



# MOHAWK<sup>®</sup>

## *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 people.
- Responsible product sourcing.
- Ethical conduct in all our operations.

Mohawk expects that these same commitments will be shared by all suppliers, agents and other third parties with which Mohawk does business ("Suppliers"), as well as by the suppliers, agents and other third parties with which it conducts its business.

It is Mohawk's fundamental expectation and requirement that all Suppliers adhere to the following standards. Additionally, as part of this Code of Conduct, Mohawk requires Suppliers to comply with the Mohawk Industries, Inc. Standards of Conduct and Ethical Policy, which are 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 "Provider Code of Conduct."

Compliance with this Supplier Code of Conduct is a condition of doing business with Mohawk and, by supplying products, goods, items or services, as well as issuing invoices for them, the Supplier is certifying its compliance with this Code of Conduct for Suppliers with respect to the products, goods, items or services referred to in the Supplier's invoices, as well as the materials included in said products or any third party that collaborates in the provision of services. In addition to its own operations, Mohawk expects Suppliers to maintain comparable procedures for their suppliers. If a Supplier fails to comply with the provisions of this Supplier Code of Conduct or any other Mohawk policies, procedures or regulations referenced herein, Mohawk may terminate its relationship with the Supplier. In addition, Suppliers may also face legal consequences for violating the laws or regulations underlying this Supplier Code of Conduct, other than the termination of Mohawk's relationship with the Supplier.

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

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

Suppliers will not use child labor. The term "child" refers to a person under the age of 15 (or 14 where local law permits) or, if older, the local legal minimum age for employment or the age for completing compulsory education. Mohawk does not accept products, goods or items manufactured with child labor or services that use child labor and supports the United Nations (UN) Convention on the Rights of the Child (1989). This code of conduct is based on the Minimum Age Convention no. 138 (1973) of the International Labor Organization (ILO) and in the Worst Forms of Child Labor Convention No. 182 (1999).

If child labor is detected at any location of operations, Mohawk will require the Supplier to implement a corrective action plan. The corrective action plan will take into account the best interests of the child, for example, her family and social situation, as well as her educational level. If corrective measures are not implemented within the agreed time period, or if violations are repeated, Mohawk will terminate all business relationship with the Supplier.

Providers who employ youth who do not fall within the definition of "child" will also comply with all laws and regulations that apply to such individuals. Additionally, 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 Work***

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 and Violence in the Workplace***

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 of acts or threats of violence and will respond effectively and quickly if acts or threats of violence 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 legally and peacefully, without sanctions or interference, as well as their right to work individually directly with Suppliers to create more positive and productive working conditions.

### ***Health and security***

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 \(mohawkind.com\)](https://mohawkind.com).

### ***Compensation***

Suppliers will recognize that wages are essential to meet the basic needs of employees. Suppliers will comply, at a minimum, with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, unit prices and other elements of compensation, and will provide benefits required by law. If local laws do not provide for the payment of overtime, Suppliers will pay at least the normal wage for overtime worked. Except in emergency or unusual situations, the workweek will be limited to 60 hours, including overtime, and workers will have the opportunity to take at least one day off every seven days. In no case will work weeks exceed the maximum permitted by applicable laws and regulations. Where local industry standards are more stringent than applicable legal requirements, Suppliers will comply with the higher standards.

### **Responsible Product Sourcing**

#### ***Environmental Protection***

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 and its subsidiaries are 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 Our Operations**

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

Mohawk strictly prohibits bribery, corruption, extortion and embezzlement in any form. Suppliers may not, directly or indirectly through third parties, pay, offer to pay, promise to pay or authorize the payment of money or anything else of value to any government official to obtain or retain business or secure any improper advantage, or to improperly influence the actions of a government official. "Government official" means any official, employee, agent or other representative of any government or military, including any person or entity acting in an 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 (for example, the World Bank or the United Nations); and any director, officer, employee, agent or other representative of any entity in which a government or military owns or exercises any ownership or control.

### ***Money laundering***

Money laundering is the process of illegally concealing the origin of money, obtained from illicit activities by converting it into a legitimate source. It is a crime in many jurisdictions with varying definitions, it involves disguising financial assets so they can be used without detection of the illegal activity that produced them. For this reason, Mohawk, any new addition to the catalog of clients or suppliers requires the approval of the Finance or procurement area, when needed, this includes contractors and service suppliers, all suppliers must comply with the information needed to ensure their financial and moral solvency.

### ***Supply Chain Security***

Suppliers must comply with the guidelines of the Supply Chain Logistics Security implemented by Daltile group when entering the company's facilities, with the joint commitment to prevent any type of terrorism, bioterrorism or smuggling of explosives, chemical weapons, and drug trafficking. When delivering a good or service inside or outside the company's facilities that could undermine the integrity of shipments and/or security policies of both parties, it must report any anomaly that is detected in the selection processes of transport equipment for delivery and collection of goods, as well as comply with the additional requirements of the international certification security standards such as CTPAT (Customs-Trade Partnership Against Terrorism), AEO (Authorized Economic Operator, MX) and PIP (Partners in Protection) without limiting, it must specify if they are considered as critical suppliers within the supply chain.

