MANNINGTON MILLS.

Environmental and Biodiversity Policy

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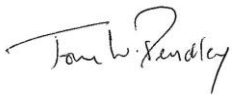
Locations	Mannington Mills, Inc. and its United States facilities and subsidiaries. Amtico International is governed by Biodiversity and Nature Policy.
Coverage	Associates, officers, directors, temporary workers, contractors, and applicable business relationships
Approval Authority	CEO
Approved by	Tom Pendley, President and CEO 

Our Commitment

As a responsible business Mannington Mills Inc. is committed to environmental protection, pollution prevention, biodiversity stewardship, compliance obligations, and continual improvement of the Environmental Management System (EMS) across all North American operations.

This policy applies to Mannington Mills' applicable U.S. operations, products, services, facilities, and business activities within the defined scope of its environmental management systems.

Environmental Commitments

Mannington Mills is committed to:

Compliance & Legal Foundation

- Complying with all applicable environmental legislation, permits, planning requirements, and other compliance obligations related to environmental protection, air quality, water quality, waste management, soil protection, and pollution prevention across all North American jurisdictions.
- Protecting the environment through the prevention of pollution and reduction of adverse environmental impacts arising from our activities, products, and services.

Impact Assessment & Management

- Understanding and managing our environmental impacts responsibly, including those related to air emissions, water releases, waste generation, resource consumption, and land use, while seeking opportunities to make positive contributions where practical.

- Considering environmental conditions relevant to our operations, including air quality, water quality, climate change, natural resource availability, pollution levels, existing contamination, and ecosystem health when making business decisions.
- Establishing and maintaining environmental baselines for our operational sites and using this information to identify practical opportunities for environmental enhancement and continual improvement.

Strategic Integration

- Integrating environmental considerations into strategic planning, operations, product development, procurement decisions, transportation practices, and lifecycle management across our value chain.
- Considering environmental impacts and enhancement opportunities within site developments, infrastructure projects, operational improvements, and facilities management activities.

See the Supplier Code of Conduct and Sustainable Procurement Policy for detailed requirements.

Resource Management

- Managing natural resources responsibly by reducing energy consumption, waste generation, water use, and greenhouse gas emissions in accordance with company sustainability goals.
- Advancing circular economy principles through product design for recyclability, use of recycled content, responsible end-of-life management, waste reduction, reuse, and recovery initiatives.

See the Energy Performance and Decarbonization Policy for detailed requirements.

Organizational Capability & Communication

- Providing the information, resources, competence, awareness, and training necessary to achieve environmental objectives and manage environmental performance.
- Communicating relevant environmental information transparently to interested parties, including regulators, customers, associates, and communities.
- Monitoring and reviewing environmental initiatives through our sustainability governance processes to ensure effectiveness and continual improvement.

Biodiversity and Ecosystem Commitments

Assessment & Understanding

- Recognizing the relationship between biodiversity protection, ecosystem health, water stewardship, climate resilience, and natural resource availability.
- Understanding biodiversity-related impacts, dependencies, risks, and opportunities associated with our operations, facilities, supply chain activities, and resource consumption.
- Establishing a biodiversity baseline for our operational sites and using this information to identify practical opportunities for biodiversity enhancement and continual improvement.

Site-Level Enhancement & Stewardship

- Considering biodiversity impacts and enhancement opportunities within site developments, infrastructure projects, and land management activities where applicable.
- Considering opportunities to enhance local biodiversity and habitat value where practical and appropriate to environmental conditions, stakeholder expectations, and business operations.

- Seeking practical opportunities to improve biodiversity and habitat value across our sites through measures such as native planting, pollinator-friendly landscaping, habitat creation, and responsible grounds management.
- Recognizing the relationship between biodiversity, water stewardship, and climate resilience when developing environmental improvement initiatives.

Supply Chain & Stakeholder Engagement

- Encouraging suppliers and contractors to operate responsibly and consider biodiversity and environmental impacts within their own operations and supply chains where appropriate.
- Raising associate awareness of biodiversity-related issues and encouraging participation in environmental conservation, habitat restoration, and volunteering activities.

See the Supplier Code of Conduct and Sustainable Procurement Policy for detailed requirements.

Community Engagement & Evolution

- Supporting biodiversity, conservation, and community initiatives where opportunities align with business objectives, available resources, and local environmental priorities.
- Reviewing emerging biodiversity legislation, reporting requirements, customer expectations, and recognized best practices to support continual improvement.

Roles and Accountability

Top management is accountable for the effectiveness of the EMS, provision of resources, establishment of environmental and biodiversity objectives, evaluation of compliance obligations, and integration of EMS requirements into business processes. All associates and contractors are responsible for supporting this policy and contributing to environmental and biodiversity performance improvements.

Policy Maintenance and Communication

This policy is maintained as documented information, communicated within the organization, and made available to interested parties. This policy will be reviewed annually or when significant changes occur to ensure its relevance, effectiveness, and alignment with our sustainability objectives and evolving environmental and biodiversity conditions. This policy aligns with ISO 14001:2026 Clause 5.2 requirements.

Existing Policies Incorporated by Reference

Policy	Treatment	Purpose in this Policy
Energy Performance and Decarbonization Policy	Retain as reference	Energy, greenhouse gas emissions, and decarbonization
Supplier Code of Conduct	Retain as reference	External supplier expectations
Sustainable Procurement Policy	Retain as reference	Risk-based supplier engagement and monitoring