MOHAWK

Environmental Policy

better every day

Our Commitment to the Planet

Our future depends on the work we do today. At Mohawk, commitment to our planet extends beyond just products and processes: it's how we challenge ourselves to do and be better every day, how we make decisions, how we reinvest in our people and our planet, and how we define what matters most as we work to deliver value for generations to come.

We believe in building a better future.

Mohawk's management is dedicated to environmental stewardship. Part of that is environmental compliance, which is actively and effectively managed locally in our facilities by our safety and environmental teams. These teams are charged with implementation of procedures and practices to ensure compliance with all applicable laws and regulations while reducing the environmental impact of our operations. We work to continually improve our environmental stewardship beyond compliance by reviewing and tracking progress and establishing new objectives and targets.

A climate-positive future requires innovation.

We strive to be part of the climate change solution through our focus on decarbonization. We are committed to the efficient use of energy by process optimization as well as the creation and use of renewable energy. As these practices increase, our impact on climate change decreases.

The restoration of water is essential.

We recognize water as an essential resource to the communities in which we operate and are committed to ensuring efficient and responsible use of water in all processes and products. We reuse water within our processes to minimize our use. We strictly adhere to all regulatory requirements for water withdrawal, use and discharge and collaborate with regulatory agencies and other stakeholders to ensure this shared resource is protected.

We reduce environmental impacts across our products.

We work to optimize product circularity during the development of new products and next generation innovation of new technology. During manufacturing, responsible use and reuse of materials drives efficiency and minimizes waste sent to landfills. We also find beneficial uses for our byproducts and reuse recycled materials to further reduce waste. This optimization of circular economy principles helps reduce our environmental impact across the life of our products.

Our suppliers' actions matter.

We partner with suppliers who are aligned with our Environmental Policy and our values, because they provide a competitive edge through innovation, resource efficiency, quality, cost and continuity of supply. Adherence to applicable laws, regulations and standards is a condition for doing business with Mohawk. To this end, we maintain a Supplier Code of Conduct to ensure that materials incorporated into Mohawk products comply with laws, regulations and our principles and that our suppliers share our commitment to environmental and social responsibility. Our requirements for compliance with the Code of Conduct extend to suppliers' subcontractors.

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We conduct assessments of select new and existing suppliers to verify compliance with the Code, including supplier questionnaires, management meetings or facility audits. We also require suppliers to agree to third party verification.

We provide training to employees and management who are responsible for the implementation, management and enforcement of our Supplier Code of Conduct. Should we discover a Code violation, we promptly address the issue with the supplier and require correction. Our internal accountability controls include the possibility of unannounced audits to verify correction and compliance, as well as the potential for termination of the supplier relationship for failure to remedy the violation.

Environmental responsibility takes commitment from every employee.

We could not realize our desired level of environmental commitment without the active participation of every Mohawk employee. 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 that includes responsibility for environmental compliance. Employees are required to correct promptly and to report properly any deviation from an applicable environmental requirement. Employees are expected to self-police, detect, and disclose any deviation without fear of retribution. Mohawk operates twenty-four (24) hour anonymous third-party 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*. We provide resources that support and train each employee, empowering our workforce to fulfill their important role in our compliance commitment. When appropriate and after sufficient investigation, an employee may be subject to corrective action, up to and including dismissal, for actions or inactions that result in non-compliance with applicable environmental requirements.

We are committed to improving sustainability performance.

Mohawk is dedicated to continuous improvement within our operations, including continuously improving our performance on environmental stewardship. Employees integrate methods for continuous improvement of environmental performance into their daily tasks. Our commitment to improvement drives cooperation with governmental bodies, collaboration with interested parties on technical and policy development, and consultation and communication with stakeholders about our business practices. As new business strategies and new regulations emerge, our team continuously reevaluates the impacts of these changes to ensure we achieve our compliance commitment. We are committed to maintaining an open and transparent dialogue with each of our stakeholders and reporting our performance on a regular basis. This policy is reviewed annually by the Chief Sustainability Officer, and any necessary changes are reviewed for approval by the Chairman & CEO.



Jeffrey S. Lorberbaum
Chairman & Chief Executive Officer

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Date

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