



2016 SUSTAINABILITY REPORT

# APPENDIX and GRI INDEX



# APPENDIX

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## Stakeholder Engagement

Stakeholders play an important role in the ongoing evolution and execution of our sustainability strategy. Our stakeholders are people, groups, organizations or systems that affect or can be affected by our Company. They include communities, suppliers, governments, the media, non-governmental organizations (NGOs) and reporting agencies. As our sustainability strategy

continues to evolve, we communicate regularly with these groups to listen and further understand their needs and expectations. This feedback, in turn, helps us to develop our own strategies, policies and processes. The following table summarizes the means by which we engage with our primary stakeholder groups on an ongoing basis:

STAKEHOLDER GROUP	PRIMARY COMMUNICATION CHANNELS
Primary Customers	Dedicated sales force by category and distribution channel; product literature; training programs; “voice of the customer” surveys; social media
Shareholders	Quarterly SEC filings; quarterly earnings conference calls with senior management; one-on-one meetings; annual meeting; annual report
Employees	Intranet system; social media; “cascading” management briefings
Product Advocacy NGOs	Targeted outreach product literature; social media; consumer and trade industry affiliations

## Reporting

We are pleased to present Mohawk Industries’ eighth annual Corporate Responsibility & Sustainability Report. We have prepared this report using the Global Reporting Initiative (GRI) G4 guidelines and are reporting in accordance with the Core option. Much as we do our financial reporting process, Mohawk Industries engages a third party to audit and verify the content of publicly issued reports and this process is underway currently.

The reporting period for this year’s report is the 2016 calendar year, which is also our fiscal year. Content is limited to the products and operations of Mohawk Industries and its wholly owned subsidiaries. During the reporting period, we opened one new plant in Mexico.

For the 2016 reporting cycle, we have changed the editorial format of our report to better meet the needs of our key stakeholders. An executive summary of the report is presented in an interactive format online, while the balance of content is discussed in a separate Appendix, which can be found in a downloadable PDF format.

Our process for defining content for this report is informed by the results of a materiality assessment process and is closely aligned with our sustainability vision and strategic approach that encompasses process, products and people. In evaluating content, we sought to include data and metrics that were measurable, accurate and verifiable, primarily through invoice records and systems data.

## Materiality

We perform a materiality assessment periodically to identify those issues that are most important to our stakeholders in order to guide our strategy and reporting. The most recent assessment was conducted in 2016.

This engagement exercise consisted of two parts — an online survey, followed by interviews with a representative from major stakeholder groups. We distributed the survey primarily to employees and customers, who were asked to rate the relative importance of a range of business and sustainability topics related to the flooring industry. As a second source of input, we conducted in-depth interviews with individuals, each representing a stakeholder group: employees, industry association, investors, issue-based non-governmental organizations, suppliers, community leaders, retail customers, commercial customers and consumers.

Among stakeholder insights were:

- Mohawk is considered a sustainability leader in the marketplace and is perceived as a company that incorporates sustainability as part of its day-to-day business execution.
- Sustainability leadership opportunities include responsible material inputs in product design; managing resource constraint risks, such as water scarcity; enhancing the communication of sustainability benefits in our product marketing.
- Potential shortages in the skilled workforce due to technical training gaps; utilizing sustainability initiatives as an employee engagement tool and consumer interest in healthy living and working environments are among the industry issues that stakeholders raised.

## Material Issues

The results of the stakeholder survey prioritized key material issues, which were further validated by the series of stakeholder interviews and reviewed by members of Mohawk’s senior management team.

ISSUE	DESCRIPTION OF ISSUES	DISCUSSION LOCATION WITHIN THE REPORT
Climate Change	Greenhouse gas emissions	Better Planet Global Growth Appendix – Operations/Energy & Emissions
Community Relations	Strategic philanthropy Local economic impact	Greater Good Appendix – People/Community
Corporate Transparency & Accountability	Management accountability for sustainability performance Government & ethics	CSO Q&A UN SDGs Appendix – Company/Governance
Economic Performance	Direct economic value generated and distributed Indirect economic value generated	CEO Message Appendix – People/Community
Employee Health & Safety	Healthcare costs Employee wellness Occupational safety	Workplace Wellness Appendix – People/Safety
Employee Relations	Labor relations/collective bargaining Skilled workforce – recruitment and training	Appendix – People/Employee Relations
Energy	Alternative energy use Energy use in manufacturing Transportation – fleet fuel efficiency/route optimization	Better Planet Global Growth Appendix – Operations/Energy & Emissions
International Expansion	Corruption Human rights standards <b>Data collection reliability/sustainability reporting</b> <b>Environmental standards/regulations</b> <b>Trade agreements</b>	<b>CEO Message</b> <b>Global Growth</b>
Material Inputs	Recycled feedstocks – post- & pre-consumer Local/regional sourcing Petroleum-based materials Chemicals of concern	CEO Message Sustainable Products Healthy Spaces Circular Economy Appendix – Product Stewardship
Product Design	Product use End of life	CEO Message Sustainable Products Healthy Spaces Circular Economy <b>Appendix – Product Stewardship</b>
<b>Product Quality &amp; Safety</b>	<b>Indoor air quality – customer health</b> <b>Product compliance – recalls</b> <b>Labeling/certifications</b>	<b>Sustainable Products</b> <b>Healthy Spaces</b> Appendix – Product Stewardship – Certifications
Supplier Sustainability	Raw material extraction/harvesting – deforestation Supply chain visibility – chain of custody Conflict minerals Materials verification Human rights/labor practices Environmental standards/regulations	Appendix – Company/Supply Chain
Waste & Recycling	Packaging Marketing waste – samples/digital tools Manufacturing waste	Better Planet Appendix – Operations/Waste

## Affiliations

Mohawk participates in and is affiliated with numerous industry trade organizations:

- American Institute of Architects
- American Society of Interior Designers
- American Society of Landscape Architects
- Assisted Living Federation of America
- Association of Luxury Suite Directors
- Association of Pool & Spa Professionals
- Association of Postconsumer Plastic Recyclers
- Bureau of Normalization
- Carpet America Recovery Effort
- Carpet and Rug Institute
- Ceramic Tile Institute of America
- Council of Educational Facility Planners International
- European Producers of Laminate Flooring
- Fedustria (Federation of the Textile, Wood and Furniture Industries)
- Forest Stewardship Council
- Green Building Certification Institute
- Institut Bauen und Umwelt (Institute for Construction and Environment)
- International Facility Management Association
- International Interior Design Association
- International Masonry Institute
- Manufactured Housing Institute
- Marble Institute of America
- Marketing Leadership Council
- Mason Contractors Association of America
- National Association for PET Container Resources
- National Association of Floor Covering Distributors
- National Association of the Remodeling Industry
- National Council of the Housing Industry
- National Kitchen & Bath Association
- National Spa & Pool Institute
- National Wood Flooring Association
- North American Laminate Flooring Association
- Programme for the Endorsement of Forest Certification Schemes
- Southeast Recycling Development Council
- Technisch Centrum van der Houtnijverheid (Technical Center of Wood Technology)
- Tile Council of North America
- U.S. Green Building Council
- World Floor Covering Association

## Governance

We make the following materials available to the public on our website at [www.mohawkind.com](http://www.mohawkind.com):

- Board of Directors and Executive Officer listing
- Board committee charters
- Contact information for Board members
- Corporate governance guidelines
- Privacy policy
- Related person transaction policy
- Standards of conduct and business ethics

In addition, our 10-K and Proxy filings with the Securities and Exchange Commission are accessible through the Investor Information section of the corporate website.

## Risk Management

We identify and address risks and opportunities faced by our business through a multi-tiered approach. Our Board of Directors and its committees assess risk

and oversee risk mitigation on an enterprisewide basis across a variety of functional areas. Corporate administrative and business leaders in each of our segments support these efforts. Our finance personnel assess risk in areas such as treasury, insurance, public reporting and audit, while our legal department personnel evaluate and advise on legal risk mitigation. Operating units are responsible for risk management within their respective businesses, with oversight from our corporate administrative and executive teams.

## Executive Compensation

Senior management and executives are compensated for performance on key indicators that include social and environmental metrics. Our Board of Directors is not compensated on these performance indicators. The Board appraises its own performance through self-assessment and committee evaluation. More information about executive and Board compensation is available in our 2017 Proxy filing.

## Ethics

Honesty, integrity and transparency are critical to sustaining any organization. All of our employees, officers and directors are expected to adhere to our Code of Conduct, which demands integrity and a high standard of ethics. We continue to re-examine our ethics policies and procedures to ensure that we are managing the demands of global expansion.

Unethical behavior, including any type of corruption, is not tolerated within the organization. We also have policies in place throughout our global operations to deter anti-competitive behavior. As our Standards of Conduct and Ethics state succinctly, “Mohawk is committed to doing what is right and deterring wrongdoing.”

Currently, all of our business units are analyzed for corruption risks, and our audit team regularly reviews accounting records for evidence of corruption. We have determined that most salaried or white collar employees and agents of the corporation are at risk for

encountering circumstances that require sound ethical judgment. This group represents roughly 24 percent of our global workforce.

Corruption training is done at least once every two years across the Company. Employees are trained, based on the nature of their job responsibilities, to understand the potential for corruption to occur. We utilize web-based anti-corruption training delivered in the local languages of salaried employees worldwide in order to help them better understand corruption policies and procedures. In addition, these individuals complete an ethics/corruption survey as part of their annual review. Our business presidents send communications highlighting specific corruption risks and the importance of ethical business practices to employees not scheduled for training in a given year. In 2016, all of our at-risk employees were trained on the Company’s corruption policies through one of these two methods. Our salaried and white collar employees and agents are considered “at-risk” employees.

We do not lobby directly on behalf of our own business operations, nor does the Company make financial contributions to political candidates. On occasion, Mohawk does participate in industry lobbying and public policy development efforts. Mohawk employees may make individual contributions to political candidates.

Our Standards of Conduct and Business Ethics, which outlines the standards of ethical behavior Mohawk expects of its employees and leadership, is available to the public on our website at [www.mohawkind.com](http://www.mohawkind.com).

## Supply Chain

Our approach to product stewardship includes being mindful of the environmental impact associated with the raw material inputs used in our products and the supply chain required to produce them. A description of these inputs by business segment is included in our 2016 10-K SEC filing on page 7.

We expect our commitments to environmental sustainability, operational excellence, ethical conduct and respect for individual rights to be shared by all of our suppliers. To this end, we maintain a Supplier Code of Conduct to ensure that materials incorporated into Mohawk products comply with laws and requirements, including our own principles of social responsibility.

The Code, which we have enhanced as we have expanded globally, clearly outlines our expectations, consistent with International Labour Organization standards, with regard to the prohibition of child labor, forced compulsory labor, the maintenance of workplaces free of coercion and harassment, the responsibility to provide employees with a safe and healthy workplace, and respect for the rights of employees to organize and bargain collectively. The Code also communicates that suppliers are expected to meet requirements applicable to human trafficking and slavery that are in accordance with the California Transparency in Supply Chains Act of 2010 (SB 657).

Adherence to applicable laws, regulations and standards is a condition for doing business with Mohawk, and compliance extends to suppliers' subcontractors. The Mohawk Supplier Code of Conduct is implemented for Mohawk worldwide. All new suppliers must agree to this Code of Conduct

in order to embark upon a business relationship with Mohawk. We conduct assessments of select new and existing suppliers to verify compliance with the Code. These include supplier questionnaires, management meetings and facility audits, which may be attended by Mohawk staff or third parties. We do not currently retain a third-party verifier, but reserve the right to retain one, and require suppliers to agree to third-party verification.

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

### Conflict Minerals

Mohawk recognizes conflict minerals as an important supply chain issue. We have developed a strong position on our use of all minerals, along with a materials verification process that is applied to our global suppliers. These minerals constitute a very small part of our supply chain needs. To the extent that these minerals are used in our products, however, we have confirmed with our suppliers that none of these have been sourced from the Democratic Republic of Congo or an adjoining country. We will continue to monitor our use of these minerals to ensure, as accurately as possible, that they do not originate from this region.

## Workforce Profile

We realize the value of having a workforce that reflects the diverse marketplaces we serve and the global nature of our operations. Hence, we foster a culture of acceptance and fairness. We view diversity and inclusion as more than demographic metrics. Our workforce encompasses a multitude of viewpoints, skills, strengths and life experiences. Each person brings to our organization unique attributes that make us stronger collectively.

To this end, we are an equal opportunity employer that does not discriminate on the basis of race, religion, gender, national origin, age, marital status, sexual

orientation or disability. Non-discriminatory policies and practices are in place to ensure that our equal opportunity approach is enforced. We will consider any individual for any position for which he or she is qualified and can perform the essential job functions. In the United States, we actively recruit women and minorities through targeted outreach efforts.