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

Mohawk employees are not authorized to solicit gifts, travel or entertainment from Suppliers, and Suppliers may not provide gifts, travel or entertainment that have been requested by Mohawk employees. The provision of cash or cash equivalents (such as gift cards) to Mohawk employees is prohibited in all cases. No gift, commission, fee or payment of any kind may be given to a Mohawk employee if such gift is intended to influence, could influence or could reasonably be seen to influence the employee's decision making.

Suppliers must not give any type of gifts or hospitality to any Dal-Tile associate. No gift, no matter how small or institutional, will be accepted by any associate or employee of Dal-Tile. Save us the penalty of refusing to receive any type of gift or attention. If someone even hints at you, or receives any gift or attention, no matter how small, you must report it to the Human Resources Department, the Transparency Committee or the anonymous reporting

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Supplier (name and signature of legal representative)

line 01 800 780 9090. The business relationship may terminate immediately if any associate or employee of Dal-Tile receives any gift or attention from you, regardless of the origin and/or intention of your company.

### ***Conflict of interests***

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

### ***Other Laws and Regulations***

Suppliers will comply with all applicable laws and regulations, including laws against competition and unfair trade practices, as well as those relating to the manufacturing, pricing, sale and distribution of goods and provision of services. All references to applicable laws and regulations in this Supplier Code of Conduct include local, state and national codes, standards, laws and ordinances and regulations, as well as applicable international treaties and 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 and all applicable laws for each country. 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.**

Treatment that violates the associate code of conduct or the supplier code of conduct can and should be reported to the following people:

Juan Manuel Liñán – Human Resources Director  
Tel: 81-24-80-01 [juan.manuel.linan@daltile.com.mx](mailto:juan.manuel.linan@daltile.com.mx)

Eduardo Rodriguez – Engineering, Logistics, IT & Procurement Director  
Tel: 81-24-81-57 [eduardo.rodriguez@daltile.com.mx](mailto:eduardo.rodriguez@daltile.com.mx)

Mark Duggan - Chief Financial Officer  
[Tel:81-24-80-42](tel:81-24-80-42) [mark.duggan@daltile.com.mx](mailto:mark.duggan@daltile.com.mx)

Free telephone with voice distortion: 01 800 780 9090  
email [transparencydaltile@gmail.com](mailto:transparencydaltile@gmail.com)

Please note that this Transparency Line should be used exclusively for ethical and compliance concerns related to the acceptance or solicitation of bribes, inappropriate compensation or gifts, disclosure of confidential information, conflicts of interest, or violations of social responsibility and the environment. All issues are relevant, however, if you have problems with outstanding invoice payments, questions about the interpretation of your contract, or questions about the bidding or benchmarking process that do not relate to the unethical conduct of an employee, these issues will be resolved more quickly through the channels you use today.

## **SUPPLIER SELF-DECLARATION**

### **To be answered by supplier (mandatory)**

***No supplier will not be set up or approved if this section is not validated and completed.***

1. Enter to: <https://sanctionssearch.ofac.treas.gov/search> for your company name in NAME and confirm below that your company is NOT in the sanction list in the U.S.

**CONFIRMATION, Does your company appear in the Sanction list? YES \_\_\_\_ NO \_\_\_\_**

Revision date: \_\_\_\_/\_\_\_\_/\_\_\_\_

2. Enter  
to: [http://omawww.sat.gob.mx/cifras\\_sat/Paginas/datos/vinculo.html?page=ListCompleta69B.html](http://omawww.sat.gob.mx/cifras_sat/Paginas/datos/vinculo.html?page=ListCompleta69B.html) and  
look for your name or company name.

**CONFIRMATION, Does your company appear as an EFO in Mexico treasury department (SAT)?**

**YES \_\_\_\_ NO \_\_\_\_ (only for Mexican companies)**

Revision date: \_\_\_\_/\_\_\_\_/\_\_\_\_

3. **MANDATORY SURVEY:** use either this link or QR below <https://forms.office.com/r/mgT9sAtwSW>



**CONFIRMATION, Was survey in FORMS completed? YES \_\_\_\_ NO \_\_\_\_**

Date filled: \_\_\_\_/\_\_\_\_/\_\_\_\_

Email account used to send survey: \_\_\_\_\_

I \_\_\_\_\_ by self-declaration confirm that in my capacity as legal/commercial representative of the company \_\_\_\_\_ with TAX ID/RFC \_\_\_\_\_ I hereby declare that I have read the code of conduct and that that I agree with the standards here declared. I understand that compliance with this Supplier Code of Conduct is a condition for doing business with Mohawk. I understand that If my company does not comply with the provisions Mohawk may terminate its commercial relationship with my company.

**NAME:** \_\_\_\_\_

**POSITION:** \_\_\_\_\_

**MAIL:** \_\_\_\_\_

**PHONE:** \_\_\_\_\_

**SIGNATURE DATE:** \_\_\_\_\_