

**Doing what is right
isn't always easy.**



We can help with that.

Milliken's success depends upon our associates and business partners working with honesty, respect, and integrity. Associates have a responsibility to remain alert for and to report illegal or unethical activities that could threaten the health or reputation of our company.* Examples include:

- Theft or fraud
- Safety violations
- Violation of applicable law
- Threats or violence
- On-the-job substance abuse
- Discrimination or harassment
- Time card abuse
- Violation of company policy
- Inaccurate financial reporting

If you observe questionable behavior, speak with your supervisor, Human Resources, the Legal Department, or a trusted fellow associate who is in a position of expertise and influence with respect to the suspected violation. Direct communication with a company official provides the best information for effective resolution. You can also contact the Ethics Help Line via phone or internet. The Ethics Help Line is not managed by Milliken and is available 24 hours per day. Reports can be made anonymously if permitted by local law.

United States	1-866-327-8419
Australia	1-800-316-385
China	400-600-2617
France (Telecom)	0-800-99-0011 + 866-327-8419

France (Telecom Development)	0-805-70-1288 + 866-327-8419
India	000-117 + 866-327-8419
Mexico	001-844-367-1592
United Kingdom	0-500-89-001 + 866-327-8419

*All allegations are taken seriously and investigated fully. Milliken maintains a strict non-retaliation policy as part of our ethics program. No one will be subject to retaliation of any kind for making a report in good faith, regardless of whether the allegation is ultimately proven to be true.