

INTEGRITY

Do the right thing

Sharing the Impact of our Ethics Helpline

145+

concerns are reported to the Helpline in a year

From all methods: walk-in, logged, calls, web reporting

50%

of reports to the Helpline are substantiated

Types of concerns reported to the Helpline:



Bullying and Fairness



Pay and Benefits



False Reporting and Theft



Health and Safety

Actions resulting from reports to the Helpline:



Increased training



Policy review and communication



Approximately 30% of cases result in disciplinary action including termination



Additional security precautions



SPEAK UP. WE WILL LISTEN.

Contact Milliken's Confidential Helpline

<https://mll.kn/SpeakUp> or 1-866-327-8419



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

IT IS UP TO ME to do the right thing.



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*



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Milliken™