

Fiscal Year 2023 Report

In respect of the Fighting Against Forced Labour and Child Labour in Supply Chains Act

This consolidated report is prepared on behalf of Mohawk Canada Corporation (“Mohawk Canada”) and Dal-Tile of Canada ULC (“Dal-Tile Canada”) (collectively, “the Company,” “we” or “us”) for the fiscal year ended December 31, 2023 (“Fiscal 2023”) as required by the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”). This report summarizes the steps taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods that are sold or distributed by the Company.

Structure and Activities

Mohawk Canada distributes a broad range of floor covering and other products for both residential and commercial remodeling and new construction channels. Its product lines include broadloom carpet, carpet tile, rugs and mats, carpet pad, laminate, wood flooring, luxury vinyl tile (“LVT”) and sheet vinyl. Mohawk Canada imports products into Canada that were manufactured by affiliates in the United States and also purchases some product from third parties for resale. Mohawk Canada Corporation is incorporated in Nova Scotia.

Dal-Tile Canada distributes a broad line of ceramic, porcelain and natural stone products and LVT used in residential and commercial channels for both remodeling and new construction. Dal-Tile Canada owns and operates regional distribution centers and sales service centers located within Canada. Dal-Tile Canada imports products into Canada that were manufactured by affiliates in the United States and also purchases some product from third parties for resale. Dal-Tile of Canada is incorporated in British Columbia.

Policies and Due Diligence Processes

We are committed to observing high ethical standards in the conduct of our business. Our Supplier Code of Conduct demonstrates our commitment to establishing and maintaining relationships with third parties, including suppliers, that are committed to the same high ethical standards, and that are not linked to activities that would be considered abusive or exploitive, including forced labour and child labour. The Supplier Code of Conduct supports our internal corporate values by providing guidelines intended to ensure that each of our suppliers is committed to maintaining similarly high standards. Among other things, the Supplier Code of Conduct communicates that as a condition of doing business with us, suppliers are expected to meet requirements applicable to our Human Rights Policy.

We include terms in purchase agreements and purchase orders requiring suppliers to adhere to the Supplier Code of Conduct as well as applicable laws, regulations and standards. The Supplier Code of Conduct also calls for suppliers' subcontractors to comply with the terms of the Supplier Code of Conduct. In addition, Mohawk conducts assessments of select suppliers to verify compliance with the Code – which may include supplier questionnaires, management meetings and facility audits. Mohawk requires suppliers to agree to third party verification.

Should a violation of the Supplier Code of Conduct be reported or discovered, Mohawk will promptly address the issue with the supplier and require the issue be corrected. These controls include unannounced audits to verify correction and compliance and the potential for termination of the supplier relationship in the event failure to adequately remedy violations or future violations.

Risk Assessment

As part of our ongoing dedication to responsible practices, we are committed to ensuring that sourcing of PVC for our LVT products as well as finished LVT products aligns with our policies, practices and principles. Recent external reports have highlighted the presence of forced labour within the PVC industry, specifically involving the Uyghur ethnic minority in China. As detailed in our Human Rights Policy, the Company stands firmly against child labour, human trafficking, forced or underpaid prison labour and slavery practices of any kind, and continues to undertake due diligence to validate this expectation with our suppliers. Voluntary labour is a standard across the Company and a condition for doing business with us. In response to reports of forced labour in China, we have continued our due diligence efforts with supply chain mapping and audits for LVT suppliers in the areas considered to be higher risk for forced labour. Mohawk also requires compliance with our Supplier Code of Conduct and Human Rights Policy, which address involuntary labour and

other human rights concerns as a condition of doing business with the Company. In addition, we have piloted ethical sourcing training to better educate employees and suppliers about raw material inputs for LVT, and the training programs will be rolled out as each business unit validates the efficacy of content.

Relevant Policies:

Enterprise-wide policies include:

[MOHAWK INDUSTRIES Human Rights Policy.pdf \(mohawkind.com\)](#)

[MOHAWK INDUSTRIES Supplier Code of Conduct.pdf \(mohawkind.com\)](#)

[MOHAWK INDUSTRIES Standards of Conduct and Business Ethics Policy.pdf \(mohawkind.com\)](#)

Contractual Clauses

In 2023, we developed and began implementation of contractual clauses that seek to reduce the risk of forced labour and child labour. Further, our Standard Terms and Conditions require suppliers to review and agree to comply with the Supplier Code of Conduct referenced above. The standard terms and conditions also require suppliers to have subcontractors agree in writing to abide by the Supplier Code of Conduct. A supplier's failure to comply with the Supplier Code of Conduct constitutes a breach of the Standard Terms and Conditions. Standard Terms and Conditions are available here:

[MOHAWK INDUSTRIES PO Terms and Conditions.pdf \(mohawkind.com\)](#)

Assessing Effectiveness

We regularly review our policies and processes related to forced labour and child labour.

Remediation:

We have not identified any forced labour or child labour in our supply chains, so we have not had to remediate forced labour or child labour or remediate the loss of income to the most vulnerable families that results from such measures.

Attestation:

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. For clarity, I am providing this attestation in my capacity as a director and officer of the above entities, and not in my personal capacity.

I have the authority to bind Mohawk Canada Corporation and Dal-Tile of Canada ULC.



R. David Patton
Director
May 29, 2024.