</b> Reward big thinking</p>	 <p><b>Sustainability</b> Create a healthy future</p>	 <p><b>People</b> Empower exceptional teams</p>
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**2025 VISION**

Be a values-based company with depth in materials science, customer intimacy, and operational excellence that delivers profitable growth and superior shareholder returns.

**STAKEHOLDERS**

Customers, Associates, Shareholders, Community, Partners.

# Our Global Business

Founded as a general store in 1865, Milliken & Company is now a diverse global industrial manufacturing leader. Headquartered in Spartanburg, SC, USA, our expertise in research, design and responsible manufacturing is driven by our four main businesses: Textile, Chemical, Floor Covering and Healthcare.

Milliken has a strong foundation of ethics. It is a long-held, core value of our company and our shareholders and is based on a profound respect and care for each other, our customers and the world we share. Milliken complies with the laws and regulations of the countries in which we operate while simultaneously conducting our business ethically.

In 2023, Milliken was recognised by Ethisphere, a global leader in defining and advancing the standards of ethical business practices, as one of the World’s Most Ethical Companies for the 17th year running. Milliken is one of only six companies to have received this prestigious ethics-based honour every year since the award’s inception.

In 2022, Milliken & Company was proud to achieve a gold rating on its EcoVadis assessment. EcoVadis is a trusted provider of business sustainability ratings, providing detailed insight into environmental, social and ethical considerations across 200+ purchasing categories and 160+ countries. Milliken’s score places it in the top 7% of more than 90,000 organizations rated by EcoVadis.

EcoVadis reviews sustainability policies, actions, and results in four main themes — environment, labour and human rights, ethics, and sustainable procurement — using methodology built on international sustainability standards, including the Global Reporting Initiative (GRI), the United Nations Global Compact and ISO 26000. Milliken’s performance is measured at the enterprise level, meaning the score and subsequent gold rating reflects the company’s efforts across its complete Textile, Chemical, Floor Covering, and Healthcare businesses.

Milliken is a member of the United Nations Global Compact and reports on progress annually.



# Organisational Structure and Supply Chains

Milliken employs approximately 8,000 associates at more than 70 locations. Our main businesses are described below:

MILLIKEN BUSINESSES			
TEXTILE	CHEMICAL	FLOOR COVERING	HEALTHCARE
APPAREL INDUSTRIAL AUTOMOTIVE	COLOURANTS & INGREDIENTS PLASTIC ADDITIVES FINE CHEMICALS	CARPET LUXURY VINYL TILE ENTRANCE FLOORING	WOUND DRESSINGS COMPRESSION BANDAGES HEMOSTATIC DRESSINGS

## Recent Awards

### RECOGNISED FOR LIVING OUR VALUES

- In 2023, Milliken was one of six companies awarded World's Most Ethical Companies® for 17 consecutive years
- Our associates earned us a spot on America's Best Midsize Employers list, presented by Forbes
- In 2022, Milliken achieved a Gold business sustainability rating from EcoVadis