During 2016, Mohawk employed approximately 37,660 people. Females comprised nearly 30 percent of the workforce, and approximately one percent of our employees were classified as part-time.



<b>21,140</b> U.S./Canada	<b>3,926</b> Mexico
<b>11,720</b> Europe/Russia	<b>874</b> Asia



<b>8,402</b> Ages 18-30	<b>13,113</b> Ages 47-65
<b>15,716</b> Ages 31-46	<b>429</b> Ages 66+



<b>26,564</b> Male	<b>11,096</b> Female
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### 2016 Regional Workforce by Gender

	MALE	FEMALE
U.S./Canada	14,386	6,754
Europe/Russia	8,671	3,049
Mexico	3,011	915
Asia	496	378

### 2016 Employee Turnover

BY GENDER		
Female	2,488	6.61%
Male	6,440	17.10%
BY AGE GROUP		
Ages 18-30	4,360	11.58%
Ages 31-46	2,874	7.63%
Ages 47-65	1,578	4.19%
Ages 66+	116	0.31%
BY REGION		
U.S./Canada	4,972	13.20%
Europe/Russia	2,222	5.90%
Mexico	1,572	4.17%
Asia	162	0.43%
BY TYPE		
Voluntary	6,253	16.60%
Involuntary	2,479	6.58%

### 2016 Total New Hires

BY GENDER	
Female	5,721
Male	2,176
BY AGE GROUP	
Ages 18-30	4,204
Ages 31-46	2,746
Ages 47-65	935
Ages 66+	12
BY REGION	
U.S./Canada	3,785
Europe/Russia	2,170
Mexico	1,807
Asia	135

## Employee and Labor Relations

We strive to be an exemplary employer. We believe that people perform their best when they are treated with a high level of personal dignity and respect. We also believe that we offer competitive wages and salaries to all employees relative to the local labor market. We operate in full compliance with all material applicable labor, health and safety regulations. We also uphold all International Labour Organization (ILO) labor standards.

Our intent is always to respect and follow customary practices and local market regulations as they relate to the rights of workers to decide whether to enter into collective bargaining representation. We also believe that open, direct and constructive dialogue between workers and management is the most effective way to reach mutually agreeable solutions to workplace issues. Accordingly, we encourage direct contact between our employees and management.

We have collective bargaining agreements with 21 percent of our employees, the majority of whom are employed in our Mexican, and European manufacturing operations. Most of our U.S. employees are not party

to any collective bargaining agreement. There have been no work stoppages in any facility now owned by Mohawk Industries in at least five years. We believe that our relations with our employees are good.

In the United States, the federal WARN Act establishes that companies must notify employees 60 days prior to the closing of a facility or a significant reduction in a facility's workforce. In Mexico, the notice periods for operational changes are based on agreements with the union representatives at the facility. In Europe, the notice periods for operational changes are based on collective bargaining agreements and/or legislation. Once the Company ratifies this agreement, its content is binding for all manufacturing employees, regardless of whether they individually opt for membership in the union or not. In Malaysia, according to the Employment Act of 1955, companies operating there must submit any operational changes, including shutdown, retrenchment or redundancy, to the Labor Department no later than 30 days prior to the action. In the event an agreement has different requirements, we will abide by those requirements.

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## Human Rights

We support the premise that all people deserve a life with freedom and dignity, which is conducive to their physical, mental, social and spiritual welfare. We recognize that challenges to these principles are present in certain regions of the world where human rights have not progressed to the same standards as those we support. When our business extends into these regions, we are particularly sensitive to the potential for transgressions and are committed to combating them.

We prohibit the use of all forms of child labor or forced labor, including indentured labor, bond labor, military labor or slave labor, at all of our locations, domestic and international. We have policies in

place throughout our global operations to ensure that these types of labor are not utilized. We also have procedures in place for our people to report complaints and grievances, should there be a question about labor practices.

Mohawk adheres to minimum age provisions of applicable laws and regulations in the areas where we do business and requires legal documentation for age verification. Our prohibition of child labor is consistent with ILO standards. We have found no significant risk for incidents of child labor or risk of forced or compulsory labor in our operations around the world.

 **Benefits**

In addition to our wellness centers, we offer to U.S. employees good benefits within a comprehensive package of insurance, retirement and other benefits for which we pay all or part of the cost. These benefits are available to any employee who works 30 or more hours a week, whether hourly or salary-based. Some of the benefits we offer include:

- Consumer-centric medical and pharmacy plan, plus dental and vision options
- A Company-matched 401(k) retirement savings plan
- Short- and long-term disability insurance
- Life insurance, critical illness and accident plans
- Paid holidays and vacation
- Tuition reimbursement

Our benefits programs outside the U.S. vary according to country, local market standards and employment contracts.

We offer our U.S. employees a consumer-driven health plan (CDHP) with a health savings account. CDHPs empower employees by allowing them to be actively engaged in healthcare decisions and treatment choices. The health savings account also offers tax advantages as well as saving options for future healthcare expenses.

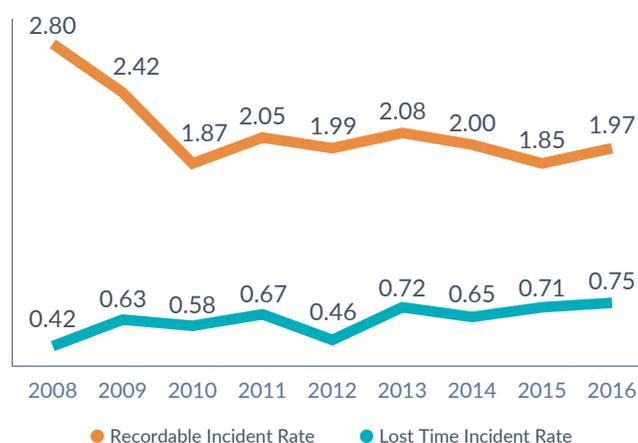
As we continue to evolve our healthcare strategy to reach our vision, education and communication to employees play a key role. By helping employees understand key concepts and initiatives behind healthcare changes, they can make better-informed choices. We encourage our employees to live healthier lives, while continuing to make investments in resources to help them understand their options and make the best choices for themselves and their families.

