

**MILLIKEN & COMPANY**

# Human Rights Policy Statement

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Milliken & Company is committed to the highest standards of ethics, honesty, integrity and demonstrating respect and dignity for one another and those with whom we do business. Global human rights are fundamental to the operations of Milliken's business. Each member of our organization is expected to follow the guidelines described in Milliken's Global Human Rights Policy which aligns with our overall Company Purpose: "Together we strive to positively impact the world around us for generations to come."

With operations around the world, we strive to uphold global standards for responsible business, including compliance with labor regulations and guidelines; providing safe working conditions; non-discrimination and equal opportunity; the freedom to associate and bargain collectively; data privacy; security; and the elimination of modern slavery, human trafficking and harmful or exploitative forms of child labor. We exercise our influence by conducting our business operations in ways that seek to respect, protect, and promote the full range of human rights such as those described in the United Nations' Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Although we believe that governments around the world bear primary responsibility for safeguarding human rights, we acknowledge the corporate responsibility to respect human rights articulated in the United Nations' Guiding Principles on Business and Human Rights. To this effect, 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 and sustainably. We encourage the promotion of human rights through our policies, standards and business practices including through Milliken's Code of Conduct. We strive to train all associates annually on our human rights policies in furtherance of our sustainability goals including human rights.

Milliken engages with internal and external stakeholders on human rights issues on an ongoing and as needed basis. We seek to empower all suppliers to take human rights criteria into consideration across our business activities, including through our Supplier Code of Conduct and due diligence process.

We will continue to respect and support the promotion of human rights across our business globally, and we hope our actions will inspire such practices worldwide.

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*Milliken*