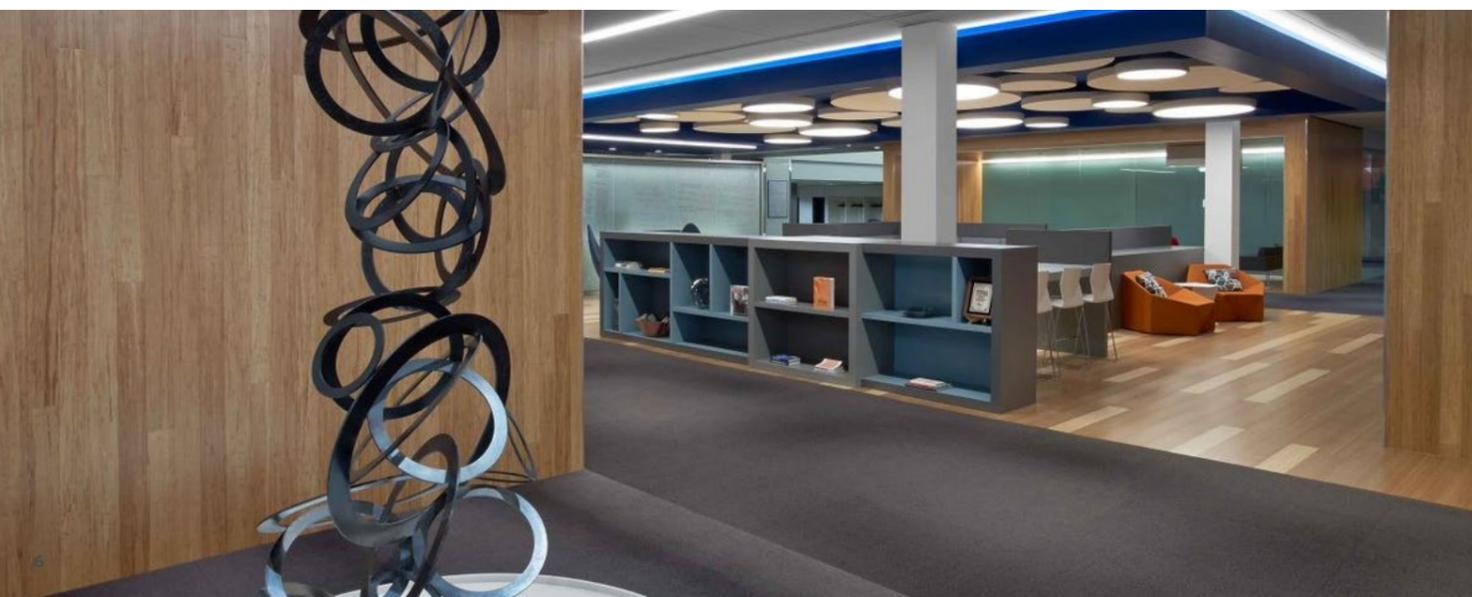


Procurement activities at Milliken are carried out by a global team who have in depth knowledge of local markets.

Globally, Milliken has approximately 1,000 direct suppliers and 7,000 indirect suppliers.

In 2022, our procurement spend per country of origin breaks down as follows:

Geographic location	% of total spend
NORTH AMERICA	72%
CHINA	9%
EUROPE	10%
UK	4%
JAPAN	2%
SOUTH EAST ASIA	1%





## Strengthening Supply Chains

Our Supplier Code of Conduct addresses people, labour, integrity, health, safety, and the environment and provides our suppliers with additional resources for implementing principles and guidelines.

We encourage our suppliers to report externally about their social and environmental impact in line with the principles set forth in our Supplier Code of Conduct.

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**100%**

New suppliers affirm  
Supplier Code of Conduct

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# Our Policies, Commitments and Processes

With operations around the world, Milliken believes it is our moral duty to work towards the elimination of modern slavery, human trafficking and harmful or exploitative forms of labour. We exercise our influence by conducting our business operations in ways that seek to respect, protect and promote the full range of human rights. The right to be free from slavery and servitude is a fundamental human right. Milliken recognises the need to be aware of its organisational and supply chain modern slavery risks.

Milliken operates and is managed as an integrated group with overarching policies, systems and processes designed to be applied to the whole Milliken group. Therefore, we continue to take the following steps:

## Global Anti-Slavery and Human Trafficking Policy

Our Global Anti-Slavery and Human Trafficking Policy 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.

## Supplier Code of Conduct

Our Supplier Code of Conduct 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. In addition, our standard terms and condition of purchase require our suppliers to comply with all applicable laws and regulations.

## Associate Code of Conduct

The Milliken Associate Code of Conduct sets guidelines to which all associates must adhere to in order to meet expectations regarding honesty, integrity and responsible business behaviour. It makes clear that Milliken believes all of us are entitled to equal opportunity and fair treatment. We strictly prohibit use of child and involuntary labour. Associates and directors re-affirm their commitment to upholding the Code of Conduct each year.

The Supplier Code of Conduct and the Associate Code of Conduct are available on Milliken's Ethics page.

[VIEW ETHICS PAGE](#)



## Human Rights Taskforces

We have a Global Human Rights Taskforce which consists of representatives from our global businesses and functional areas. The Taskforce meets on a regular basis to discuss various issues relating to human rights and modern slavery to ensure we are up to date on the evolving regulatory landscape and aware of best practices. To further build on internal knowledge, we have engaged with external parties such as RENATE (Religious in Europe Networking Against Trafficking and Exploitation).