 **Safety**

Safety doesn't happen by accident. Through safety-leadership programs, employee engagement and well-defined processes and procedures, we are working to improve safety at all of our facilities every day. Our commitment to continuous safety improvement is founded on our culture of prevention, where everyone takes responsibility for safety and works toward our goal of zero injuries or illnesses. Mohawk's safety initiatives are led by an Executive Safety Leadership Team that:

- Is accountable for safety leadership.
- Provides a common corporate structure and metrics.
- Shares ideas and information across business units.
- Acts globally while allowing flexibility for each local operation to implement rapid, cost-effective safety solutions.

**Lost Time and Recordable Incident Rates\***



Mohawk utilizes the U.S. standard for incident case clarification as specified in 29 CFR 1904 in order to maintain a consistent and viable means of case classification on a global basis.

## Training

From the front line to the leadership suite, targeted, effective training is vital to growing well. Our training organization is responsible for creating and implementing the tools that drive year-over-year improvement and foster an innovative culture that competes successfully in the marketplace to deliver superior results.

With this in mind, we align training content with the Company’s evolving business needs and refine it based on feedback and results. Each year, we assess our delivery platforms, metrics, governance structure and team to identify areas where we have made marked improvement, as well as areas in which we can challenge ourselves to be more effective. Our significant investments in training are well-placed ones in the success of our employees and the Company alike.

Our training organization, the Learning Resource Network, or “LRN,” continually assesses delivery platforms, metrics, governance structure and skill sets. This robust leadership academy delivers content in a progressive structure to serve every employee, from front-line supervisors to the C-suite. From online learning to classroom experiences to stretch assignments to coaching and mentoring, the blended approach of the LRN’s practices helps to prepare individuals for the challenges of the evolving business world. Though the LRN’s programs are refined and updated on an ongoing basis, the goal remains constant: positively impacting the success of every area of the business and delivering the greatest possible value to our Company and employees.

Training emphasizes a diversity of learning styles and promotes inclusion at all levels of the organization. This has led to the creation of more diverse selection pools of candidates with potential. Across the Company,

we offer training linked to specific business objectives in order to bring clear focus and value to the endeavor, as the following examples demonstrate:

- “Managing for Innovation” classes teach floor managers how to help their team identify opportunities for improvement, study potential process improvements, test methods via pilot programs, then refine and implement new best practices throughout the organization.
- Career counseling tools improve managers’ ability to help team members understand career options and develop the skills necessary to pursue them. Structured performance development workshops and online training modules provide managers with a foundation for delivering constructive feedback and identify mentors or external resources to address skill gaps.
- Customer service trainings include customized components that align with specialized roles. Distribution and Logistics facilitate “Quality 101” courses for all hourly employees that focus on the customer relationship and define the service role each individual plays. We regularly survey customers and use this information to influence our classroom and eLearning modules.
- Classes, such as “Business Writing in the Electronic Environment,” enhance communications skills to help employees communicate in a more concise and effective manner.

### Global Training Hours per Employee

Job Type	Hours
Sales/Clerical	13.08
Technical/Manual	6.79

While we provide an overview of training hours by position, it is Mohawk’s belief that training occurs at a much higher rate across the Company than reported, because not all training is tracked.

## Employee Evaluation

Evaluation and review also is an important component of continuous improvement and professional development. The manner and frequency of our evaluation and communication with employees about their performance vary by type of position and geographic region. Generally, all salaried Mohawk employees throughout the

world receive regular performance and career development reviews. For hourly employees, plant management determines the most constructive manner in which to evaluate performance based on operational processes in the plant, as well as customary practices in certain regions of the world.

## Community

As Mohawk grows around the world, we bring with us a long history of commitment to the communities in which our manufacturing facilities are located – the same communities our employees and their families call home. This commitment and our corporate philanthropic efforts are aligned with causes through which we can leverage our strengths and core capabilities.

As we open new facilities around the world, we are more mindful than ever that our business and the communities in which we operate have mutual interests and goals. Strong communities help to sustain a strong workforce, which has a direct effect on our financial and operating performance. We collaborate with government and community leaders to identify ways in which our business and the surrounding community can work together to enhance the local quality of life as well as the business climate. In this spirit, cultivating strong relationships with the communities where we operate is a key part of our facilities' success.

A similar approach is taken in the event we must exit a community due to closure of a facility. We work with local and state Department of Labor officials to identify career opportunities for those employees who will be losing their jobs. We also work closely with the

community to find a buyer for the facility, with the goal of helping to create new economic opportunities.

As we continue to expand around the world, we recognize our growing responsibility to be good corporate citizens. We are committed to expanding in a responsible manner and to working with our stakeholders to improve the quality of life in all our communities.

The Mohawk Foundation supports non-profit organizations that benefit our employees and their families in our communities. In particular, the Foundation funds organizations whose services impact a significant and diverse population and that have a proven track record of delivering results. The Foundation also makes significant annual grants that benefit the Floor Covering Industry Foundation, Boys & Girls Clubs of America, American Cancer Society Relay For Life and groups that support children and adults who are victims of abuse. Created by Company management and granted non-profit status in 1990, the Foundation continues to be funded solely through the Company.

Additional causes Mohawk supports include housing support, disease prevention and research, economic impact and environmental protection.

## Strategy

Mohawk offers hundreds of products that meet consumer needs for design, functionality, quality and value in a sustainable manner. These products may contain post-consumer and industrial materials, or originate from renewable resources.

As a vertically integrated manufacturer, we look at the whole of a product's life cycle — considering not only what we make, but also how we make it. It is this combination of structure and approach that allows us to enhance the sustainability of our products at virtually every point — sourcing, manufacturing, distribution, marketing, installation and end-of-life.

### Creating a More Sustainable Life Cycle

Increasing the sustainability benefits of our products starts with choosing raw materials that are renewable, sustainably harvested or recycled. We produce flooring from post-consumer recycled material such as PET soda bottles, rubber tires, plastic bottle caps, glass and more. All of our manufactured ceramic products contain recycled materials. We also achieved an industry first with our SmartStrand® carpet, the first carpet made with a renewably sourced polymer.

Globally, our manufacturing process capitalizes on many opportunities to use less water and energy, reduce emissions and divert waste from landfills. Globally, for example, 16 of our 24 ceramic tile manufacturing plants recover and reuse 100 percent of their process wastewater. In addition, our U.S. laminate and board facilities recycle scrap wood into chipboard products or sell waste material to a third party. We also manufacture our flooring to be durable and long-lasting, which keeps it on floors and out of landfills.

When distributing products, our logistics team — which manages one of the largest warehousing and distribution networks in the industry — has become a driver of sustainability. This energy-intensive area offers many opportunities for generating efficiencies.

