



CORPORATE RESPONSIBILITY REPORT



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CORPORATE RESPONSIBILITY

Corporate responsibility is an integral part of the business philosophy and strategy for Mountville and its subsidiaries. We are fully committed to the highest ethical and environmental business practices along with regulatory compliance. Our corporate values are the driving force behind our business. We are committed to doing the right thing, doing what is best for our customers, and driving innovations and improvements.

MISSION AND VALUES

MISSION STATEMENT

Our mission at Mountville is to be the preferred global supplier of flooring products and the preferred domestic manufacturer of specialty rubber compounds, while providing our customers with the highest level of professionalism and satisfaction. We are dedicated to innovation and meeting the evolving needs of our customers. We will earn and maintain the trust of our customers, suppliers, and employees through honest and ethical conduct.

CORE VALUES

- Do the right thing.
- Do what is best for the customer.
- Drive improvements and innovations.





STRATEGIC OBJECTIVES

FINANCIAL

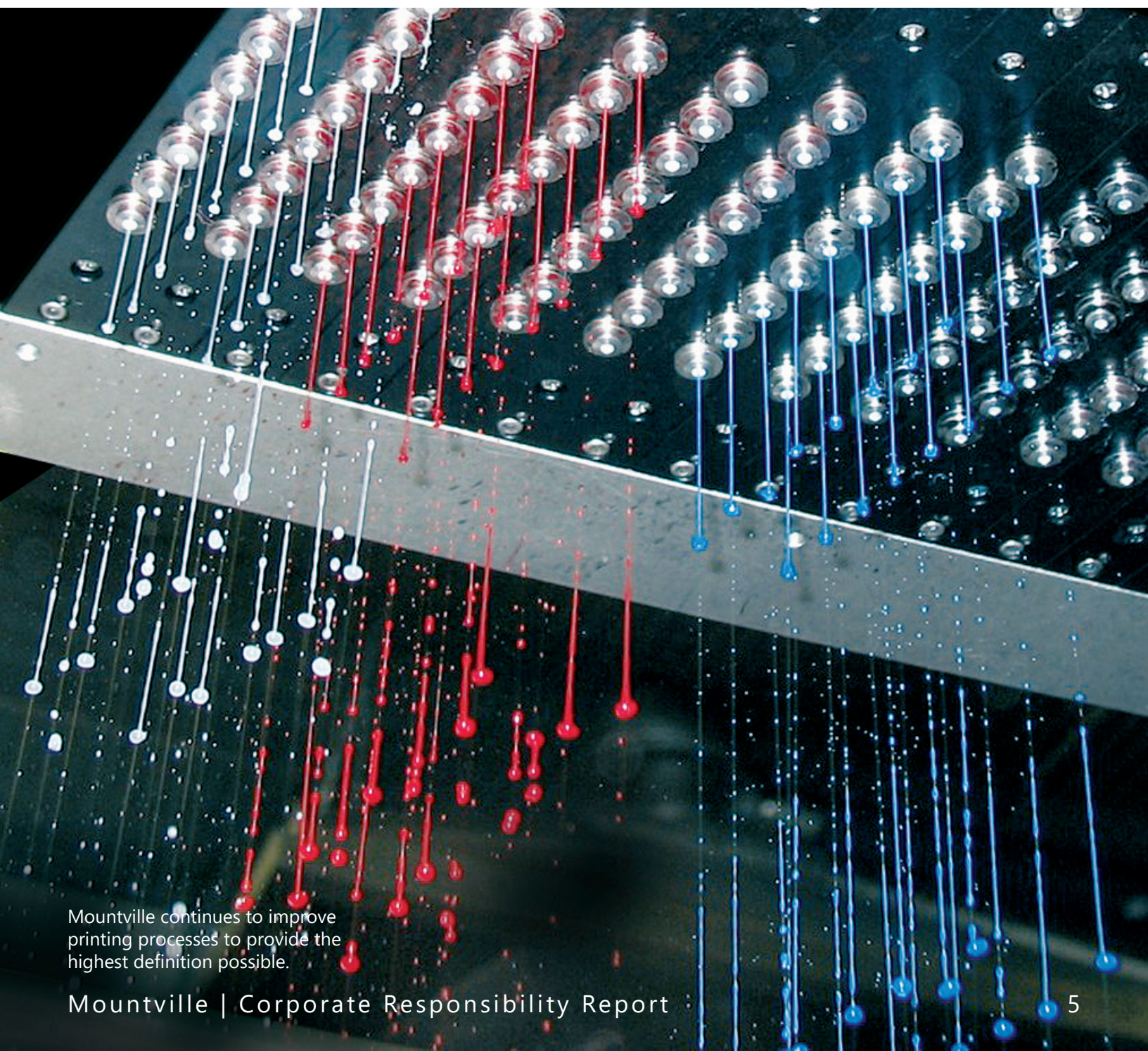
- Sustainable and consistent organic growth
- Maximizing return on capital investments
- Maintaining a strong and conservative financial position
- Improving operational efficiency
- Strategic acquisitions

