



Values in Action

2023



EVERY PRODUCT
TELLS A STORY

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ABOUT THIS REPORT

This report provides information on the 2023 initiatives of Mannington Mills, Inc. including the Mannington Residential, Mannington Commercial, Phenix and Burke brands. Some information also is included from late 2022 and early 2024. This report also highlights the sustainability efforts of our U.K.-based Amtico division. More information on Amtico's initiatives is available on Amtico's [website](#). Operational intensity data represents that of the entire organization, including Amtico.

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Environmental and Social Responsibility

AT MANNINGTON MILLS, INC.

Mannington’s environmental and social responsibility strategy aligns with the Core Values that have guided our business for generations, since our founding in 1915. They are:

- Care
- Do the Right Thing
- Control Our Own Destiny
- Work Hard / Play Hard

To build on our strong legacy of responsible operations and position our business for the future, we continue striving to live these values for our associates, customers, communities and planet.

Today, we intend to report annually on our progress. Our environmental and social responsibility approach is informed by the 10 principles of the **United Nations Global Compact (UNGC)**, to which we are a signatory; the **Global Reporting Initiative (GRI)**, and numerous **Sustainability Development Goals (SDGs)** where we can have the greatest impact, including:



2023 HIGHLIGHTS

28

YEARS

Keith Campbell served as Chairman of the Board of Mannington Mills, Inc., before retiring Dec. 31, 2023. He is succeeded by Zack Zehner, his nephew who was previously president of Mannington Residential.

10

PRINCIPLES

Human rights, labor, environment and anti-corruption principles that Mannington committed to incorporating into our strategy, policies and procedures as a signatory to the United Nations Global Compact.

0

EMISSIONS

Mannington has committed to net-zero greenhouse gas emissions by 2050.

101,270

CO₂e OFFSET

Metric tonnes of carbon dioxide equivalent offset in 2023.

6,765

HOURS

Mannington associates spent pursuing professional development, policy, safety awareness and other training in 2023.

67%

FILLED

Non-entry level open positions filled by associates ready to advance in their careers.

1st

MANUFACTURER

Mannington is the first corporate sponsor and floorcovering manufacturer to join **BUILD REUSE**, encouraging the recovery and reuse of building materials in the U.S.

20%

REDUCTION

Operational waste reduced in 2022 by our U.K.-based Amtico business.

105%

COVERED

Offsets purchased from the Appalachian Carbon Exchange will cover 105% equivalent of the cradle-to-gate embodied carbon in Mannington Commercial products.



\$150K

CONTRIBUTED

Amount of Mannington's Supporting Partnership to Feeding America® to help our neighbors facing hunger.



MESSAGE FROM THE EXECUTIVE CHAIRMAN OF THE BOARD

People, Purpose and the Path Forward



Balance. It may sound easy, until you try to achieve it. As Chairman, achieving balance is one of my key goals for Mannington Mills. We need to balance purpose with people – our quest to be a future-focused, high-performing organization with our priority to retain the values-driven and long-standing family culture that is a cornerstone of our company.

Today, as the 5th generation Campbell family member to lead our 109-year-old company, I am especially focused on this delicate balance. It is a life lesson passed on to me by my uncle and mentor, Keith Campbell, who recently retired after 46 years with Mannington Mills – 28 of them as Chairman of the Board. Keith embraced balance, and he learned it from his father (my grandfather), Johnny Campbell. As leaders of a family-owned business, it is our duty to drive the business forward while recognizing and celebrating all the people

who make that happen. In fact, there is a quote from Johnny on the wall in our boardroom: “The secret to my success? That’s easy - I hire great people.”

Balance is also in alignment with our company Core Values: Care, Do the Right Thing, Control Our Own Destiny, and Work Hard / Play Hard. Each of those values applies to our purpose and to our people. We actively seek out opportunities to recognize and celebrate people for their contributions to Mannington Mills. For example, we have an in-depth onboarding process that makes them feel

welcome from day one. We celebrate those who stick with us for the long haul through special service anniversary recognitions like the brick sidewalk in Calhoun, Georgia, and the 25 Year Club in Salem, New Jersey.

Beyond Mannington Mills’ footprint, our Core Values drove us toward an exciting national partnership with Feeding America® that has our associates, Campbell family and Board members all working together to help our neighbors facing hunger (read more about this under Caring). And we continue to be active members in many organizations in the communities where we have operations through donations of time and resources.

Our commitment to environmental and social responsibility is aligned with our values and our focus on balance. Across our company, talented people in a wide variety of roles are working together to think about how we can do things differently to lessen our environmental impact and better serve our associates, customers, communities and planet. Across the entire organization they are balancing our business performance mandate with our commitment to being a values-driven company. I could not be prouder.

Sincerely,

Zack Zehner
Executive Chairman of the Board

On January 1, 2024, Zack Zehner, previously president of Mannington Residential, was named Executive Chairman of the Board for Mannington Mills, Inc. Zack is the 5th generation of the Campbell family to lead Mannington Mills and has worked in a wide variety of roles at the company over the past 20 years.

MESSAGE FROM THE PRESIDENT AND CEO

Living Our Legacy

Some people have said it must be easy to be the CEO of a 109-year-old company. Doesn't the business just run itself after all this time? After chuckling quietly to myself, I assure them that nothing could be farther from the truth. Being the current stewards of a more than 100-year legacy gives us even greater responsibility. Mannington Mills must continue to grow and to support its associates and their families, as well as our communities and planet. That's why exceeding our customers' expectations is as important today as when the Campbell family started Mannington Mills more than a century ago.

To keep this legacy at the forefront, we introduced a program entitled "Leading with Excellence" in 2023. This cross-functional leadership development initiative is intended to further share the Campbell family values with our leadership team as we collectively plan for the future. Seventy-five leaders

invested over 80 hours each in the program. During these sessions, we certainly discuss the importance of financial performance, but always from the perspective of stewardship.

I remind people that 'to whom much is given, much is expected.' We have all been entrusted with both this company and our planet and must pass them along better than we received them. It's a weighty thought that always guides our decision making. Fortunately, our private ownership empowers us to make the right, long-term business decisions driven by our Mannington values of Care, Do the Right Thing, Control Our Own Destiny and Work Hard / Play Hard.

A lot has changed over the years, but we've always had these guideposts. Our steadfast commitment to these values empowers us to think holistically, allowing us to evolve in a way that is authentic to the company.

Take corporate responsibility, for instance. We've achieved a great deal, but I liken our efforts to a flywheel. The more we do – the more we turn the wheel – the more energy we produce and the more we want to do. Today, I'm especially excited about our company-wide efforts to measure and reduce our carbon, water, energy and waste intensity as we drive toward our 2050 net-zero emissions commitment. We also are setting exacting standards for the raw materials in our products to further protect the environment and those who trust our flooring. And while our safety metrics are already low, we will always prioritize the safety of our associates in every part of the company.

We're proud to share our second Values in Action report, addressing these and more efforts. Thank you for your interest.