We have implemented energy-saving programs, such as route optimization, the use of liquefied natural gas (LNG) trucks in California and the installation of a fuel filling station at our headquarters in Calhoun, Georgia. We continue to seek out and implement best practices in transportation to get our products to market in the most efficient ways possible.

Our product marketing is also growing more sustainable through the increased use of online tools. This makes it easier for our customers and consumers to choose the right products while reducing our use of paper and the production of product samples. QR codes on our in-store samples and displays, for example, drive consumers to our website for product information, enabling us to reduce the use of printed materials. Our suite of interactive tools for commercial customers allows them to deliver a variety of design and environmental options to their own customers virtually and to make changes instantly if needed.

Installation is an important phase for the majority of our flooring products and one in which we seek to minimize the use of materials. Unilin's patented Uniclic® technology is a good example. Uniclic offers an easy installation method that uses no glue or other chemicals, thereby helping to improve indoor air quality. We also have reduced the chemicals used in many of our carpet adhesives, including zero-VOC NuSpraylok®, used for commercial carpet tiles.

We engineer many of our products for reuse or end-of-life recycling. In Europe, we are studying the feasibility of repurposing post-consumer wood waste in order to develop a more circular economy for laminate manufacturing. In the Carpet business, our ReCover reclamation program for commercial and residential customers keeps carpet out of landfills. With just a phone call, we will arrange for the removal, pickup and delivery to a processor of any type of carpet, regardless of whether or not we manufactured it.

Finally, our business depends on meeting the needs of our customers with safe, high-quality products for their homes or businesses. We intentionally design our products to meet or exceed all health, safety and quality standards, as well as local, state and federal laws. This is more than just a good business decision. It also is good for our customers and is the right thing to do.

Mohawk will continue to make products using ever more responsible methods and materials in order to protect the health and safety of our customers, ensure the quality they expect and reduce the impact on our environment.

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### Product Transparency

We recognize that product transparency and the communication of sustainable product attributes are important to our stakeholders, especially customers. This is why we strive to put forth simple, straightforward and transparent information to help guide our stakeholders' decision-making processes. We focus on highly recognized and credible third-party certifications and provide extremely detailed life cycle and health impact statements across our product lines.

Certifications, in particular, are a useful way to help customers sort through "green" claims. We only make product claims that can be independently verified by third-party auditors, so consumers can be confident they are receiving the value for which they are paying. We intentionally seek out meaningful, transparent assurance, often from organizations that consumers already recognize, such as Underwriters Laboratories (UL), the global independent safety science organization that has been around since 1894.

We also include our verified environmental claims on our marketing materials, deck boards and other merchandising and point-of-sale materials so customers can easily find products with the green attributes they seek. These independent third-party certifications mean that many of our products meet the criteria required for installation by well-respected green

organizations such as the U.S. Green Building Council – which certifies LEED buildings – the Collaborative for High Performance Schools and the Green Guide for Health Care.

As a testament to our commitment to verifying our product claims and certifications, Unilin is part of a consortium that is calling for a European Commission Study on the harmonization and objective marketing of sustainability criteria of products for public procurement.

Marazzi®'s commitment to measuring the environmental impact of tile products and to the transparency of those metrics is apparent in the certification under the European ecological label (Type 1). The EU Ecolabel denotes products and services that have a reduced environmental impact throughout their entire life cycle – from the extraction of raw material through production, use and disposal. In particular, the aims of EU Ecolabel are to reduce impacts on habitats; energy consumption; discharge of toxic substances into the environment; dangerous substances used in materials and finished products; and risks to health in the living environment. Additionally, the EU Ecolabel promotes information that will enable the consumer to use the product in an efficient way that minimizes general environmental impact. Marazzi has completed certification for 41 product series to date.

## Recycled Inputs

At Mohawk, we offer a variety of products, across all of our product categories, made with recycled input materials. At present, we do not track the total amount of recycled material in our product portfolio, although we do have data within certain product categories. For example, in our ceramic and porcelain tile business, 100 percent of our manufactured products contain recycled and/or reclaimed material

to minimize consumption of virgin materials. Our nature-inspired laminates mimic the look of fine hardwood, natural stone or ceramic tile in an eco-friendly flooring created with as much as 74 percent pre-consumer recycled content. Our Reclaimed Hardwood Flooring from dismantled buildings keeps wood out of landfills and brings it into today's homes to provide antique natural beauty.

## Life Cycle Assessments

Our ongoing application of life cycle assessment (LCA) helps us to better understand and evaluate the complete impact of our products. We use LCAs to identify sustainability opportunities and inform consumers about the environmental attributes of products. Many of our businesses use LCA insights to implement Environmental Product Declarations (EPDs), which are the most complete environmental footprint assessments currently available, and Health Product Declarations (HPDs), which provide information on product contents and health impacts, if any.

We have fully implemented EPD programs for our laminate and wood products sold in EU markets. Voluntary EPD disclosure extends to our newly acquired LVT and resilient flooring offerings that are manufactured in Belgium. Both of these offerings have received certification from BREEAM, an independent, third-party environmental assessment method for buildings and communities.

IVC took the initiative to voluntarily disclose cradle-to-grave impacts on all Moduleo Design Floors manufactured in Europe through BRE Certification. The EPDs provide standardized, reliable and independent information about the environmental performance of the Moduleo design floors over their entire life cycle through extraction, processing, manufacture, construction, use and maintenance, to their eventual disposal.

We also provide EPDs and HPDs for our commercial carpet portfolio. Dal-Tile became the first manufacturer in the ceramic tile industry to voluntarily disclose

cradle-to-grave inputs on all products manufactured in North America through UL Environment EPDs for its three brands. Our Ceramic business also has created HPDs for its brands through a comprehensive evaluation of all tile bodies and glazes.

In the past, concerns about formaldehyde emissions in laminate and engineered wood products sourced in China surfaced in media reports. While formaldehyde is a naturally occurring substance in all wood, high levels considered harmful for humans can occur when resins and glues containing high levels of formaldehyde are used to manufacture laminate core board and plywood for engineered wood flooring.

An independent third-party certifier tests all of our laminate and engineered wood flooring in accordance with the California Air Resources Board (CARB) regulations to meet CARB Phase 2 standards. Mohawk regularly checks to ensure all certification is updated and that all CARB requirements are met. In addition, all Mohawk laminate and engineered wood flooring has been tested by an independent laboratory and has been awarded FloorScore® certification based on the CDPH Standard Method V1.1. This means Mohawk products do not release harmful volatile organic compounds (VOCs) into living environments.