NON-FINANCIAL

- We have a moral obligation to keep our employees safe
- Hire, train, and develop a diverse range of talent within our business
- Environmental stewardship
- Leadership in technological innovation
- Provide the highest level of professionalism and satisfaction

DRIVE INNOVATIONS & IMPROVEMENTS

One of our core values is to drive innovations and improvements. Mountville has a long history of reinvesting in our people, processes, and technological innovations. We have a 20-year history of training and developing future leaders through our Management Trainee program. For more than 40 years we have invested in an employee profit-sharing and investment plan. We are committed to process improvement to reduce waste and off-quality, while providing the fastest shipping times in the industry. We make significant capital investments in machinery and technology in our manufacturing facilities each year. We are fully dedicated to creating a long-term and sustainable culture that will provide our customers with new innovations, quality products, and the highest levels of satisfaction.



Mountville continues to improve printing processes to provide the highest definition possible.

CORPORATE RESPONSIBILITY

FOCUS AREA: CUSTOMERS

With “do what is best for the customer” as one of our core values, it is no secret that we are a customer-centric business. We understand that the only way for us to be successful is for our customers to be successful. We are continually striving for new ways to exceed our customers’ expectations.

COMMUNICATION

We believe communication is the first building block to any successful relationship. In a world where technology abounds, we strive to use technology to make it easier to reach a live person, not more difficult. When you contact Mountville or any of its subsidiaries, you can easily reach a live person rather than being caught in an endless loop of automations. As the desire for non-audio communication channels has increased in recent years, many of our divisions have added other channels for on-demand communication, like online chatting. But unlike many companies, our chats are monitored by live employees, not by bots generating canned responses from a script.

CUSTOMER SATISFACTION

We stand behind our products. We promise our customers an unconditional, 100% satisfaction guarantee for the life of the product. If a product does not perform as intended or designed, we offer a replacement or refund.

INNOVATIONS

With today’s ever-changing technological advancements, it is important to continually innovate to provide quality products and make the customer experience as smooth as possible. We continue to make significant investments in product development to provide the best-performing mats on the market and the next generation of high-performance floor coverings. We also understand and value the ease of a customer’s experience with us. We continue to implement self-service tools like the online quoting tool and artwork tool that allow customers to generate quotes and mat artwork with a few simple clicks, at a time that is convenient for them. We understand that there will always be customers who prefer the personal touch of back-and-forth communication to self-service automated tools. That is why these tools are offered in addition to the more traditional channels of email and phone calls, not as a replacement of those channels.

Customers are invited to tour M+A’s manufacturing facilities.



CORPORATE RESPONSIBILITY

FOCUS AREA: EMPLOYEES

Mountville has more than 1,000 employees and they are the backbone of the entire organization. We have a very diverse and skilled workforce that is committed to our corporate culture and company values. All of our employees must have an appropriate understanding and passion for providing our customers with top-level products and service. In order for us to build a sustainable workforce, we strive to create an environment where employees want to work and where employees are given opportunities across several departments to ensure that they find the work area that best suits their passion and skill set. We aim to provide people with a role and work environment that is safe, enjoyable, and growth oriented.