Sincerely,

Tom Pendley
President and CEO

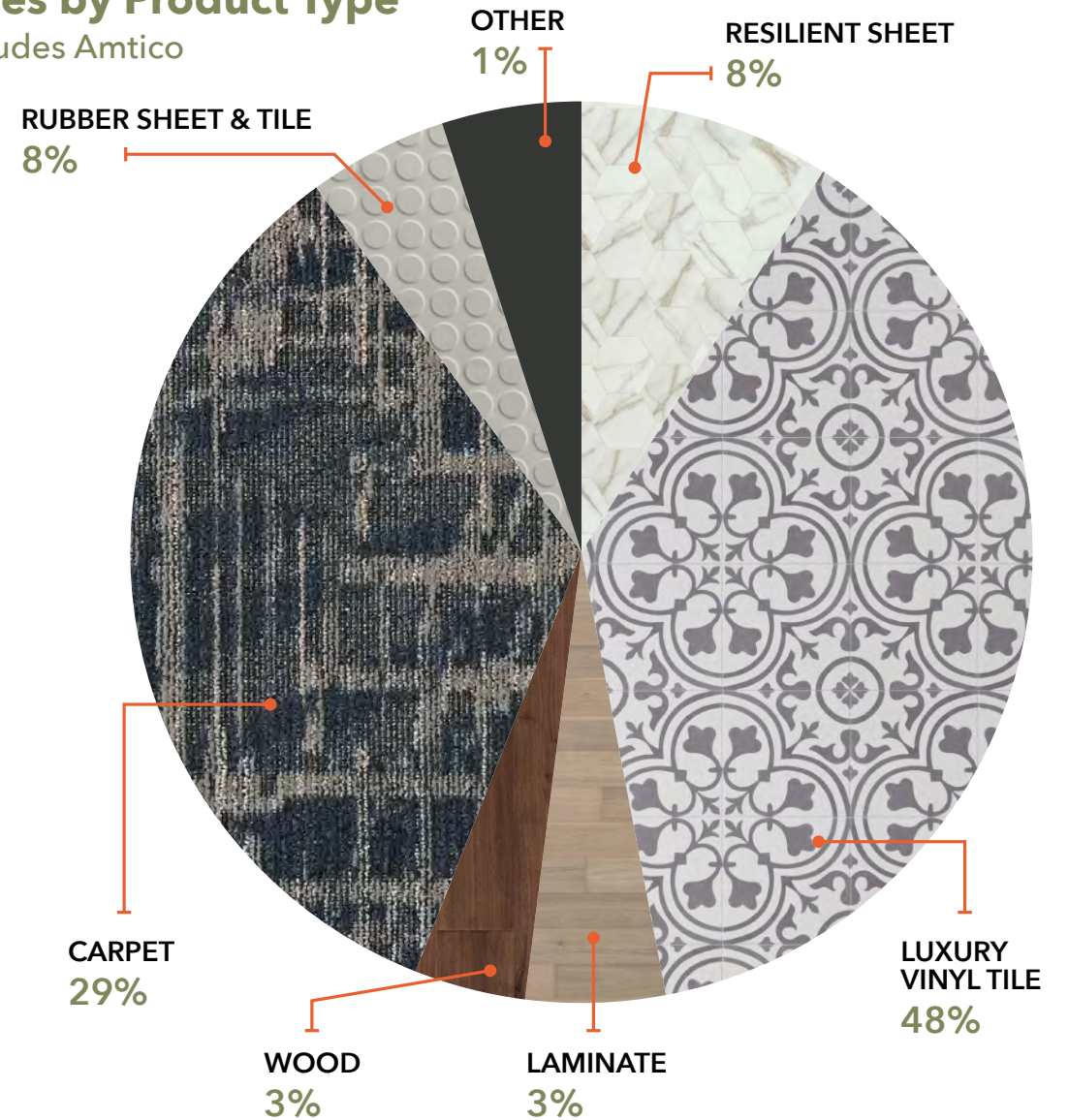


ABOUT MANNINGTON MILLS®

Every day, Mannington Mills strives to fulfill our mission to be the best people to do business with in the flooring industry. We are a 5th generation, family-owned company making carpet and hard surface flooring in communities across the United States and in the United Kingdom. Headquartered in Salem, New Jersey, Mannington is deeply committed to U.S. manufacturing and offers residential and commercial carpet, sheet vinyl, luxury vinyl, laminate and hardwood floors, as well as carpet yarns and commercial rubber sheet and tile under the Mannington Residential, Mannington Commercial, Burke Industries and Phenix brands. Our Amtico business offers a wide range of flooring options across Europe from its U.K. headquarters in Coventry, England.

Sales by Product Type

Includes Amtico

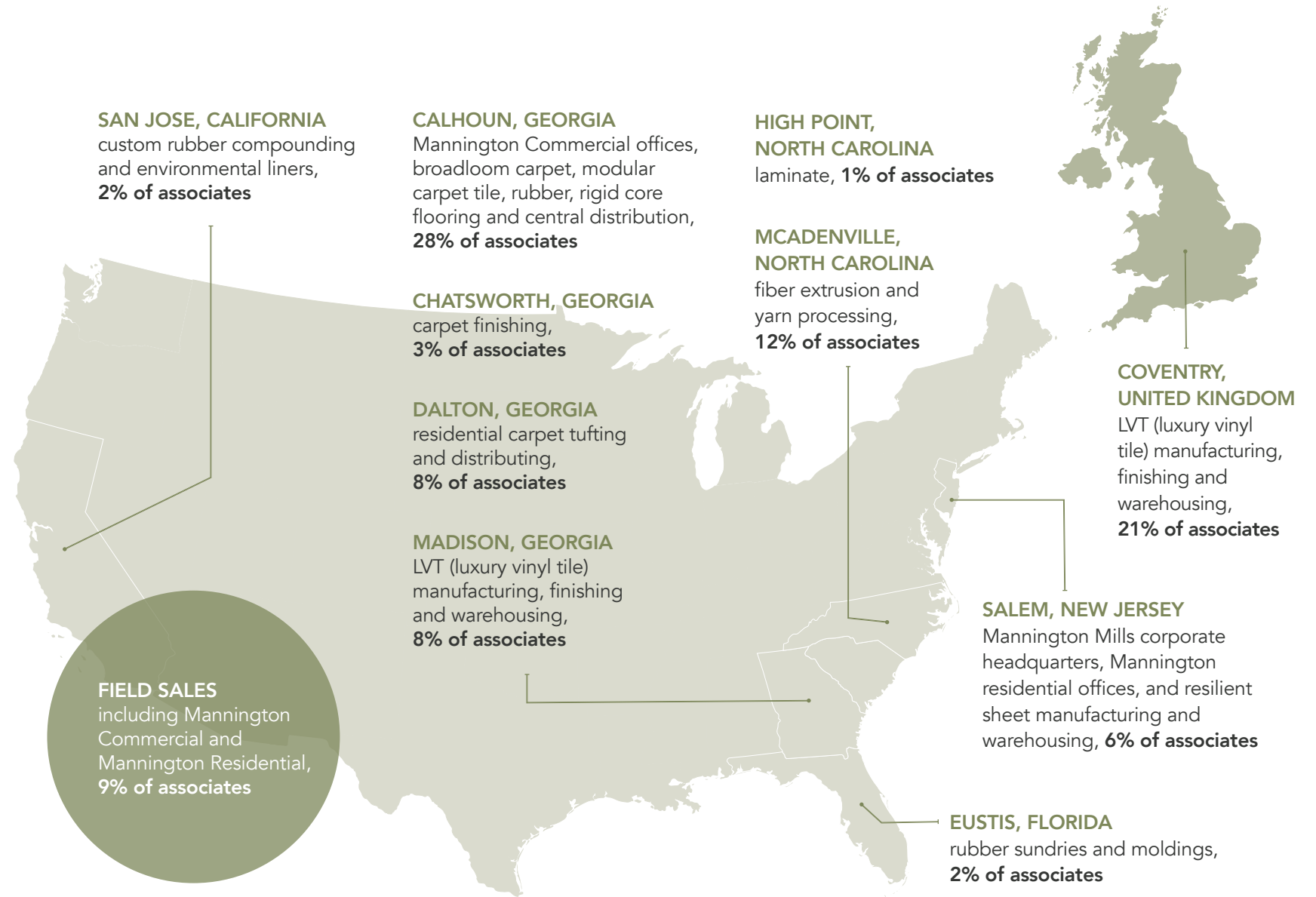


ABOUT MANNINGTON MILLS

Mannington was founded in 1915 by John Boston Campbell. The company is still privately held and owned by the Campbell family. We have approximately

3,000
EMPLOYEES

96%
EMPLOYED FULL-TIME ACROSS
MANNINGTON'S OPERATIONS



Governance

Mannington continues to advance a culture where environmental and social responsibility is everyone's job. These efforts are led by a director who works with executive leadership, as well as manufacturing, functional, operations and other teams across business units and the parent corporation to create a formal and rigorous environmental, social responsibility and governance framework. These priorities and initiatives are regularly discussed with the Board of Directors.

Materiality

In this, our second year of environmental and social responsibility reporting, Mannington continues to fine-tune the priority, or material, areas of our focus. We have embraced the concept of "double materiality" that recognizes that companies are accountable for the financial as well as environmental and social materiality of their activities. Companies need to recognize the impact of the climate on their operations and of their operations on the climate.

To identify our priority areas, we conducted the comprehensive, enterprise-wide United Nations Global Compact self-assessment and became a signatory to the Compact. We also engaged our leadership team; reviewed customer, client and end-user expectations; evaluated current and potential industry initiatives and undertook other efforts to understand how best to achieve our environmental and social responsibility vision.

We will report on the final list of topics in our 2024 Environmental and Social Responsibility Report. In the meantime, we know they are categorized into the following areas:

- Responsibly managing our business, stewarding our operations for future generations.
- Hiring, engaging and advancing our workforce by working to be an employer of choice.
- Minimizing our climate impact and protecting biodiversity.
- Achieving our net-zero emissions by 2050 commitment.
- Driving a responsible supply chain, including protecting human rights.
- Producing products for a more sustainable future.
- Serving our communities.

Our Amtico business identified the following top six material topics, also aligned with GRI, and the United Nations Sustainable Development Goals:

- Colleague health, safety and wellbeing.
- Climate change.
- Product reclamation.
- Product lifecycle and circularity, or sustainable reuse.
- Product innovation.
- Training and development.

Risk Management

Mannington regularly assesses our potential business risks and proactively works across our organization to reduce and/or manage these possible impacts in a wide variety of ways. In 2023, this review was informed by the United Nations Global Compact self-assessment we conducted that augmented our existing weekly business unit leadership meetings, monthly executive management meetings, quarterly Board of Director meetings, semi-annual business unit reviews, annual product line reviews, 3-5 year strategic plans and regular business updates with our independent auditors.

As we plan for the future, we will continue to address risks related to our business, structure and operations, plus those related to the industry

For example:

- **BUSINESS-RELATED RISKS** – unanticipated business disruptions, including but not limited to attracting/retaining top talent, financial management, global supply chain volatility and adverse impacts due to climate change.

- **INDUSTRY-RELATED RISKS** – also, including but not limited to changing consumer expectations, economic and/or social instability, transportation disruptions, energy volatility, intense competition and changing retail environments.