BRE Environmental Assessment Method (BREEAM) assesses new and existing buildings and community scale development for a wide range of environmental and sustainability issues. IVC's luxury vinyl tile and resilient floor coverings are BREEAM-certified.

 **Energy & Emissions**

For the past six years, Mohawk Industries has been working toward meaningful and measurable reductions in our energy footprint. Optimizing our overall energy consumption while also seeking alternative economical, cleaner-burning fuels is the best way for Mohawk to increase our bottom line and decrease our carbon footprint at the same time. As a vertically integrated manufacturer, we have ample opportunities to do both. Our goal is to reduce both our energy and emissions intensity 25 percent by 2020 against a 2010 baseline.

Our strategy primarily targets improving the energy efficiencies of manufacturing and distribution processes via proven technologies and innovative solutions that transform energy use in our operations. The replacement of older kiln burners with new, more efficient ones, which recover and reuse heat in the tile-making process is an example of a capital investment to reduce energy and emissions. We also realize new efficiencies through best practices, including implementing small, incremental changes through energy audits. Since we acquired IVC in 2015, we are pleased to report that renewable energy is now meeting a small portion of our overall energy needs. A wind farm provides over 40 percent of the energy consumed at IVC's vinyl production site in Belgium, while a 141 MWh solar array is generating a portion of the electricity consumed at our new LVT manufacturing facility in Dalton, Georgia.

Overall our energy intensity has decreased 1.88 percent from our 2010 baseline. While our legacy businesses have made measurable progress, the overall pace of

progress as slowed to due to recent acquisitions. These businesses have not had the time that our legacy businesses have had to reduce their impacts. We are confident that they will implement efficiencies, optimize processes and apply industry solutions to reduce their carbon and energy impact and contribute to Mohawk's reductions as a whole.

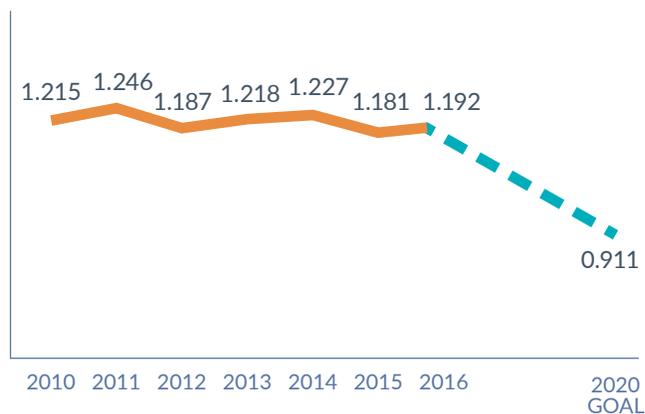
By focusing on improving energy efficiency, this in turn reduces our emissions as well. Greenhouse gas intensity continues to improve, decreasing 3.23 percent from 2015 to 2016 and 12.80 percent since the 2010 baseline. Much of our focus during 2016 was on the continued integration of acquired operations and the identification of opportunities to share best practices and processes among our newer and existing businesses.

Because we manufacture the majority of our products at owned facilities, our plants are the most obvious way we look to reduce our emissions. However, our fleet also presents a significant opportunity to reduce our energy and emissions impact. Mohawk's fleet optimization project tracks vehicle performance with regard to miles per gallon (MPG), miles driven, idle time, fuel consumption and other metrics. Originally, this project started with a local fleet, but has since expanded to Over the Road and regional fleets as well. By tracking this data, the Mohawk fleet is reducing diesel consumption through increased MPG performance, reduced truck idle time and maintenance performance on underperforming assets.

## Energy & Emissions (continued)

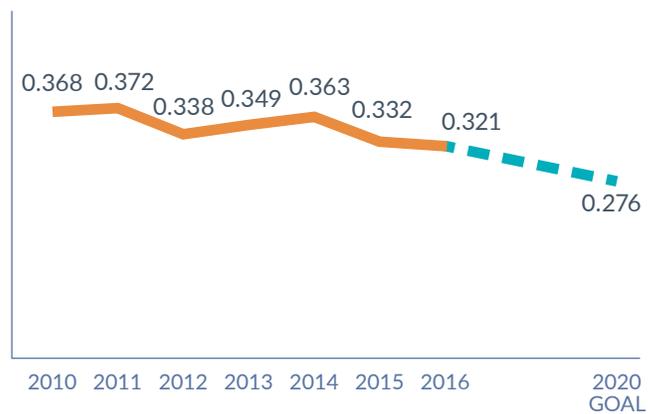
### 2016 Energy Intensity

(in MWh/net sales)



### 2016 GHG Intensity

(in metric tonnes/net sales)



### 2016 Energy Consumption by Source

(in MWh)\*

Natural Gas	7,467,323
Electricity	2,876,907
Diesel	244,794
Propane	45,839
Light Oil	20,673
Coal	9,987
Wind	9,900
Solar	141
Heavy Oil	–

\*In addition to direct and indirect energy consumptions, we also measured 88,224 MWh related to biomass.

### 2016 Total GHG Emissions\*

(in metric tonnes)

Total Direct GHG Emissions	1,602,088
Total Indirect GHG Emissions	1,220,458

\*In addition to direct and indirect GHG emissions, we also measured 77,429 metric tonnes of GHG emissions related to biomass sources. Product and refrigerant emissions are excluded from our metrics.

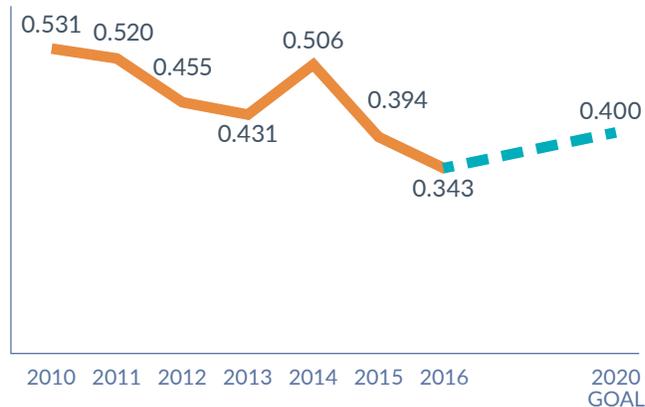
## Water

For the past six years, Mohawk Industries has been working toward meaningful and measurable reductions in our water footprint. Water management and conservation are essential actions for us, given the increasing scarcity of this natural resource and the water required in the manufacture of carpet, rugs and tile.