HEALTH AND SAFETY

We have a moral obligation to provide our employees a safe and healthy working environment. Safety is our highest priority and our greatest responsibility. We take safety in the workplace seriously and we take pride in making sure that no one's health or well-being is in jeopardy regardless of the department or work area. We work with external safety consultants and have safety audits in each department on a frequent basis.

EQUAL OPPORTUNITIES

Mountville fully supports and is committed to the diversity of our workforce. We provide equal opportunities to all qualified employees and applicants. We do not unlawfully discriminate on any basis, including but not limited to, race, color, sex, sexual orientation, religion, national origin, marital status, age, disability, or veteran status, in any personnel practice, including recruitment, hiring, training, promotion, and discipline.

RECRUITING AND HIRING

Mountville employees will be the leaders of our future. We maintain a disciplined and well-structured recruiting process for all positions in our company. We follow strict hiring guidelines with the goal of recruiting the best and most qualified people to join our company and serve our customers. As a result, we have some of the most tenured employees in the industry.



CORPORATE RESPONSIBILITY

FOCUS AREA: SUPPLIERS

A commitment to long-term sustainable relationships is not limited to our customers, but relates directly to our suppliers as well. Each of our vendors is held to the same standard we hold ourselves to, ensuring that people and processes are directly in line with our own expectations.

We audit all our suppliers in order to evaluate their compliance in each of these key areas:

- Certified quality system
- Internal audit processes
- Certified environmental management system
- Compliance with local environmental regulations
- OSHA compliance

Mountville is responsible for sourcing goods, services, and utilities in a matter that achieves value for our customers, the organization, and the environment. We are committed to having a positive impact on our society and the economy, while minimizing our environmental impact. We are committed to improving our environmental performance as an integral and fundamental part of our business strategy and operating methods.





Raw materials warehouse located at our rubber manufacturing facility in LaGrange, GA.

The following are key components of our sustainable procurement policy – social impact, environmental impact, economic impact – and they are reviewed for all Mountville suppliers.

What is the supplier’s social impact? Are they:

- Responsible global citizens
- Prioritizing safety and health at work
- A diverse employer
- Practicing ethical trade

What is the supplier’s environmental impact? Do they:

- Recycle waste into new products when possible
- Develop new products with a high level of recycled content and recyclability
- Optimize manufacturing processes to minimize resource consumption
- Offer a fully recyclable product to minimize fossil fuels
- Comply with REACH and Oeko-Tex

What is the supplier’s economic impact? Are they:

- Focused on continual innovation
- Responsible financial managers
- Viewing business in the long term

What are the supplier’s best practices on the following?

- Toxins in products. Are they REACH compliant where applicable?
- Data collection and reporting. Can they report on the environmental attributes of their products, and are they willing to compile data regarding product attributes?
- Education. Are they willing to educate customers regarding the environmental impact on their business and their products?
- Collaboration. Are they willing to collaborate to develop products with improved recyclability and environmental profiles?
- Internal review. Are they willing to submit to ongoing reviews of internal processes?

CORPORATE RESPONSIBILITY

FOCUS AREA: OUR INDUSTRY

At Mountville, we strive to be an integral part of the floor coverings and rubber industries and their involvement with government regulations and standards.



TEXTILE RENTAL SERVICES ASSOCIATION

M+A Matting has been a member of TRSA since 1980. Members of our team have held positions on several different TRSA committees and Board Chairman David Hart has served on the TRSA Board of Directors.



NATIONAL FLOOR SAFETY INSTITUTE

In an effort to continually provide our industry with products that maximize the safety of all individuals, we have received NFSI certification on more than 85% of our product line. In addition, members of our sales staff have become Certified Walkway Auditors to help educate customers on the importance of traction for all floor surfaces and areas of foot traffic.