To best mitigate and manage risks, we deploy a wide variety of approaches, including diversifying various aspects of our business, working with multiple strategic suppliers, carefully managing inventory, capital expenditures and cash flow, monthly company-wide safety reviews, understanding where we have the greatest environmental impact and opportunities to reduce this impact, and implementing insurance risk findings at each plant location following annual visits. We also engage third-party firms to conduct internal audits of functional areas, including Human Resources, Information Technology, Finance and Operations.



AT MANNINGTON MILLS WE

CARE

As our Chairman of the Board Zack Zehner mentioned in his message, in our corporate office, there is a quote on the wall from our legendary leader, John B. Campbell II, that reads: "The secret to my success? That's easy. I hire great people." Today, that quote could appropriately be rephrased to read, "I hire great people who care." Because caring is a two-way street.



Front Line Leaders, Madison, GA

We make it our business to care for our 3,000 associates and their families, our customers, communities and the planet. And we also are passionate about hiring people who share this Mannington value. Our shared responsibility to each other, our neighbors and the Almighty guide how we run our business.

Generations of Families Build Their Careers at Mannington

We've always said that Mannington is a family company. That's not just because we view our associates as family. It's also because generations of families choose to build their careers here.

Take HR Generalist Cynthia Boone, for instance. She joined Mannington in 1995, the same year her son Brandon was born. She recalls taking Brandon to a company picnic when he was a small child. At the time, Cynthia didn't anticipate Brandon would grow up and join the Mannington organization as a member of the Design Solutions team, but it truly is fitting as working at Mannington is a family affair for the Boones. In addition to her son Brandon, Cynthia's husband Shane, cousin Nikki Curtis and brother-in-law Matthew Phillips are now all part of the Mannington team.

"We live Mannington's Work Hard / Play Hard Core Value," said Cynthia. "We all take great pride in our work and enjoy being productive. Plus, there are always opportunities to advance your career if you show interest."

Last year, Brandon even brought his flooring design work home when he guided the installer putting down the new Mannington floors his parents had installed in their home. As Brandon says, "I was raised to Do the Right Thing, which is another company Core Value. I knew Mannington was the right fit for me."



The Boone Family | 2024



The Boone Family | 1996

Helping People Achieve Their Potential

We aspire to be a company where people choose to build their careers, which is why we offer a wide variety of opportunities to help our associates achieve their potential.

In 2023, we introduced two new programs:

1 LEADING WITH EXCELLENCE

This 15-week, cross-functional program for presidents, vice presidents, directors and senior managers focuses on business awareness, developing a leader's mindset, leading by example, Mannington's leadership competency model, leading change, the importance of trust, building and leading collaborative teams and achieving ambitious goals that support our company strategy. Seventy-five people invested 80-100 hours each to gain this important knowledge.



The first graduating class of Mannington Mills' "Leading with Excellence" program.

HELPING PEOPLE ACHIEVE THEIR POTENTIAL

2 LEADERSHIP ADVANCEMENT TRAINING

Associates who want to further their understanding of management and leadership skills can work with their managers to enroll in a series of development courses designed to address leadership needs, as well as themes such as understanding motivation and communication, giving feedback and clarifying expectations, dealing with conflict and difficult situations and human resources fundamentals.

These new programs augment our ongoing Front Line Leader Program for floor managers and supervisors based at our manufacturing facilities; DiSC Model personality and behavioral assessment sessions; Trust, Communication and Productivity courses; Effective Presentation Skills; Preretirement Workshops; Microsoft 365® Suite trainings; product camps and other offerings. We also conduct annual Compliance Training that includes sign-off on our policies.

MANNINGTON'S FRONT LINE LEADER PROGRAM

An 8-week program that provides our front line leaders with tools to create a work environment that fosters employee engagement and focuses on continuous improvement. Over 80 leaders have graduated in Calhoun, Dalton, Madison, McAdenville and Salem.

Also, every summer, a variety of departments welcome college students as interns across several of our locations, and Amtico hosts internships for post-graduate design students all year long. Students and recent graduates work side-by-side with our professionals on real-world business needs and report out on the results of their internship projects at the conclusion of their time with us. We are committed to their continuing education because today's students are tomorrow's business leaders.



MANNINGTON'S INTERNSHIP PROGRAM

Nathanael Freeman is interning at our Salem distribution center. He is a senior majoring in Applied Manufacturing Engineering at Jacksonville State University in Alabama.

In 2023, Mannington associates spent 6,765 hours pursuing professional development, policy, and safety awareness and other training. Additionally, Amtico associates have completed almost 10,000 hours of training on a wide variety of topics using the LinkedIn Learning platform since 2019.

TYPE OF TRAINING	HOURS COMPLETED
Professional development	400
Behavior/personality assessment	540
Front Line Leader	1,440
Leading with Excellence	2,000
Microsoft 365 skills	960
Policy sign-offs	750
Safety and awareness	675
TOTAL	6,765

6,765 MANNINGTON ASSOCIATES hours pursuing professional development

Mannington Leadership Competencies

- Business Awareness/Acumen
- Inclusive Leadership
- Collaborative Team Working
- Business-focused Innovation
- Driven to Deliver
- Problem Solving
- Associate Development
- Customer Commitment
- Organizational Excellence

Wellbeing Matters

Across the organization, we offer a wide variety of benefits and programs to help our associates and their families ensure their overall wellbeing. In the U.K., our Amtico business introduced its first menopause campaign to educate associates on how perimenopause and menopause can impact women. The program included physicians as guest speakers and required training for managers.



2023 John B. Campbell Awards

Congratulations to the recipients of the 2023 John B. Campbell Award, given to associates recognized for best exemplifying Mannington's Core Values:

SALEM

Tammy Murphy,
Senior Supply Chain Specialist

Tim Fuerneisen, *Vinyl
Infeed Roll Handler*

EUSTIS

Dwaine Henry, *Shipping*

CALHOUN

Brian Ferguson,
Finishing Manager

Tony Gunn, *Mechanic*

DALTON

Erica Ceja, *HR Generalist*
Kenny Copeland, *Custodian*

MADISON

Merry Anderson, *Senior
HR Generalist*

Lisa Hill, *Production Clerk*

MCADENVILLE

Jeff Dunn, *Shift Manager*

Gene Roberts,
Supply Room Supervisor

HIGH POINT

Keith Mantooth, *Press Lead*



Brian Ferguson,
Calhoun



Gene Roberts,
McAdenville



Tony Gunn,
Calhoun



Dwaine Henry,
Eustis

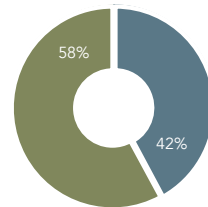
We Value Longevity

Mannington has a long-standing commitment to filling non-entry level open positions from within. In 2023, 67% of these roles were filled by current associates ready to further their careers. Our average associate has been with Mannington 9.5 years, 33% of our associates have been with Mannington 10 years or more, and 11% have been with the company 25 years or more. Our longest-serving associate has been with us 55 years. Here's a more detailed look at our associates from self-identified information:

GENDER

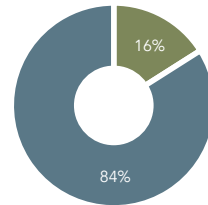
Associates by Gender

Female	Male	Other
42%	58%	0%



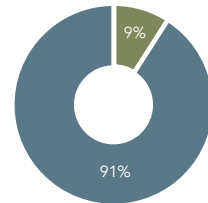
Leadership by Gender (beginning at the director level)

Female	Male	Other
16%	84%	0%



Board of Directors by Gender

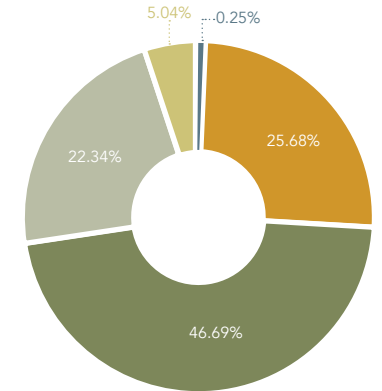
Female	Male	Other
9%	91%	0



GENERATION

Associates By Generation

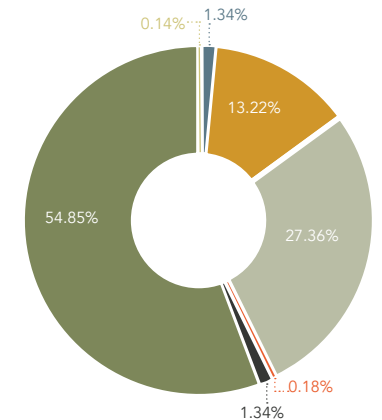
Silent Generation (Born 1928 – 1945)	0.25%
Baby Boomers (Born 1946 – 1964)	25.68%
Gen X (Born 1965 – 1980)	46.69%
Millennial/Gen Y (Born 1981 – 1996)	22.34%
Gen Z (Born 1997 – 2010)	5.04%



RACE

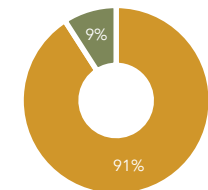
Associates By Race

American Indian or Alaska Native	0.14%
Asian	1.34%
Black or African American	13.22%
Hispanic or Latino	27.36%
Native Hawaiian or other Pacific Islander	0.18%
Two or more races	1.34%
White	54.85%
Unknown	0.0%



Board Of Directors By Race

White	91%
Asian	9%





Engaging Women in the Industry

We're working to ensure that our office and manufacturing-based associates represent the communities in which we do business, and that our sales teams reflect the diversity of our customer base. Part of this initiative is to encourage a diverse and inclusive industry by helping to advance the engagement of women in the flooring industry. We're proud to be a charter member of **Women in the Flooring Industry (WIFI)**. WIFI's mission – to attract, educate and empower women in flooring – and its mentor program are supporting the career advancement of women across the industry. Whitney LeGate, Senior Vice President, Commercial Product, and Betsy Amoroso, Chief of Staff, Office of the CEO, serve on the WIFI Board of Directors. In addition, Whitney helped develop WIFI's mentorship program. The organization was launched on International Women's Day in 2022.