We have a solid track record in water reduction and continue to seek ways at all of our facilities to reduce reliance on fresh water sources. Our strategy includes capital investments in water-saving equipment and process improvements, such as wastewater reuse. Our goal is to reduce our water intensity 25 percent by 2020 against a 2010 baseline.

During 2016, our water intensity decreased 12.97 percent. This represents a reduction of more than 277 million gallons from 2015. Even with continued growth of the Company, we have realized a cumulative 35.34 percent reduction against a 2010 baseline, thanks to ongoing efficiency initiatives. We are very pleased with our progress toward our 2020 goal to decrease water intensity by 25 percent — a goal that we realized well ahead of schedule.

### 2016 Water Intensity (in mga/net sales)



### 2016 Water Withdrawal by Source (in million cubic meters per year)

Municipal Water Supplies	8.28
Groundwater	2.43
Surface water	0.91
Industrial	0.11

## Waste

For the past six years, Mohawk Industries has been working toward meaningful and measurable reductions in our waste footprint. At Mohawk, we look at waste as both a challenge and an opportunity. We are challenged to find ever more ways to reduce waste, while at the same time recognizing the opportunity to transform waste into something of value. This approach has served us well in our quest to reduce waste-to-landfill intensity 25 percent by 2020 — a goal that we have already achieved.

While we have already passed our waste-to-landfill intensity goal ahead of its 2020 terminal target date, we are committed to continuing our success. The pace of our progress in this area reflects the success of our Zero Landfill (ZLF) program introduced several years ago, as well as the laser focus on resource efficiency found throughout our operations.

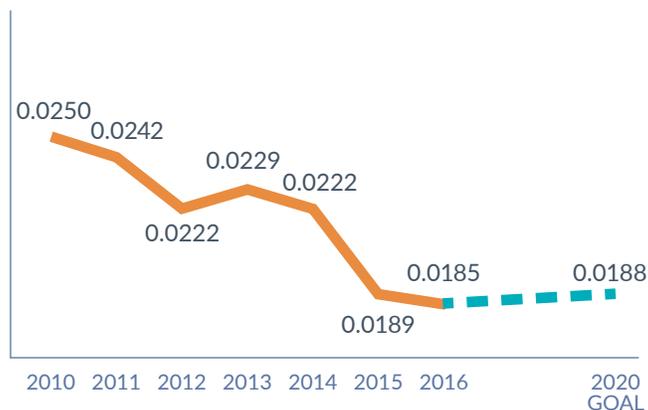
Our accomplishments in the area of waste reflect an intense focus on process efficiency that permeates our organization and the success of our Zero Landfill (ZLF) program, which has been a key accelerator of our progress. Our waste intensity has decreased by 25.82 percent since our 2010 baseline. Since the program's inception, we have seen 44 manufacturing facilities eliminate or up-cycle their entire manufacturing waste stream to earn ZLF certification. During 2016, four sites earned the certification, including two ceramic and two vinyl plants.

The ZLF effort is helping us build a waste-responsible culture on a facility-by-facility basis, while also being responsive to the process waste needs and challenges of those locations. Having initially rolled out the program in our carpet facilities, we then expanded the program across the enterprise with sites in both our laminate and ceramic businesses achieving certification.

Through a strategic benchmarking, evaluation and goal-setting process, our ZLF program helps individual sites determine an attainable set of site-specific manufacturing waste reduction targets. Each facility then kicks off a 40-day, on-site campaign to inform, educate and influence employee behavior. This campaign includes the introduction of best practices into facility operations, as well as a communication campaign to enlighten and engage facility employees on waste reduction issues. Each plant is responsible for finding solutions that address each of its waste streams.

By implementing infrastructure changes and sharing information, these sites throughout the Company have demonstrated that small changes in behavior can add up to create a large impact. These sustainable choices not only help protect our planet, but they also help the Company save money.

### 2016 Waste to Landfill Intensity (in tons/net sales)



## Waste (continued)

### 2016 Total Waste by Type

	Tons	Tonnes
Non-hazardous Wastes*	1,047,590	950,385
Hazardous Wastes**	10,171	9,227
<b>Total</b>	<b>1,057,282</b>	<b>959,585</b>

\*Non-hazardous wastes disposed of directly by the reporting organization or directly confirmed.

\*\*Information on disposal of hazardous wastes provided by the waste contractor.

### 2016 Total Waste by Disposal Method

	Tons	Tonnes
Recycling	845,055	766,621
Incinerated Externally	44,785	40,628
Biomass Used Internally as Fuel	71,050	64,455
Landfill	167,443	151,902
<b>Total</b>	<b>1,128,333</b>	<b>1,023,606</b>

## GENERAL STANDARD DISCLOSURES

Standard Disclosure	Description	Response
<b>Strategy and Analysis</b>		
G4-1	Provide a statement from the most senior decision-maker of the organization.	CEO Message
<b>Organizational Profile</b>		
G4-3	Report the name of the organization.	Mohawk Industries, Inc.
G4-4	Report the primary brands, products, and services.	Who We Are
G4-5	Report the location of the organization's headquarters.	Calhoun, Georgia, U.S.A.
G4-6	Report the number of countries where the organization operates.	Who We Are 10-K Page 2
G4-7	Report the nature of ownership and legal form.	Mohawk Industries is a publicly traded company listed on the New York Stock Exchange under the ticker symbol "MHK"; 10-K (FC)
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Who We Are, 10-K Page 4
G4-9	Report the scale of the organization.	Who We Are, 10-K Page 4
G4-10	Breakdown of Employee Type.	Appendix Workforce Profile
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Appendix Employee Relations
G4-12	Describe the organization's supply chain.	10-K Page 7 Appendix – Company – Supply Chain Appendix – Product Stewardship
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	Appendix – Reporting
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	The precautionary approach is not used by the company. Discussions of risk management can be found on page 48 of the 2017 Proxy.
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Mohawk participates in and is affiliated with numerous organizations, including: <ul style="list-style-type: none"> <li>• Forest Stewardship Council</li> <li>• Green Building Certification Institute</li> <li>• U.S. Green Building Council</li> <li>• World Floor Covering Association</li> <li>• Global Reporting Initiative</li> <li>• U.N. Sustainable Development Goals</li> <li>• International Labour Organization</li> </ul>
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations.	Appendix – Affiliations

