



AMERICAN OLEAN®

## ***Supplier Code of Conduct***

Mohawk Industries, Inc. and its subsidiaries and affiliates (“Mohawk”) are committed to a standard of excellence in every aspect of our business and in every corner of the world, including:

- Respect for the rights of all individuals.
- Responsible product sourcing.
- Ethical conduct in all of our operations.

Mohawk expects these same commitments to be shared by all suppliers, agents and other third parties with whom Mohawk does business (“Suppliers”) as well as the suppliers, agents and other third parties with whom they conduct business.

It is Mohawk’s fundamental expectation and requirement that all Suppliers meet the following standards. Furthermore, as part of this Code of Conduct, Mohawk requires Suppliers to comply with Mohawk Industries, Inc.’s Standards of Conduct and Ethics Policy, which is incorporated herein and can be found at [Mohawkind.com](http://Mohawkind.com), as well as the provisions of other Mohawk policies referenced herein. Collectively, Mohawk refers to these requirements as the “Supplier Code of Conduct.”

Compliance with this Supplier Code of Conduct is a condition for doing business with Mohawk and, by furnishing products, goods, articles, or services, as well as the issuance of invoices for the same, Supplier is certifying its compliance with this Supplier Code of Conduct with respect to products, goods, articles or services referenced in Supplier’s invoices, as well as the materials included in such products or any third parties assisting with the delivery of services. In addition to their own operations, Mohawk expects Suppliers to maintain comparable procedures for their suppliers. If a Supplier does not comply with the provisions of this Supplier Code of Conduct or with any other Mohawk policies, procedures or regulations referenced herein, Mohawk may terminate its relationship with Supplier. In addition, Suppliers could also face legal consequences for violating the laws or regulations that underly this Supplier Code of Conduct separate from the termination of Mohawk’s relationship with the Supplier.

### **Respect for the Rights of All Individuals**

#### ***Child Labor***

Suppliers will not use child labor. The term “child” refers to a person younger than 15 (or 14 where local law allows) or, if higher, the local legal minimum age for employment or the age for completing compulsory education. Mohawk does not accept products, goods or articles made with any child labor or services using child labor and supports the United Nations (U.N.) Convention on the Rights of the Child (1989). This code of conduct is based on the International Labor Organization (ILO) Minimum Age Convention no. 138 (1973) and Worst Forms of Child Labor No. 182 (1999).

If child labor is found in any place of operations, Mohawk will require Supplier to implement a corrective action plan. The corrective action plan shall take the child’s best interests into consideration, e.g., the child’s family and social situation as well as his or her level of education. If corrective action is not implemented within the agreed timeframe, or if repeated violations occur, Mohawk will terminate all business with the Supplier.

Suppliers employing young persons who do not fall within the definition of "child" will also comply with any laws and regulations applicable to such persons. Moreover, Suppliers will support and comply with Mohawk's Human Rights Policy, which can be found at [Mohawk Industries Human Rights Policy.pdf \(mohawkind.com\)](#).

### ***Involuntary Labor***

Suppliers will not use any forced or involuntary labor, including prison labor, bonded labor, or indentured labor. Suppliers shall maintain awareness of, and comply with, all applicable laws and regulations, including but not limited to the U.S. Uyghur Forced Labor Prevention Act ("UFLPA") and laws prohibiting forced labor in the supply chain. Suppliers will not engage in human trafficking or slavery practices of any kind. Suppliers will also ensure that all their suppliers and any subcontractors or third parties involved in the provision of products, goods, articles, or services to Mohawk also comply with these laws and regulations. Suppliers will ensure they can trace all products, goods, and articles back to the raw material stage to demonstrate absence of prohibited content, and Suppliers will cooperate promptly with any requests for information to show compliance with this requirement, including promptly providing documents to support supply chain mapping activities. Moreover, Suppliers will support and comply with Mohawk's Human Rights Policy, which can be found at [Mohawk Industries Human Rights Policy.pdf \(mohawkind.com\)](#), which includes respecting the principles set out in the International Labour Organization Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises.

### ***Coercion, Harassment & Workplace Violence***

Suppliers will treat each employee with dignity and respect and will not allow corporal punishment, physical or sexual violence, threats of violence, or verbal intimidation or threats, including insults, harassment or other forms of psychological coercion. Suppliers will maintain a workplace free from acts or threats of violence and effectively and promptly respond if acts or threats of violence do occur.

### ***Nondiscrimination***

Suppliers shall comply with all applicable laws, rules and regulations promoting fair employment practices or prohibiting employment discrimination and unfair labor practices. Furthermore, Suppliers will not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, nor shall any employees be demoted, discharged or otherwise subject to discrimination in the tenure, position, promotional opportunities, wages, benefits or terms and conditions of their employment, on the basis of race, color, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity, or disability or for exercising any rights afforded by applicable law.

### ***Associations***

Suppliers will respect the right of employees to associate, organize and bargain collectively in a lawful and peaceful manner, without penalty or interference, as well as their right to individually work directly with Suppliers to create more positive and productive working conditions.

### ***Health and Safety***

Suppliers will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring, at minimum, reasonable access to potable water and sanitary facilities, fire safety and adequate lighting and ventilation, as well as reasonable rest breaks (including bathroom breaks) and reasonable meal breaks. Suppliers will also ensure that the same standards of health and safety are applied in any housing that they provide for employees. Moreover, suppliers will support and comply with Mohawk's Health and Safety Policy, which can be found at [Mohawk Health & Safety Policy \(mohawkind.com\)](#).