Safety is Everyone's Most Important Job

Safety of all Mannington associates, both on and off the job, is an integral part of our Care and Do the Right Thing Core Values. Mannington continues to annually improve our safety and health programs to proactively identify and address site hazards and lower risks to our associates, contractors and visitors.

We emphasize risk reduction through our safety, health and environmental training programs, by engaging associates during shift and other departmental meetings, regular safety communications, and periodic Safety Summits. During site-specific Safety Summits, teams receive additional information and training to help address needs related to the local operation. The subject and timing vary based on unique situations identified at each facility. Additionally, every safety incident is reported to the entire management team to raise awareness and widely share improvement and prevention initiatives.





SAFETY IS EVERYONE'S MOST IMPORTANT JOB

One of Mannington's 2023 accomplishments was the development of a Corporate Safety Platform utilizing various software programs to produce a comprehensive SharePoint site that includes:

- Multiple detailed auditing programs, such as
 - » General safety information
 - » Associate engagement
 - » Specific/targeted audits to look more closely at potentially hazardous operations
 - » Rotating equipment
 - » Heat stress
 - » Truck and trailer loading docks
- Emergency messaging system
- Visitor check-in/check-out system
- Ability for associates to contribute a safety article or information

The programming behind the platform utilizes powerful data organization and integration software capabilities that allow for robust data mining, reporting, trending and learning. The data are managed in Power BI tools that help Mannington visualize and make transparent trends that can then be corrected prior to an incident or injury. We have only begun to tap the capability of the software and will continue to leverage this technology.

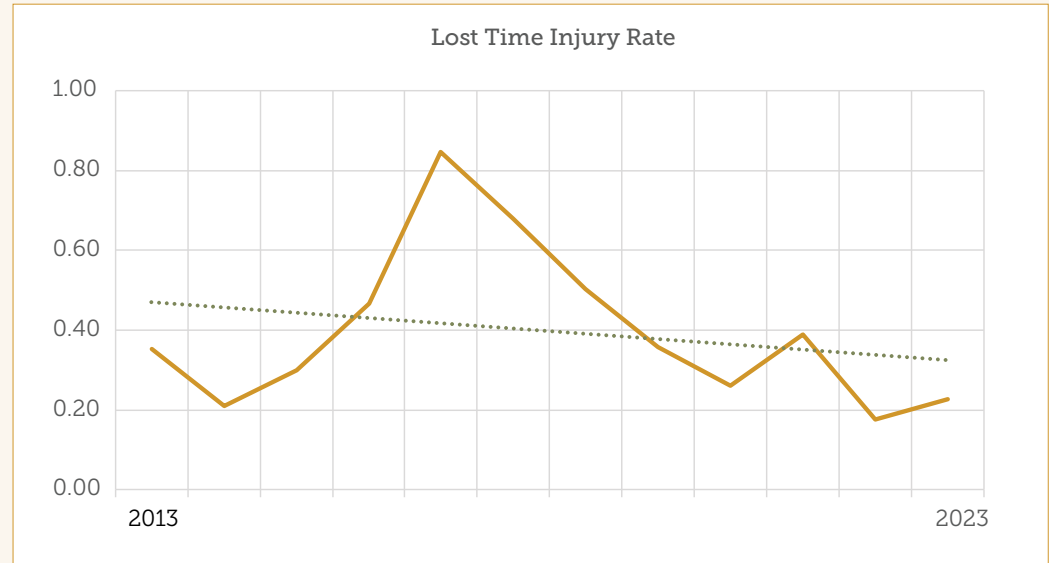
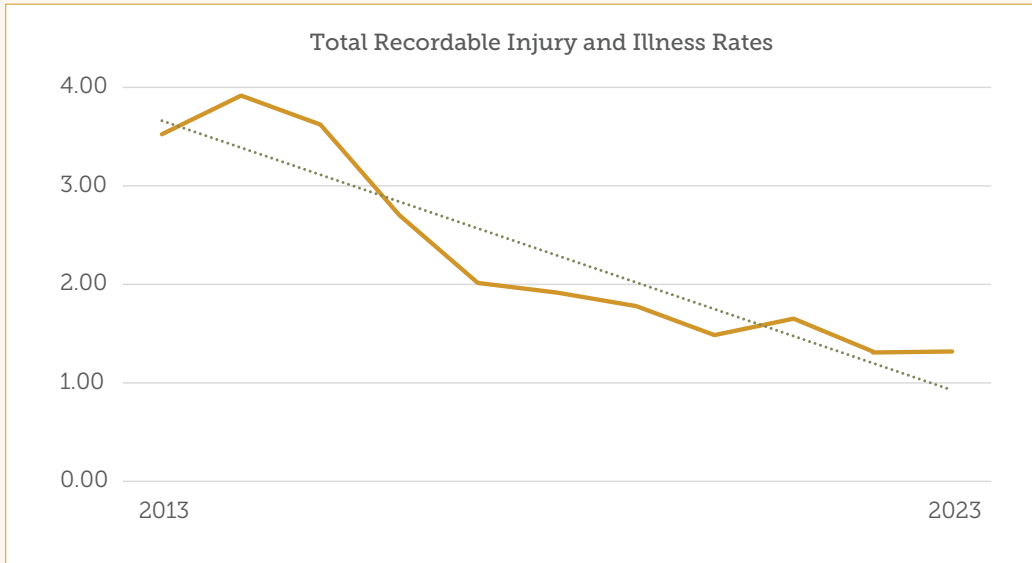
We also continue to accelerate a number of other initiatives, including:

- Incorporating all training into a corporate-wide Learning Management System (LMS).
- Continued use of a corporate-wide Safety Data Sheet (SDS) management system.
- Continued ergonomic and industrial hygiene assessments.
- Continued development of Significant Injury Prevention (SIP) programs.
- Driving auditing systems to off shifts and by different associates to get more and different eyes on operational areas to help identify and correct hazards.
- Creating a Critical Communications Steering Committee to best communicate with associates and manage visitors to our sites.

Amtico has been ISO 45001 certified since 2018. This international certification recognizes organizations committed to continually improving health and safety performance.

Total Recordable Injury and Illness Rates

As always, our ultimate goal is to continue to reduce risk and improve our safety and health performance. Mannington has demonstrated improvement in many proactive key performance indicators, including Total Recordable Injury and Illness Rates (TIIR) and Lost Time Injury rates (LTIR), as show below.



The incidence rates represent the number of injuries and illnesses per 100 full-time workers and were calculated as $(N/EH) \times 200,000$ where:

- N = number of injuries and illnesses
- EH = total hours worked by all employees during the calendar year
- 200,000 = base for 100 equivalent full-time workers (working 40 hours per week, 50 weeks per year)

Setting, Maintaining and Advancing High Standards

Mannington Mills has upheld a tradition of ethical business conduct for over a century, demonstrating a commitment to sustainability and integrity that aligns with the principles championed by the United Nations Global Compact (UNGC).

Long before officially joining the UNGC in September 2023, Mannington was guided by its Standards of Professional Conduct, which mandate high ethical standards across all business operations. These standards are instrumental in guiding associates to act with integrity, thereby safeguarding the company's reputation. They address various ethical concerns, including conflicts of interest, related-party transactions, kickbacks, and the protection of confidential information. By adhering to these standards, Mannington has consistently operated in a manner that not only respects the environment but also promotes fair and transparent business practices.

Separately, data privacy and security are fiercely guarded by Mannington. We store no protected personally identifiable information (PII) and provide ongoing training to help associates safeguard our company and customers. We had no breaches of customer privacy or losses of customer data in 2023.

Associates with concerns related to the Standards of Professional Conduct or other policies are encouraged to confidentially reach out to their immediate manager or our Chief Human Resource Officer. All complaints, issues and concerns brought forth are confidentially investigated by the appropriate management team.

ZERO

**breaches of customer privacy
or loss of customer data**



Every year, Mannington celebrates National Manufacturing Day on the first Friday in October. Associates across Mannington's manufacturing locations are celebrated for all they do, every day, with a token of appreciation, lunch and other event.

Supporting Mental Health Awareness and Understanding

During Mental Health Awareness Month in May and again in September during National Suicide Prevention Month, Mannington worked with our Employee Assistance Program provider to increase awareness around mental health and how to support a loved one or colleague in need. We offer supervisor training and also regularly share mental health-related messages on electronic bulletin boards and other communications throughout our facilities.

