

# Human Rights Policy



## Our Commitment to People

*Mohawk respects and protects the human rights of all people. In locations where our products are manufactured or sold, our culture promotes respect for the people who make and sell them, the people living near our facilities, our suppliers and our customers. We are committed to fostering a safe, healthy and fair performance-based culture in inclusive work environments. A diversity of ideas, experiences, skillsets and backgrounds is intrinsic to our business and naturally reflects and supports the communities in which we operate.*

This policy's scope extends to the company's regions and encompasses its employees as well as other stakeholders, such as vendors, suppliers and other partners.

All employees, officers and directors are expected to adhere to the Mohawk Standards of Conduct and Business Ethics Policy, which demands integrity and a high standard of ethics and provides the framework and expectations for how we conduct business, including our commitment to human rights and the process to report concerns. We respect the principles set out in the International Labor Organization Declaration on Fundamental Principles and Rights at Work, including the freedom of association and the effective recognition of the right to collective bargaining. We respect the principles set out in the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact, Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises.

### ***People are our greatest asset, and we invest in them.***

At Mohawk, we prioritize investing in our business by investing in people. We are committed to protecting the fundamental rights and respecting the dignity of people by adherence to legal standards and our own principles of fairness in our activities worldwide. We actively sponsor and facilitate education, training, apprenticeship and intern opportunities that encourage employee development and advancement.

Mohawk also provides resources to enhance employees' social, emotional, financial and physical health, which are important to an individual's overall well-being. We promote employees' well-being by providing fair wages and working hours, as well as benefits that are competitive and comply with applicable local regulations and customs.

### ***A safe and respectful work environment is essential.***

Mohawk offers equal employment for all, with a particular commitment to protecting the rights of women, minorities and indigenous people. While the company complies with local legal requirements regarding discrimination, Mohawk's commitment to diversity is driven by the ethical principle that people should have access to opportunity and includes training resources that promote inclusion and diversity in the workplace.

The *Mohawk Standards of Conduct and Business Ethics Policy* details our commitment to doing what is right and deterring wrongdoing. We are committed to maintaining a workplace that is free from violence, intimidation, harassment, retaliation and other unsafe conditions. Unethical behavior such as harassment and discrimination is not tolerated and is addressed through corrective action, up to and including termination.

As outlined in our *Health and Safety Policy*, Mohawk firmly believes that ensuring employee health and safety are essential aspects of management. Employees are empowered to report any unsafe act, condition or incident immediately to management.

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***Voluntary labor is a standard across the company and a condition for doing business with Mohawk.***

Mohawk stands firmly against child labor, human trafficking, forced or underpaid prison labor and slavery practices of any kind. Employment relationships should be voluntary, and terms of employment must be clearly communicated and comply with applicable local laws and regulations. Mohawk sources employees from local applicants so that our workforce mirrors the residents of our communities. Mohawk does not use labor brokers to relocate individuals for low-wage, unskilled positions or source applicants from organizations that do. At times, the company partners with recruitment agencies to source candidates and requires these agencies to comply with local laws and the company's standards, which prohibit withholding immigration papers or other such material or charging recruitment fees to individuals seeking job opportunities. We also do not tolerate forced labor practices from our suppliers or their suppliers. Our *Supplier Code of Conduct* includes on-site inspection and audit procedures to verify compliance with applicable laws, regulations and standards.

***When our communities thrive, so do our people and our business.***

Our strength lies in valuing differences, encouraging input from all perspectives and uniting people around common goals. We champion the rights of the people who work in our facilities, and we are committed to the rights of those with whom we share our communities. We invest time and resources in education; accessibility to quality, affordable health care; expanding stable housing; reducing food insecurity; and promoting access to clean water and sanitation, which are recognized by the United Nations as basic human rights.

***Accountability is critical to Mohawk's success.***

We are committed to maintaining an open and transparent dialogue with our stakeholders and are dedicated to continuous improvement in our business practices. Mohawk operates twenty-four (24) hour, third-party anonymous hotlines for employees, customers, suppliers and others to report concerns. The process to report is detailed in the publicly available *Mohawk Standards of Conduct and Business Ethics Policy*.

This policy is reviewed annually by the Senior Vice President of Human Resources and any necessary changes are reviewed for approval by the Chairman & CEO.



Jeffrey S. Lorberbaum  
Chairman & Chief Executive Officer

May 19, 2023

Date