AMERICAN NATIONAL STANDARDS INSTITUTE

In conjunction with our efforts to work with NFSI, we have been able to aid and support the development of ANSI standard B101.6 'Safety Requirements for Slip, Trip and Fall Prevention.' With this standard, the matting industry has better measurements and guidelines to share with customers in order to boost the overall awareness of floor safety in facilities.



ISO 9001 CERTIFICATION

Mountville Rubber Company is an ISO 9001 certified company to ensure our processes meet the quality and consistency that is demanded by internally and by our industry.



AMERICANS WITH DISABILITIES ACT

Along with the many other standards and certifications, we take pride in our compliance with the ADA and ensuring that all of our products maintain the integrity and do not interfere with any existing accessible options for those with disabilities.

CORPORATE RESPONSIBILITY

FOCUS AREA: INNOVATION


Innovation is one of the key components of our past and future success. Whether its the ever-changing demands of end users, the rapidly evolving technological advancements of equipment and software, or simply adjustments to the costs of raw materials, we work tirelessly to accommodate to each of these areas so our customers are given the most competitive product on the market.

RESEARCH AND DEVELOPMENT

With such an emphasis on innovation, Mountville has a specific division dedicated to the research and development of new products, raw materials, and processes.

QUALITY CONTROL LABS

Mountville maintains three quality control labs to ensure our raw materials and finished products meet the requirements set in place. Each manufacturing facility has an extensive quality control process that tests incoming raw materials and finished goods.



Lab technician analyzes a rubber sample in our onsite quality control lab.

ENVIRONMENTAL POLICY

Mountville and its subsidiaries are committed to reducing our environmental impact and continually improving our environmental performance as an integral and fundamental part of our business strategy and operating methods.

OUR POLICY IS TO:

- Wholly support and comply with or exceed the requirements of current environmental legislation.
- Minimize our waste and then reuse or recycle as much of it as possible.
- Minimize energy and water usage in our buildings and processes in order to conserve supplies and minimize our consumption of natural resources.
- Apply the principles of continuous improvement in respect of air, water, noise, and light pollution from our premises and reduce any impacts from our operations on the environment and local community.
- Purchase products and services that do the least damage to the environment and encourage others to do the same.
- Assess the environmental impact of any new processes or products we intend to introduce in advance.
- Ensure that all employees understand our environmental policy and conform to the high standards it requires.
- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all concerned.
- Update our Environmental Policy annually in consultation with staff, associates and customers.

We are dedicated to environmental stewardship and strive to create a culture of conservation as a manufacturer and global supplier. We have funded and will continue to fund the research and development (R&D) of matting designed to keep facilities safe, clean, and comfortable.

As a leading manufacturer of matting, Mountville's M+A Matting has established R&D priorities intended to create sustainable products made from recycled materials whenever possible, and continually evaluates operational procedures looking for opportunities to implement practices that conserve resources and minimize waste.



CONSERVATION THROUGH INNOVATION

- Our SBR rubber compound contains 20% recycled rubber from car tires.
- Several of our mats are made with PET (polyethylene terephthalate), a synthetic fiber made from post-consumer recycled plastic bottles.
 - Our 23-ounce ColorStar PET yarn contains 100% recycled content
 - Our 24-ounce WaterHog® PET fiber contains 97-100% recycled content as does our 30-ounce WaterHog Eco PET fiber
 - Our 44-ounce Berber Impressions carpet contains 85% recycled content
- In 2022, the North American division of M+A Matting transformed more than 69 million plastic bottles that might have otherwise ended up in a landfill or ocean into ColorStar, WaterHog, WaterHog Eco, and Berber Impressions mats.
- We recently transitioned from separating stocked sheets of rubber with plastic (to prevent adhesion) to using a unique dip process that eliminated the need for a plastic barrier between each sheet of rubber. As rubber is calendared, it's dipped in a solution that coats it with an inert powder and prevents the layers of rubber from sticking to one another when stacked/stored. This dip process has allowed us to eliminate the use of more than 500,000 pounds of plastic per year!