AT MANNINGTON MILLS WE

DO THE RIGHT THING

Our Core Value of Do the Right Thing calls on us to look at the entire 360° compass of the enterprise to determine what is right, even when the right approach is not necessarily the easiest. This dedication to doing the right thing is clearly communicated in our [Environmental Policy](#) that calls on all Mannington associates to identify potential environmental impacts of our processes. It also challenges us to decrease energy consumption, advance circularity principles and prevent pollution.



DO THE RIGHT THING

To this end, Mannington has embarked on a journey to drive meaningful environmental change on a broad scale.

ALREADY, WE HAVE MADE SIGNIFICANT PROGRESS IN 2023 BY:

- Signing on to the **United Nations Global Compact**, which demonstrates our commitment to advancing best practices around human rights, labor, the environment and anti-corruption.
- Forming a five-year partnership with the **Appalachian Carbon Exchange (ACE)** as our carbon offset partner.
- Introducing initiatives across the enterprise to reduce energy following the energy audits we conducted in 2022.
- Implementing a net-zero waste plan, including end-of-life solutions.
- Launching a carpet reclamation program.



THESE ACTIONS BUILD ON OUR 2022 COMMITMENTS TO:

- Achieve net-zero greenhouse gas emissions by 2050 and report our carbon, water, energy and waste intensity.
- Immediately reduce global emissions by offsetting the equivalent of 105% of the cradle-to-gate greenhouse gas emissions of all domestically manufactured commercial flooring products.

offset equivalent of
105%
of the cradle-to-gate
greenhouse gas
emissions



Incorporating the 10 Principles of the United Nations Global Compact



The United Nations Global Compact is the world’s largest sustainability initiative. Approximately 18,000 companies and 3,800 non-business participants representing nearly every industry sector and size have signed the Compact, agreeing to follow principled business practices, including:

HUMAN RIGHTS

Principle 1: Support and respect the protection of internationally proclaimed human rights.

Principle 2: Do not be complicit in human rights abuses.

LABOR

Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Eliminate all forms of forced or compulsory labor.

Principle 5: Effectively abolish child labor.

Principle 6: Eliminate discrimination in respect to employment and occupation.

ENVIRONMENT

Principle 7: Support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.


Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

Principle 10: Work against corruption in all its forms, including extortion and bribery.

“By committing to the United Nations Global Compact, we are following one of our Core Values to Do the Right Thing. We are aligning our sustainability strategies with an established and highly respected global framework that will create significant impact. As a private, family-owned company, we’re excited to be a part of this global compact working toward these important standards.”

Tom Pendley
President and CEO



As a signatory to the Compact, Mannington will annually report on actions taken, results and future efforts across these areas.

Intensity Data Drives Progress Toward Net Zero

In 2022, Mannington made the bold commitment to be net zero by 2050 and joined the **Drawdown Georgia Business Compact** of companies focused on finding scalable solutions to the state’s priorities including equity, health, environmental quality and economic opportunity.

On the way to achieving net zero, participants are collaborating on ways to cut Georgia’s carbon impact by at least a third by 2030, from 125 megatons (Mt) of carbon dioxide equivalent to 79 Mt by focusing on five high-impact areas:

- 1 Generating more green electricity.
- 2 Reducing the impact of building and materials.
- 3 Rethinking food and agriculture systems to be more climate friendly.
- 4 Increasing land sinks that capture carbon by planting more trees.
- 5 Decreasing the impact of transportation, primarily vehicles.

To understand where we have the greatest environmental impact and opportunities to reduce this impact, Mannington calculated our overall carbon intensity using the gold-standard **U.S. Department of Energy Greenhouse Gas Equivalencies Calculator**. Our inputs include Scope 1 and 2 emissions for total owned manufacturing operations, minus renewable energy. The 2023 data includes our Amtico business in the U.K., which we were not able to include in 2022. Even with this addition, we are pleased to report year-over-year progress as we drive toward net zero.

We then conducted further analysis to understand the total energy and water used, as well as waste generated, by our owned manufacturing operations.



Carbon Intensity (CO ₂ e metric tonnes emitted / pound of product produced)	
2022	2023
0.0003 metric tonnes, or 0.66 pounds, CO ₂ e	0.00027 metric tonnes, or 0.58 pounds, CO ₂ e

	2022	2023
Energy Intensity (energy used / pound of product produced)	1.173 kWh / pound of product produced, the equivalent of 62 smartphones each charged once ¹	1.099 kWh / pound of product produced, the equivalent of 51 smartphones, each charged once ¹
Water Intensity (water used / pound of product produced)	0.21 gallon or 27 ounces per pound of product produced ¹	0.18, or 23 ounces per pound of product produced ¹
Waste Intensity (waste generated / pound of product produced)	0.046 pound or 0.8 ounces per pound of product produced ¹	0.045 pound or 0.7 ounces per pound of product produced ¹

¹<https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>



“Understanding our intensity data – or how much carbon and waste we produce, and energy and water we use – helps us proactively shape a sustainable future. Our efforts to establish carbon sequestration capacities make an immediate impact, complementing our longer-term, broader strategy to achieve net-zero emissions by 2050. This ambitious goal requires decisive action across all business areas, from supply chain to operations, manufacturing processes and raw material procurement. With every step, we are paving the way toward our long-term sustainability objectives.”

Shane Totten, AIA
Director of Sustainability



Offsetting 105% of Emissions Today for a Sustainable Future

While we work to reduce our overall intensity per pound of product produced, Mannington is already reducing the net amount of carbon released into the atmosphere by offsetting 105% equivalent of the cradle-to-gate carbon produced by all domestically manufactured Commercial flooring products, including carpet tile, rubber tile, luxury vinyl tile and resilient sheet. We’re concentrating first on our Commercial business because more than 90% of these products are produced domestically, giving us the greatest opportunity to make a difference in the short-term.

We’re primarily focused on the cradle-to-gate phases of the product life cycle that we can measure, validate and control. These include raw material sourcing, transportation of materials to our facilities, and manufacturing. Successfully offsetting the full life cycle of a product is not under our direct control, so we work to reduce the

embodied carbon of the post-gate phases through long-term durability, ease of maintenance and product performance, and modeling circularity and other end-of-life solutions for consumers and end-users.

Our new Commercial Reclamation Initiative helps prevent usable carpet from ending up in landfills and directs unusable carpet to recycling. When carpet can be reused, Mannington sales associates upload information to rheaply.com that matches organizations needing assets like usable carpet with businesses like Mannington that are advancing a circular economy. For carpet that has reached its end-of-useful-life, sales associates direct it to the nationwide **Carpet America Recycling Effort**. Today, old carpet is going into composite lumber, tile backer board, railroad ties, automotive parts, carpet cushion, stepping stones and even new carpet.

We recognize that carbon offsets are the initial step in a long and complicated journey. We are offsetting the equivalent of 100% of the embodied carbon in our products and adding an additional 5% to be conservative with our calculations. Additionally, these efforts help our customers make an immediate, positive impact with their client projects. In 2023...

MANNINGTON OFFSET
101,270

METRIC TONNES OF
CARBON DIOXIDE

THE EQUIVALENT OF TAKING

21,102 

CARS OFF THE ROAD
FOR ONE YEAR.



OFFSETTING 105% OF EMISSIONS TODAY FOR A SUSTAINABLE FUTURE

In 2023, we formed a five-year carbon-offset partnership with Appalachian Carbon Exchange (ACE), a nonprofit initiative of the Tennessee River Gorge Trust. Mannington's purchase will result in four decades of climate-smart land management practices on 7,500 acres of forest in eastern Tennessee, northern Georgia, northern Alabama, and part of the southern Appalachian Mountains and Cumberland Plateau where many of our commercial flooring products are manufactured. Together, we expect to offset approximately 392,400 metric tons of carbon-equivalent greenhouse gases. We also will actively support ACE's other environmental programs and their mission to create nature-based solutions that go beyond carbon sequestration¹.



Our offsets are permanently connected to the equivalent emissions of product manufacturing. Mannington will continue to purchase more offsets as needed. Ultimately, our operations and product improvements will minimize the quantity of offsets required.

Achieving net-zero emissions by 2050 is a regular part of our business management discussions, and we regularly make business investments to further reduce absolute emissions. In a rather rare corporate practice, we internalize the cost of carbon on our profit and loss statements and assign product costs to production expenses based on the embodied carbon in each product. In this way, our entire team is working to drive the positive environmental impact we envision.

¹ACE's offsets are registered with the American Carbon Registry (ACR) and have passed a rigorous third-party vetting process. Mannington worked alongside ACE to verify its offsets adhere to ADID+.

“Creating true change – especially environmental change – takes vision, dedication and perseverance. Mannington's commitment and expertise have already proven to be invaluable as we grow and fulfill our mission.”

Ongeleigh Underwood
Executive Director
Appalachian Carbon Exchange



Reducing Energy Across the Enterprise

In 2022, Mannington conducted energy audits across our operation and identified numerous ways to reduce the energy used to produce our products. Many of these projects are underway and already delivering benefits. Among the most impactful are the installation of photovoltaic cells, or solar cells, which convert sunlight directly into electricity. Company-wide, these energy audits are an investment in our long-term goal of net-zero emissions by 2050 and will reduce our shorter-term reliance on offsets.