## GENERAL STANDARD DISCLOSURES

Standard Disclosure	Description	Response					
<b>Identified Material Aspects and Boundaries</b>							
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents.	10-K Page 3					
G4-18	Explain the process for defining the report content and the Aspect Boundaries.	Appendix – Sustainability at Mohawk – Reporting					
G4-19	List all the material Aspects identified in the process for defining report content.	Climate Change	Internal & External	All operations and communities in which we operate	Materials, Energy, Water, Emissions		
		Community Relations	External	All communities in which we operate	Indirect Economic Impacts, Local Communities		
		Corporate Transparency & Accountability	Internal	All operations	Anti-Corruption, Social Compliance		
		Economic Performance	Internal & External	All operations and communities in which we operate	Economic Performance, Indirect Economic Impacts		
		G4-20	For each material Aspect, report the Aspect Boundary within the organization.	Employee Health & Safety	Internal	All operations	Occupational Health & Safety
				Employee Relations	Internal	All operations	Employment, Labor/Management Relations, Training & Education, Freedom of Association and Collective Bargaining
				Energy	Internal	All operations	Energy, Emissions
				International Expansion	Internal	All operations	Economic Performance, Indirect Economic Impacts, Local Communities
		G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	Material Inputs	Internal	All operations	Materials, Products and Services
				Product Design	Internal	All operations	Materials, Energy, Products and Services
Product Quality & Safety	Internal			All operations	Customer Health & Safety		
Supplier Sustainability	External			All suppliers	Supplier Environmental Assessment, Supplier Assessment for Labor Practices, Supplier Human Rights Assessment, Supplier Assessment for Impacts on Society		
Waste & Recycling	Internal			All operations	Effluents & Waste		
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	Historical safety data has been restated.					
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Appendix – Reporting					

## GENERAL STANDARD DISCLOSURES

Standard Disclosure	Description	Response
<b>Stakeholder Engagement</b>		
G4-24	Provide a list of stakeholder groups engaged by the organization.	Appendix – Stakeholder Engagement
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Appendix – Stakeholder Engagement
G4-26	Report the organization’s approach to stakeholder engagement.	Appendix – Stakeholder Engagement
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	Appendix – Stakeholder Engagement
<b>Report Profile</b>		
G4-28	Reporting period for information provided.	Appendix – Reporting
G4-29	Date of most recent previous report.	2015
G4-30	Reporting cycle.	Annually
G4-31	Provide the contact point for questions regarding the report or its contents.	Mohawk Sustainability mohawkgreenworks@mohawkind.com  Media Inquiries Mohawkind@mohawkind.com
G4-32	Report the ‘in accordance’ option the organization has chosen.	Appendix – Reporting
G4-33	Report the organization’s policy and current practice with regard to seeking external assurance for the report.	Appendix – Reporting
<b>Governance</b>		
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	<a href="http://www.mohawkind.com/investor-relations/governance">www.mohawkind.com/investor-relations/governance</a>
<b>Ethics and Integrity</b>		
G4-56	Describe the organization’s values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Appendix – Ethics

## SPECIFIC STANDARD DISCLOSURES

Standard Disclosure	Description	Response
<b>Economic</b>		
<b>Aspect: Economic Performance</b>		
G4-DMA	Generic Disclosures on Management Approach	Annual Report CEO Letter (9-12)
G4-EC1	Direct economic value generated and distributed	10-K Page 22
<b>Environmental</b>		
<b>Aspect: Materials</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Product Stewardship Strategy
G4-EN2	Percentage of materials used that are recycled input materials	Appendix – Product Stewardship Recycled Content
<b>Aspect: Energy</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Energy & Emissions
G4-EN3	Energy consumption within the organization	Appendix – Energy & Emissions
G4-EN5	Energy intensity	Appendix – Energy & Emissions
<b>Aspect: Water</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Water
G4-EN8	Total water withdrawal by source	Appendix – Water
<b>Aspect: Emissions</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Energy & Emissions
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Appendix – Energy & Emissions
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Appendix – Energy & Emissions
G4-EN18	Greenhouse gas (GHG) emissions intensity	Appendix – Energy & Emissions
<b>Aspect: Effluents and Waste</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Waste
G4-EN23	Total weight of waste by type and disposal method	Appendix – Waste
<b>Aspect: Products and Services</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Product Stewardship
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Appendix – Product Stewardship
<b>Aspect: Supplier Environmental Assessment</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Supply Chain
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Appendix – Company – Supply Chain

## SPECIFIC STANDARD DISCLOSURES

Standard Disclosure	Description	Response
<b>Social</b>		
<b>Sub-Category: Labor Practices and Decent Work</b>		
<b>Aspect: Employment</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Employee and Labor Relations
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Appendix – People – Workforce Profile
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Appendix – People – Employee and Labor Relations
<b>Aspect: Labor/Management Relations</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Employee and Labor Relations
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	Appendix – People – Employee and Labor Relations
<b>Aspect: Occupational Health and Safety</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Safety
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Appendix – People – Safety
<b>Aspect: Training and Education</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Training
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Appendix – People – Training
<b>Aspect: Supplier Assessment for Labor Practices</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Supply Chain
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Appendix – Company – Supply Chain
<b>Aspect: Freedom of Association and Collective Bargaining</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Employee and Labor Relations
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	Appendix – People – Employee and Labor Relations Appendix – Company – Supply Chain

## SPECIFIC STANDARD DISCLOSURES

Standard Disclosure	Description	Response
<b>Aspect: Supplier Human Rights Assessment</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Supply Chain
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Appendix – Company – Supply Chain
<b>Social</b>		
<b>Sub-Category: Society</b>		
<b>Aspect: Local Communities</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – People – Community
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	The majority of Mohawk operational facilities have external engagement initiatives with community stakeholders.
<b>Aspect: Anti-Corruption</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Ethics
G4-SO4	Communication and training on anti-corruption policies and procedures	Appendix – Company – Ethics
<b>Aspect: Compliance</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Ethics
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	10-K Pages 67-69
<b>Aspect: Supplier Assessment for Impacts on Society</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Company – Supply Chain
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Appendix – Company – Supply Chain
<b>Sub-Category: Product Responsibility</b>		
<b>Aspect: Customer Health and Safety</b>		
G4-DMA	Generic Disclosures on Management Approach	Appendix – Product Stewardship
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	100 percent of our products are evaluated for health and safety impacts.