REUSE • REDUCE • RECYCLE

- We recycle nearly 1 million pounds of yarn and other synthetic materials, and approximately 200,000 pounds of paper and cardboard each year.
- Mountville Rubber Company recycles approximately 1.6 million pounds of rubber annually.

MAT RECYCLING PROGRAM

Mountville subsidiaries are pleased to offer customers the ability to recycle all obsolete or worn-out rubber and rubber-backed mats via our mat recycling program. We certify that none of the mats returned will be sent to a landfill. The obsolete mats are ground up and converted for use as boiler fuel.



OUR FUTURE FOCUS

Mountville and its subsidiaries are committed to increasing our focus on environmental sustainability. We have calculated emissions for two sites and plan to add two more. Our goal is to reduce CO2 emissions at two plants by 2,000 tons before the end of 2024. To achieve this goal, we are moving toward adopting fully-recycled yarn for all carpet products and fully-recycled rubber for key products. We are increasing our usage of renewable energy, partnering with a vendor to manage end-of-life treatment, and implementing an environmental management system.

CODE OF BUSINESS CONDUCT

Mountville and its subsidiaries, directors, officers, and employees have committed to conduct business in accordance with the highest ethical standards. It is essential that we conduct ourselves with integrity and in full compliance with the laws and regulations that govern our business activities.

All references to "Mountville" or the "Company" include Mountville Mills and all subsidiaries unless otherwise specified. All references to directors, officers and employees include directors, officers, and employees of Mountville Mills, and its subsidiaries and divisions. Failure to read and/or acknowledge this Code does not exempt a director, officer or employee from his or her responsibility to comply with this Code, applicable laws, regulations and all Mountville policies and guidelines that are related to his or her job and/or duties.

This Code reflects Mountville's commitment to ethical business practices and regulatory compliance. It summarizes the principles and policies that guide our business activities. This Code is not meant to replace our detailed policies; it enhances our current policies and is a statement of our principles in a number of important areas. This Code is not intended to cover every applicable law or provide answers to all questions that might arise. Rather, it provides some guidelines for meeting ethical and legal obligations.

RESOLUTION PROCESS

In most situations, our values and integrity will guide us to the right decision. However, we must always keep in mind how our actions affect the credibility of our organization as a whole, and for this reason, our business ethics must reflect the values and standards of conduct outlined in this Code.

Ethics are not always black and white issues. Sometimes they are obvious. For example, stealing and cheating are obvious violations. But other issues are not so obvious and require additional judgment. Whenever you are confronted with an issue or business decision that is not as clear cut, ask yourself these questions for guidance:

- Will this action endanger anyone's life, health, or safety?
- Is it illegal?
- Will I be violating either a law or a company policy?
- Is it honest in every respect?
- How will my actions make me feel about myself? Will it make me proud or ashamed?
- How will I feel if my actions were disclosed to the media?
- How will I feel if my family knows about it?

If you are still not sure how to proceed after considering these questions or wish to report questionable behavior and/or a possible violation, you should promptly:

- Try to resolve the concern through the standard management channels or your human resource representative.
- If resolution through standard management channels is not appropriate or you have already taken these steps and the issue was not adequately resolved, you may use the anonymous employee Hot Line at 866-458-7188. This Hot Line is totally anonymous and is totally independent from Mountville, being administered by a company called The Network. Their dedicated, toll-free phone line is available to you 24 hours a day, 7 days a week, 365 days a year, and is staffed with trained multi-lingual professionals to take your calls, in confidence, and report your concerns to the appropriate Mountville manager for appropriate action.

No Retaliation

Mountville will handle all inquiries discreetly and make every effort to maintain, within the limits allowed by the law, the confidentiality of anyone requesting guidance or reporting questionable behavior and/or a possible violation. It is Company policy to ensure that no retaliation occurs as a result of any employee raising a business conduct or ethical issue or reporting a perceived violation of Company policy or the law.