The 3.3 acres of 3,900 solar panels at our Salem, New Jersey facility generated 677,406 kilowatt hours to help power the site in 2023.

Zero Waste in the Foreseeable Future

Mannington also has set a goal to divert from landfills or waste-to-energy (incineration) 90%+ of the waste produced by manufacturing our products. Instead, we prefer to find potential reuse opportunities to avoid issues present with landfill disposal. This is part of our commitment to Do the Right Thing and Control Our Own Destiny by advancing circularity principles. By eliminating waste, we also will eliminate the associated utility and labor expenses. Already, we are diverting 30% of our total global waste and continuing to work toward our 90%+ goal.

To identify waste reduction opportunities, we used the [U.S. Environmental Protection Agency's \(EPA\) Net Zero Waste guide and worksheet](#) that outlines best practices for conducting assessments. The assessments helped us identify waste generated at our facilities and examine our current practices and their effectiveness. With this information, we then determined which waste reduction efforts will be most effective.

	2022	2023
Diverted waste (waste diverted from landfill or waste-to-energy / pound of product produced)	0.0053 / pound of product produced	0.19 / pound of product produced

The above data represents a 2% year-over-year improvement. We will continue to report annually on our waste reduction efforts as we repair, reduce, reuse and recycle.

We have a goal to divert over

90%

of the manufacturing waste produced from landfill or incineration.

International Standards Guide Plant Operations

In the manufacturing environment, the highest operating standards are established by the **International Organization for Standardization (ISO)**. ISO supports innovation by providing shared solutions to global challenges.

ISO 14001:2015

ISO 14001:2015 sets global environmental standards that help facilities like ours reduce environmental impacts and waste on their journey to be more sustainable. Three of our facilities – Calhoun and Madison, Georgia and Salem, New Jersey – have achieved ISO 14001:2015 certification, meaning their environmental management systems meet ISO's exacting global standards and their continued compliance is regularly audited.

ISO 9001:2015

ISO 9001:2015 sets global quality management standards based on a number of principles including customer focus, motivation of top management, processes and continual improvement. Our Madison, Georgia and Salem, New Jersey facilities are both ISO 9001:2015 certified.

Creating Real-World Experience for Business Students



Mannington worked with seniors studying business at the Georgia Institute of Technology to assess our current fleet of passenger vehicles as electric and hybrid technology evolves. Students studied what is commercially available, the driving profile of our sales force, and the need for large enough vehicles for sales associates to transport product samples. Their overall recommendation was to migrate to hybrid vehicles for the majority of our fleet as current leases end and to consider electric vehicles (EVs) for representatives working in large cities who travel shorter distances and have ready access to charging infrastructure. Our U.K.-based Amtico business similarly relies on a 73% hybrid fleet. It was rewarding to work with tomorrow's business leaders from Georgia Tech on this real-world study.

Our U.K.-based
Amtico business
relies on a **73%** HYBRID
FLEET

AT MANNINGTON MILLS WE

CONTROL OUR OWN DESTINY

As a family-owned business, we have the opportunity to do what is right for us in the long-term. We certainly make difficult financial and strategic decisions, but we can consider them from a generation-to-generation lens, rather than quarter-to-quarter. In this way, we follow our Core Value to Control Our Own Destiny.



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Domestic Manufacturing Has Many Advantages

One of the ways we embrace this approach is our long-standing decision to source raw materials and manufacture domestically as much as possible. Today, 97% of our commercial flooring products are manufactured in the U.S. On the residential side of our business, we domestically manufacture all our carpet, resilient sheet and laminate flooring. We continue to look at onshoring options for other products. In 2023, we onshored production of residential flooring products to Calhoun, Georgia, creating 50 new jobs in the community and ensuring a more stable supply chain for customers.

97%
of commercial
flooring products
manufactured in
the U.S.

50
new jobs created in
Calhoun, Georgia

As a domestic manufacturer, Mannington can:

- Touch the product at every step of production, providing for greater supply chain integrity, more consistent reliability, and compliance with U.S. labor and environmental laws.
- Align with customer and end-user material health priorities with proprietary chemical management.
- Offer greater design flexibility for commercial customers. We already offer a greater breadth of design than any of our competitors and can accommodate many unique design requests.
- Keep abreast of the latest trends in home fashion and quickly work to translate them into flooring for residential customers.





Responsible Sourcing in a Complicated World

Our [Labor Policy](#) and agreement to the human rights principles of the United Nations Global Compact applies to every aspect of how we conduct ourselves and do business, as well as guides how we view human rights both domestically and abroad. Our practices also are informed by the eight [International Labour Organization \(ILO\)](#) core conventions. We vehemently oppose child labor, human trafficking, forced or underpaid prison labor and slavery practices of any kind. As a global organization and leader in the industry, upholding our nation's values, abiding by our laws, and protecting the integrity of lawful trade and the rights of the individual worker are moral imperatives for which we hold ourselves and our suppliers accountable.

Although much of our sourcing is domestic, when we purchase raw materials or finished goods outside of the U.S., we personally visit all suppliers and employ third-party inspectors to confirm that these facilities meet the high standards required in our supplier agreements. These products also are produced to Mannington's specifications and directly tested by us before they are accepted into our supply chain. We also leverage the industry-standard [Assent Slavery & Trafficking Risk Template \(SRT\)](#) to monitor our sourced vinyl supply chain and any other items produced in China for forced labor risks and use AI to monitor for negative sentiment on suppliers on an ongoing basis.

In 2024, Mannington will introduce a comprehensive Supplier Code of Conduct that details our expectation to partner with businesses that share our commitment to operate ethically and follow fair and safe labor laws. All suppliers will be expected to sign the Code by the end of 2025. It addresses a wide variety of topics from forced labor, slavery and human trafficking to freedom of association, and from greenhouse gas emissions to anti-corruption and bribery. The Code also addresses restricted substances we seek to eliminate from our products.

Turning Construction and Demolition Waste Into Local Resources



When floors are redone, houses and buildings are demolished, or excess materials are ordered during construction, these items often end up in landfills. Mannington is helping to change this by becoming the first corporate sponsor of and first flooring manufacturer to join **Build Reuse**. This nationwide organization is dedicated to the recovery and reuse of building materials. Members offer low- to no-cost materials via resale or donations to nonprofits that also offer construction workforce development programs. Through our membership in Build Reuse, Mannington is pursuing circularity and the need to find responsible end-of-life solutions for our products. Our membership also helps increase workforce development programs that train people, often those in disadvantaged communities, to disassemble buildings and preserve items for reuse.

“

“Mannington Commercial’s membership in Build Reuse demonstrates its concern for a proactive approach toward end-of-life product and waste management. Through our partnership, we are providing a more environmentally-friendly option for commercial renovation projects, helping low-wealth communities access more affordable materials, creating living wage jobs through material recovery and engaging a broader community of stakeholders to build a strong circular economy in the United States.”

Shannon Goodman
President
Build Reuse
Board of Directors



”



Our Culture of Innovation

It has been said that “great minds think alike.” At Mannington, we hope not. Instead, we find it most effective to regularly bring together groups of people with different perspectives to build our product portfolio in anticipation of our customers’ future needs. For example, our project management, or stage-gate, process now includes a discussion about product end-of-life in the early design stage. We regularly engage diverse groups of people for product reviews, and we host an annual innovation meeting to stretch our thinking about what is possible and what the future floorcovering category might look like. These cross-functional conversations with research and development, design, manufacturing, quality, finance, sales, environmental sustainability and business owners yield many interesting ideas to explore. Amtico even recognizes employee innovation with the Gino Fanti Award, established to honor Amtico’s product development manager of nearly 40 years.

One idea to emerge from these discussions that we quickly introduced was to eliminate price premium of our non-vinyl carpet backing, rEvolve II. Now customers have the option to specify non-vinyl backing, regardless of order size and for the same price as the traditional vinyl-backed carpet tile.

WE ALSO RECENTLY INTRODUCED SEVERAL NEW OR IMPROVED PRODUCTS AS A RESULT OF OUR CULTURE OF INNOVATION:

Integra® HP Broadloom carpet passes both the British Spill and Moisture Impact tests for moisture penetration on its designed visuals, allowing for higher performance without sacrificing aesthetics.



Integra® HP

Attune heterogeneous vinyl sheet flooring uses recycled rubber for superior ergonomic and acoustic benefits for the healthcare space that relies on this flooring. The floor is engineered to reduce joint pain and muscle fatigue for healthcare workers. It also reduces in-room sound for patients.



Attune

Proxy luxury tile is PVC-free and 100% free of ortho-phthalates, PFAS, halogens, plasticizers, chlorine, heavy metals and conflict minerals. It also earned the **Declare Red List Free** label.



Proxy

Amtico introduced Amtico Bio, our first bio-attributed luxury vinyl tile (LVT) flooring that is markedly less carbon intensive than a traditional LVT product.



Amtico Bio

Rethinking Already Popular Products

Our culture of innovation isn't limited to new products. We also are always on the lookout for new and better ways to optimize our existing products. One way we do so is through ongoing product dematerialization efforts to reduce raw material consumption. This approach, taking place across our portfolio, contributes to our carbon reduction. For example, we recently reduced the face material weight of our Boucle carpet by 54% without compromising performance and design requirements. We introduced similar face weight reductions of 23% to 54% with numerous collections.