Alongside the Global Human Rights Taskforce, Milliken also has an EMEA specific Human Rights Taskforce which meets to discuss and review specific EMEA related issues. While specific agendas may vary, the two modern slavery taskforces would typically be involved in the following matters:

- reviewing modern slavery related supplier audits;
- discussing best practice generally with regard to ensuring that there is no modern slavery in our supply chains;
- reviewing and preparing for legislative changes; and
- training and awareness.

## Training

All relevant associates at Milliken are required to undertake specific training in modern slavery and human rights on an annual basis. The training courses explain what to look for and what action to take if forced labour is suspected. We are also testing additional, more interactive, refresher training sessions for those in certain key roles and intend to roll this out internally to a wider audience base.

## Due Diligence Processes

Milliken awards business to the best suppliers based on integrity, value, quality, risk, sustainability and price. Our due diligence process includes supplier screening and reviews to prevent modern slavery including audits. 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. We use the Corruption Perception Index to identify suppliers located in countries with high corruption and higher risk of forced labour.

We continue to conduct audits of suppliers. The results of these audits are reviewed by our Sourcing team and any concerns or red flags are escalated to Senior Management and the Legal department for review and further action, where appropriate.

In 2021, we implemented Integrity Next, a cloud-based sustainability platform that combines supplier assessments and social media monitoring. We will continue to build our data and monitoring systems to identify any incidents of forced labour and/or human rights concerns in our supply chain.

It is 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. We reserve the right to terminate a supplier relationship should a risk of modern slavery and human trafficking become apparent.



Build for the Future

“Operational excellence secures the present. Innovation excellence secures the future.”

*Roger Milliken*



## UN Global Compact

Milliken is a member of the United Nations Global Compact and reports on progress annually. Milliken complies with the laws and regulations of the countries in which we operate while simultaneously conducting our business ethically.

## Protecting Human Rights

Our Code of Conduct, Supplier Code of Conduct, Global Human Trafficking Policy and Modern Slavery Statement set clear expectations regarding our commitment to preventing slavery and human trafficking in our business and supply chains. We train our team to identify and address potential human rights violations. There have been no known human rights violations within our operations or supply chain, but we remain vigilant.

## Ethics Helpline

Milliken is committed to an environment where open, honest communications are the expectation. Any associate can place an anonymous report (unless prohibited by local laws) using the Ethics Helpline, hosted by a third-party provider, EthicsPoint. This can be used for any violations or guidance related to our Code of Conduct, policies, procedures or law, including those relating to modern slavery.

## US Customs-Trade Partnership Against Terrorism (CTPAT)

CTPAT is a voluntary partnership between the US government and businesses to enhance global supply chain security and to prevent human trafficking and modern slavery in supply chains. As a CTPAT member, Milliken, in the US, conducts risk assessments, implements internal controls, provides training to employees and partners, and perform periodic audits of our suppliers, vendors and our own facilities to prevent human rights violations.

## Ethical Labour Sourcing Standard (BS 6002)

Milliken Industrials Limited’s Beech Hill site (Wigan, UK) holds the Ethical Labour Sourcing Standard – BES 6002 accreditation. We are proud that we continue to receive this accreditation and it demonstrates to our customers, partners and other stakeholders Milliken’s continuing 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. BRE Global and Milliken will continue to work together to set agreed objectives that demonstrate continuous improvement. More information on the Ethical Labour Sourcing Standard can be found [here](#).

## Future 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 steps to combat slavery and human trafficking:

- **Continue to monitor and review the results of Supplier audits**
- **Continue to work on agreed objectives with BRE Global to ensure improvement in relation to the Ethical Labour Sourcing Standard accreditation**
- **Ongoing reviews of all policies and codes relating to modern slavery**
- **Continue supplier risk profiling programme**
- **Continue to explore the opportunity to work with third party experts on modern slavery matters to ensure that we continue to follow best practice**
- **Monitor modern slavery legislation including the EU Corporate Sustainability Due Diligence Directive and the EU Forced Labour Regulation**

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