Standards of Business Conduct & Social Responsibility

We are committed to interacting with our customers, employees, competitors, coworkers, shareholders, vendors, government and regulatory agencies, and the communities in which we operate in a respectful, ethical manner and in full compliance with all regulatory requirements.

Compliance with Laws, Rules and Regulations.

We strictly obey the laws and regulations that govern our businesses. We are responsible for understanding these laws and regulations as they apply to our jobs and for preventing, detecting, and reporting instances of non-compliance.

Employment Practices and Expectations.

Mountville treats all of its employees with dignity and respect. We provide pay and benefits competitive within our industry and the labor markets in which we operate and consistent with individual performance. A diverse workforce is essential to our business success. All employees are expected to respect and value the contributions that people of different characteristics, experiences and backgrounds offer. Mountville supports the diversity of its workforce and is committed to providing equal employment opportunity to all qualified employees and applicants. We do not unlawfully discriminate on any basis, including, but not limited to, race, color, sex, sexual orientation, religion, national origin, marital status, age, disability or veteran status, in any personnel practice, including recruitment, hiring, training, promotion, and discipline.

Mountville does not tolerate harassment in any form, including, but not limited to, sexual harassment, verbal abuse, intimidating behavior, threats or assault. We take allegations of harassment and unlawful discrimination seriously and address all such concerns that are raised regarding this policy.

Mountville does not use any form of forced labor nor does the company employ any workers who do not meet the minimum legal age requirement. All employees are offered the appropriate employment leave and holidays required by law, or that meet the industry standard.

Safety, Health and Environment.

A safe and clean work environment is important to the well-being of all employees. Mountville endeavors to comply with applicable safety and health regulations and appropriate practices and to comply with all environmental laws, regulations and policies in order to be a responsible steward of natural resources.

Workplace Violence.

Mountville does not tolerate threats, intimidation, aggressive behavior, physical harm, or other violence of any kind. If you believe that your safety, or that of any other employee, is in jeopardy, contact your supervisor, manager or HR representative immediately. You may not have weapons, licensed with a government permit or not, of any kind on company property.

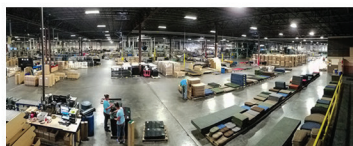
Drugs and Alcohol.

Mountville maintains a work environment free of drugs and alcohol. The use of drugs, including tobacco, and alcohol on the job can endanger your life as well as the life of others. The use, transfer, sale or possession of illegal drugs, alcohol or other controlled substances is prohibited. Tobacco, in any form, is prohibited on company property, including parking areas. Violation of this policy will result in disciplinary action up to, and including, termination.

Summary

Mountville is committed to high standards of ethics on issues of business conduct, business ethics and social responsibility. Mountville and its subsidiaries seek to conduct business in an ethical and moral manner in all countries in which we have the privilege to work.

MANUFACTURING LOCATIONS



PLANT 1 - MAT MANUFACTURING FACILITY

LaGrange, Georgia, USA
250,000 square feet



PLANT 2 - MAT MANUFACTURING FACILITY

LaGrange, Georgia, USA
185,000 square feet



PLANT 3 - RUBBER MANUFACTURING FACILITY

LaGrange, Georgia, USA
32,000 square feet



PLANT 4 - RUBBER MANUFACTURING FACILITY

LaGrange, Georgia, USA
84,000 square feet



PLANT 5 - MAT MANUFACTURING FACILITY

Dalton, Georgia, USA
175,000 square feet



PLANT 6 - MAT MANUFACTURING FACILITY

Ronse, Belgium
66,000 square feet



PLANT 7 - BAR MAT & DYE SUBLIMATION FACILITY

Caerphilly, United Kingdom
25,000 square feet



PLANT 8 - MAT MANUFACTURING FACILITY

Fleurus, Belgium
40,000 square feet



PLANT 9 - RUBBER & MAT MANUFACTURING FACILITY

Middleton, United Kingdom
160,000 square feet



M+A CANADA - DISTRIBUTION CENTER

Toronto, Ontario, Canada
10,240 square feet