Reduced the face material weight of our Boucle carpet by

54%

without compromising performance or design

Responsible Manufacturing for a Sustainable Society

One of the ways we responsibly manufacture our products is by conducting an annual chemical management inventory. This means we identify ways to eliminate chemicals of concern from our products. We are currently developing a list of restricted substances and a phased elimination schedule. This will be widely shared with customers who need to meet client and end-user expectations, as well as with suppliers on whose partnership we count. By being fully transparent about what is in our products, we are contributing to a more sustainable society and building trust with customers, partners and end-users. For example, Mannington products have been PFAS – or forever chemicals – free since 2017, which is increasingly important as these chemicals come under intense scrutiny and bans.

Certifications also help customers, clients and end users, but the great variety can be confusing. To provide clarity, we have long provided product-specific information through [health product declarations \(HPD\)](#) and [environmental product declarations \(EPD\)](#) on our website. We are taking steps to develop product EPDs at the specific SKU level, so that our customers have a clear understanding of the environmental impact of each of our products.

Additionally, we're working with and sponsoring [mindful MATERIALS](#), an organization dedicated to reducing and, ultimately, reversing the adverse environmental impact of the built environment through positive material choices. Leveraging the [Common Materials Framework \(CMF\)](#), the mindful Materials digital portal makes it easier for designers to quickly evaluate the environmental and health implications of a

product when making sourcing decisions, giving them full confidence in the products they are selecting for their designs. The CMF is the outcome of the most detailed cross-stakeholder industry effort to date to analyze and organize over 100 of the most common building product and material certifications and disclosures.

All our commercial and residential carpet products pass [Carpet and Rug Institute Green Label Plus](#) certification for low VOC (volatile organic compound) emissions. Additionally, all commercial and residential resilient products and accessories are [FloorScore](#) certified.

Mannington also is a member of the [Vinyl Sustainability Council \(VCS\)](#) and achieved VCS' +Vantage Vinyl® verification for continuous improvement efforts in resource efficiency, emissions, and health and safety related to the manufacturing of vinyl products. VCS members have committed to reporting regularly on their progress.



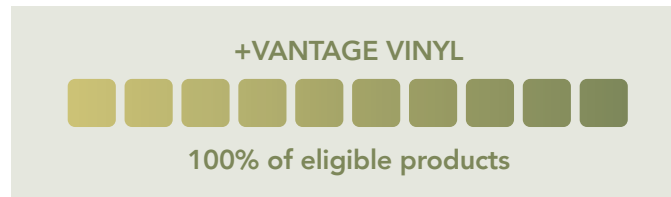
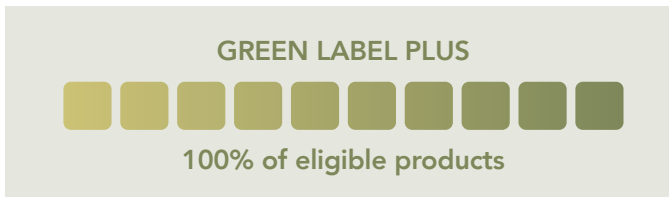
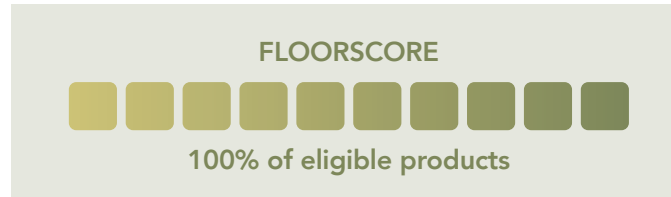
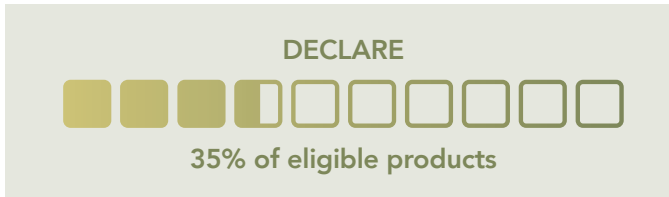
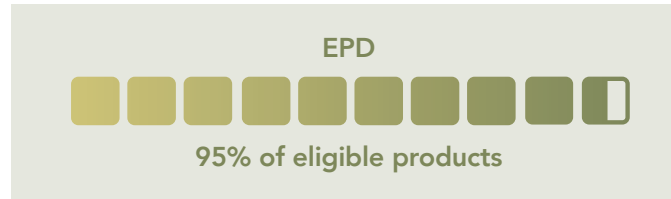
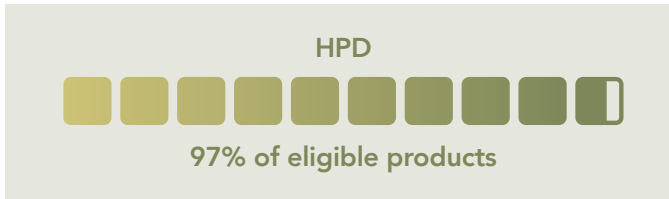
RESPONSIBLE MANUFACTURING FOR A SUSTAINABLE SOCIETY

On the commercial side, all products may contribute to multiple **LEED** (Leadership in Energy & Environmental Design) and **Green Globes** credits. We also participate in the **Declare**, **Green Label Plus** and **+Vantage Vinyl** verification programs.



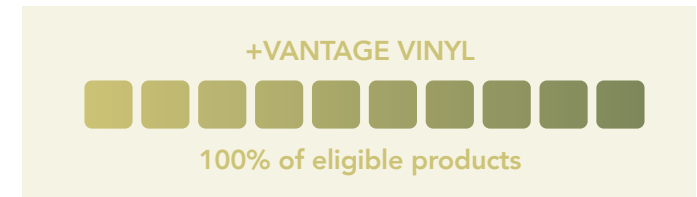
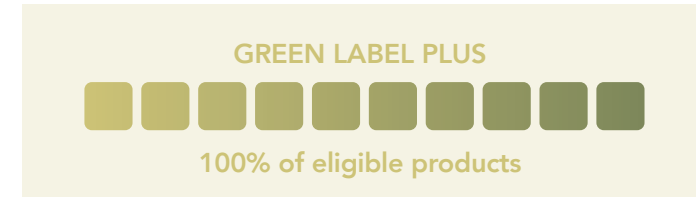
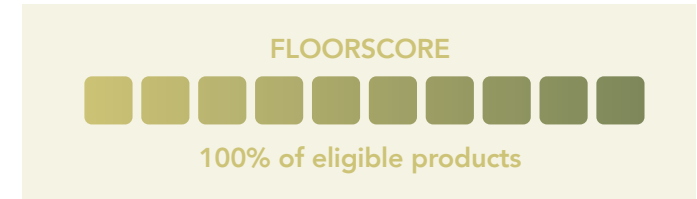
COMMERCIAL PORTFOLIO

Percentage of Commercial portfolio with:



RESIDENTIAL PORTFOLIO

Percentage of Residential portfolio with:



Forging Bridges to Ever-Better Flooring

Mannington engages with a wide variety of stakeholders to share information and address concerns along our sustainability journey. We participate in technical organizations that set industry standards like the:

[American National Standards Institute](#)

[ASTM International](#)

[Decorative Hardwoods Association](#)

[NSF](#)

We also benefit from our engagement with the:

[Carpet America Recovery Effort](#)

[Georgia Association of Manufacturers](#)

[Green Building Initiative](#)

[International Living Future Institute](#)

[Resilient Floor Covering Institute](#)

[Carpet and Rug Institute](#)

[U.S. Green Building Council](#)

[Vinyl Sustainability Council](#)

Many of these stakeholder organizations are referenced throughout this report. These ongoing conversations provide insights that inform our environmental and social responsibility work, and we look forward to continuing them.

Supporting Diverse Suppliers

Mannington believes that historically disadvantaged groups should be given the chance to experience increased economic opportunity and advancement. We continue to encourage supplier diversity by:

- Actively developing relationships with small businesses, as well as minority- and women-owned businesses.
- Identifying minority- and women-owned businesses that supply goods and services necessary for the manufacturing of our products.
- Including minority- and women-owned businesses among our sources for goods and services.
- Selecting suppliers that maintain Mannington's standards for goods and services.

Across our company, 10% of our vendors are small businesses and 3% self-identify as diverse suppliers.

