

Whistleblower Policy Statement

Milliken & Company is committed to the highest standards of ethics, honesty, integrity and to demonstrating respect and dignity for one another and those with whom we do business. Promptly reporting wrongdoing is fundamental to the operations of our business.

The purpose of the Whistleblower Policy is to:

1. Encourage reporting of whistleblowing concerns as defined in Milliken's Whistleblower Policy.
2. Confirm that reports will remain confidential and that good faith reports be taken seriously and investigated as appropriate.
3. Provide guidance on how to raise whistleblowing concerns.
4. Provide reassurance that reports made in good faith can be made without fear of retaliation, even if they turn out to be mistaken.

The Company will take all reasonable steps to keep the identity of anyone raising a concern confidential, consistent with conducting a thorough and fair investigation in compliance with applicable laws. The Company is committed to ensuring that an individual is not disadvantaged in any way by validly raising concerns about suspected reportable behavior. A whistleblower will not be disadvantaged by dismissal, demotion, loss of benefits, threats, harassment, discrimination, or bias.

Milliken encourages individuals to report any whistleblowing concerns through the appropriate channels, including the Legal Department, Human Resources, or the Milliken Ethics Helpline by calling or making a web-based report (anonymous reporting available if allowed by local law) at millikenethics.alertline.com. The Ethics Helpline is operated by an independent third-party organization. All reports will be investigated promptly, impartially, and appropriately in line with the Company's approved investigation guidelines.

The logo for Milliken, featuring the word "Milliken" in a blue, cursive script font.