### ***Compensation***

Suppliers will recognize that wages are essential to meeting employees' basic needs. Suppliers will, at minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and will provide legally mandated benefits. If local laws do not provide for overtime pay, Suppliers will pay at least regular wages for overtime work. Except in emergency or unusual situations, a workweek shall be restricted to 60 hours,

including overtime, and workers shall have the opportunity to take at least one day off every seven days. Under no circumstance shall workweeks exceed the maximum permitted under applicable laws and regulations. Where local industry standards are higher than applicable legal requirements, Suppliers will meet the higher standards.

## **Responsible Product Sourcing**

### ***Protection of the Environment***

Suppliers will comply with all applicable environmental laws and regulations and with Mohawk's applicable environmental initiatives. Suppliers will strive to utilize resources appropriately and efficiently and will dispose of all waste in accordance with applicable laws, rules and regulations, seeking opportunities for recycling, reuse or repurposing where possible. Without limitation, Suppliers will comply with all laws regarding the harvest of timber and will not supply timber derived from illegal sources. In addition, Suppliers will not use or include harmful or hazardous substances in materials provided to Mohawk, to the extent possible. Suppliers will not use or include any per- or polyfluoroalkyl substances in material for Mohawk.

Moreover, Suppliers will support and comply with Mohawk's Environmental Policy, which can be found at [Mohawk Environmental Policy](#).

### ***Conflict Minerals***

Mohawk is committed to responsibly sourcing raw materials for its manufacturing processes, including, when applicable, gold, tin, tungsten and tantalum ("conflict minerals"). Accordingly, Suppliers are expected to supply materials to Mohawk that are "conflict free." In order to be deemed "conflict free," such conflict minerals must either: 1) not directly or indirectly finance or benefit armed conflict in the Democratic Republic of Congo (DRC) or adjoining countries; or 2) be obtained from recycled or scrap sources.

Suppliers are expected to survey their suppliers to determine whether the applicable conflict mineral originates from the DRC or an adjoining country and, if so, whether the mineral is conflict free. Suppliers must timely respond to any surveys or requests for information from Mohawk that relate to conflict minerals that are supplied to Mohawk or any of its contract manufacturers.

Moreover, Suppliers will support and comply with Mohawk's Conflict Minerals Policy, which can be found at [Conflict Minerals | Mohawk Industries Inc.](#)

## **Ethical Conduct in All of Our Operations**

### ***Bribery and Corruption***

Mohawk strictly prohibits bribery, corruption, extortion and embezzlement in any form. Suppliers may not, directly or indirectly through any third parties, pay, offer to pay, promise to pay, or authorize the payment of any money or anything else of value to any government official to obtain or retain business or secure any improper advantage, or to improperly influence a government official's actions. "Government official" means any officer, employee, agent, or other representative of any government or military, including any person or entity acting in any official capacity for or on behalf of any government or military; any current candidate for political office or official of any political party; any officer, employee, agent, or other representative of any public international organization (e.g., the World Bank or the United Nations); and any director, officer, employee, agent, or other representative of any entity in or over which a government or military holds or exerts any ownership or control.

### ***Gifts and Entertainment***

Mohawk employees are not permitted to solicit gifts, travel, or entertainment from Suppliers, and Suppliers may not provide gifts, travel, or entertainment that have been solicited by Mohawk employees. Any gift or entertainment provided by Suppliers to Mohawk employees must be legal under local law, given openly, transparently, and infrequently, appropriate under the circumstances, reasonable (not extravagant) in value,

and only given to reflect esteem or gratitude. Providing Mohawk employees cash or cash equivalents (such as gift cards) is prohibited in all cases. No gift, commission, fee or payment of any kind may be provided to a Mohawk employee if that gift is intended to influence, could influence, or could reasonably appear to influence the employee's decision making.

***Conflicts of Interest***

Suppliers must avoid engaging in any business activity that would conflict or interfere with their provision of products and services to Mohawk or that would create the appearance of a conflict of interest.

***Other Laws and Regulations***

Suppliers will comply with all applicable laws and regulations, including anti-competition and unfair trade practice laws and those pertaining to the manufacture, pricing, sale and distribution of merchandise and the provision of services. All references to applicable laws and regulations in this Supplier Code of Conduct include local, state and national codes, rules, laws, and ordinances and regulations, as well as applicable treaties, international sanctions and industry standards.

***Subcontracting***

Suppliers will notify Mohawk of any use of subcontractors, and such subcontractors must comply with this Supplier Code of Conduct. Mohawk supports Suppliers' efforts to purchase supplies and services from certified minority or women-owned businesses, small businesses or businesses owned by socially or economically disadvantaged persons or persons with disabilities.

***Monitoring and Compliance***

Suppliers will respond promptly to any information or documentation requests related to compliance with this Supplier Code of Conduct. Suppliers authorize Mohawk and its designated agents (including third parties) to engage in audit or monitoring activities to confirm compliance with the Supplier Code of Conduct, including unannounced on-site inspections of manufacturing facilities, employer-provided housing and other locations; reviews of books and records relating to employment matters; provision of reports on environmental and sustainability matters at Mohawk's request; as well as facilitating private interviews with employees. Suppliers will maintain on site all documentation that may be needed to demonstrate compliance with this Supplier Code of Conduct.

***Publication***

Suppliers will take appropriate steps to ensure that provisions of this Supplier Code of Conduct are communicated and made readily available to their employees, including the prominent posting of a copy of this Supplier Code of Conduct in local language(s) and in a place readily accessible to employees at all times in each of its facilities where goods destined for Mohawk are manufactured, distributed, packaged or otherwise handled .

Suppliers will also ensure that third parties providing products, goods, articles or services will receive a copy of this Supplier Code of Conduct and will understand their requirement for compliance as a subcontractor.