10%

vendors that are small businesses

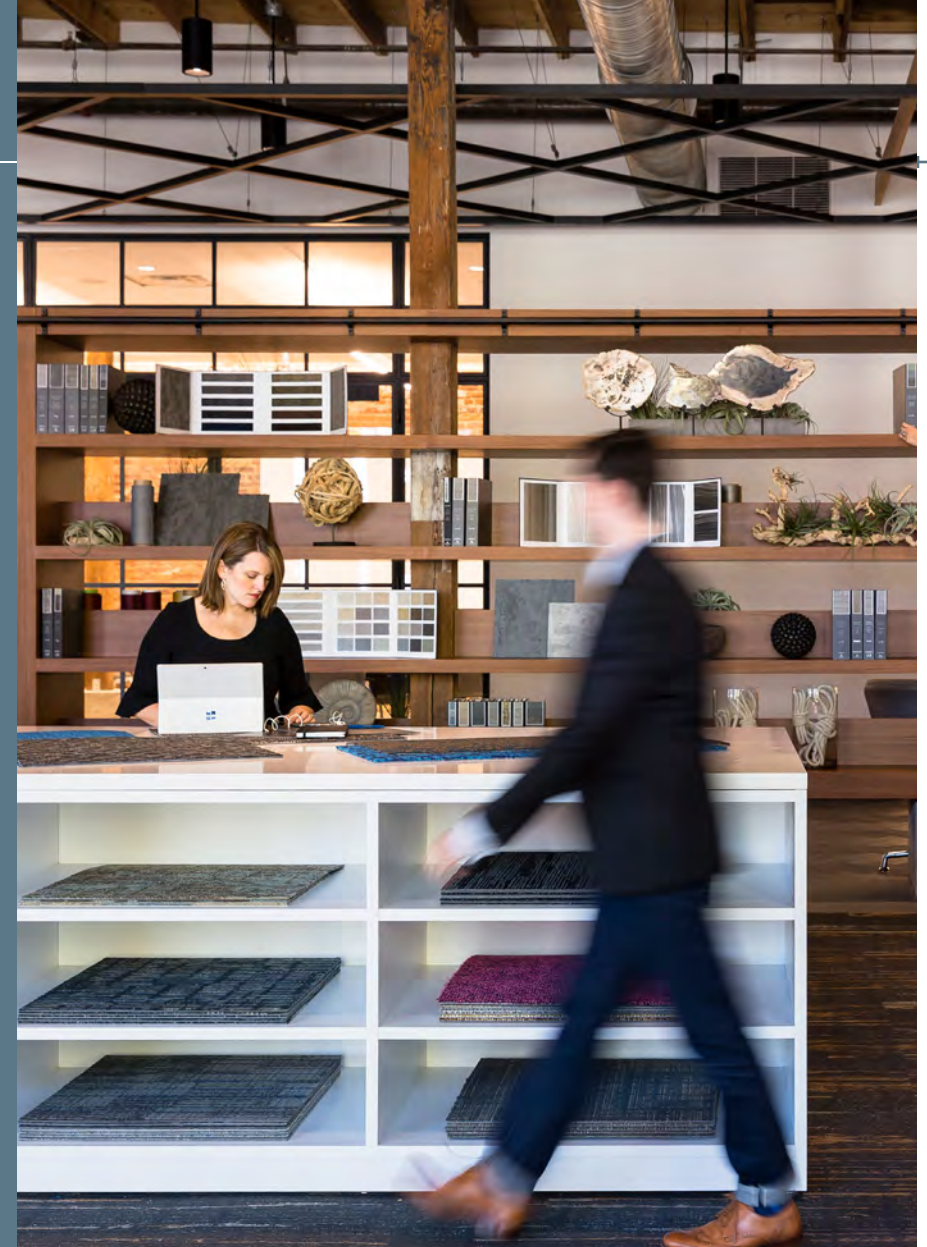
3%

vendors self-identify as diverse suppliers

AT MANNINGTON MILLS WE

WORK HARD/ PLAY HARD

Our associates work hard, and we appreciate all they do for Mannington. We also encourage them to build full lives outside of work, to care for themselves and their families, and to be actively engaged in our communities. Together with our associates, Mannington strives to make a difference in the communities we call home.





Mannington retiree Glenn Munyan (R) with Art Czajkowski, Air Force & Mike Reed, Navy.

Honoring Our Veterans

We believe that we can never do enough to honor the veterans who served our country and defended our freedom. That's why Mannington supports [Honor Flight of Southern New Jersey](#) to provide veterans with free trips to Washington, D.C. to visit memorials honoring their sacrifice and service. Mannington retiree Glenn Munyan has joined many of these trips as a "buddy" to the veterans. In 2023, he joined veterans Art Czajkowski who served in the Air Force, and Mike Reed, who served in the Navy.

Each trip begins with an Honor Guard ceremony and breakfast at Williamstown High School where students cheer the departing busses. In 2023, Mike and Glenn visited the Air Force, Marine Corp, Vietnam, Korea and World War II memorials. On the way home, there was a "mail call" with heartfelt letters from family, friends and students. Mannington has sponsored five Honor Flight trips to date.

“

“Many of our associates and members of their families have served in our nation’s military. Both of my parents served in World War II – my father was a Marine and my mother was with the Women Accepted for Volunteer Emergency Service (WAVES). Honor flight offers us a unique way to pay tribute to those who have given so selflessly to our country.”

Keith Campbell
Retired Chairman of the Board



”

Mannington Associates In Our Communities

Across Mannington, our associates make a difference in our communities. Here are just a few examples:

Chase Carscallen, Greg Stanford, Christin Koutavas, and Rachel McFry teamed up to raise scholarship funds for local high school students in the Gordon County Amazing Race. This action-packed annual competition, comprised of a series of social, physical and intellectual challenges, is sponsored by the [Gordon County, Georgia Chamber of Commerce](#) Young Professionals Committee. The Mannington team placed eight out of 18 teams.



Chase Carscallen,
Greg Stanford,
Christin Koutavas,
and Rachel McFry

Lupita Jimenez placed second in her division of the 30th annual [United Way of Gordon County](#) 5K Unity Run. This was the largest event in the race's history that is the largest fundraiser for area United Way agencies. Several Mannington associates were among the nearly 2,000 runners. Other Mannington associates were volunteers and Mannington also was an event sponsor.



Lupita Jimenez –
2nd place in
United Way of
Gordan County 5K

Associates in our Amtico U.K. business selected Birmingham Children's Hospital as their 2023 priority charity. Overall, colleagues donated over £20,000 through fundraising, matching funds and other donations.



Birmingham
Children's Hospital –
Birmingham, England

Great Things Happen with Mannington Floors

Mannington donated \$50,000 to the **Madison-Morgan County, Georgia Boys & Girls Club** for their new building capital campaign. We also donated Mannington Commercial luxury vinyl tile and carpet for the new space. As a result of this expansion, the Club will be able to increase capacity from 65 to over 200 young people. There will be separate areas for elementary school-age children and middle and high schoolers, plus game and activity rooms, an art room, kitchen, computer lab, mentor rooms and a music studio. Youth who regularly attend the Madison-Morgan County Boys & Girls Club have impressive outcomes, including a 100% graduation rate from high school with plans to enter college or the workforce.



**MADISON-MORGAN COUNTY
BOYS & GIRLS CLUB**



Bob Mackey, CEO, Boys & Girls Clubs of North Central Georgia; Whitney LeGate, Senior Vice President of Commercial Product; Sarah Swope, Director, Madison-Morgan County Club; Dave Voy, Mannington Mills Director of Operations; Ian Campbell, Mannington Mills Director of Sales Productivity and E-Commerce; and Dawn Simmons, Mannington Mills Human Resources Director.

Investing in Education

For 14 years, Mannington has been a corporate sponsor of scholarships via the National Merit Scholarship Corporation, awarding scholarships annually to children of Mannington associates. Recipients in 2023 were:



Shannon Salerni, daughter of Scott Salerni, Vice President and General Counsel. Shannon is one of only four National Merit Finalists recognized by Mannington, and attends the University of Alabama, with plans to major in international studies.



Brody Schneider, son of Rob Schneider, SAP Business Applications Manager. Brody attends Rowan University (NJ) and plans to study mechanical engineering.

Mannington associates in Salem, New Jersey, started and continue to fund the Stand on a Better World Scholarship to honor local high school graduates for their commitment to community service. One award is given annually to the child or grandchild of a Mannington associate and another to a Salem County student. The 2023 recipients were:



Nathan Rabenold, son of Steve Rabenold, Inlaid Department Manager, whose many years of volunteer work have been focused on causes helping children and animals.



Samantha Williams, from Bridgeton, NJ, who has replaced worn flags at a veteran's cemetery, assembled and delivered holiday care packages for the elderly and prepared lunches at the Salvation Army, among other efforts.

We are proud to recognize these outstanding young people and to help support their educational journey.



Mannington Commercial kicked off its Feeding America partnership at their 2024 meeting in Austin, Texas.

Furthering our Community Commitment

In early 2024, Mannington formed a new corporate partnership with **Feeding America**[®], with whom we share the vision of an America where no one is hungry. Mannington will support Feeding America’s work helping those facing hunger through the Working Together to Care for Our Communities campaign that includes financial contributions from associates, the Campbell family and the company’s Board of Directors. Mannington will match all donations at 50 cents on the dollar, and associates will have opportunities to volunteer at local food banks and pantries. Watch for more information in our 2024 Values in Action report.

“

“It’s clear that Mannington embodies a shared commitment to social responsibility and community engagement, particularly when it comes to neighbors facing hunger.”

Mark Jackson
Chief Development Officer,
Central Texas Food Bank
(member organization of Feeding America[®])



”

150 volunteers
provided
1,250 lbs
of food and assembled
1,500
bags

of healthy, ready-to-eat
snacks for the
Central Texas Food Bank



Thank You for Your Interest

We appreciate your interest in our environmental and social responsibility commitment and initiatives. For more information, visit our [website](#) or contact corporate.responsibility@mannington.com.

Mannington Mills, Inc.
Manningtonmills.com