

Mars Sportswear Ltd.	Policy Effective Date: 14 October 2020
	Policy Title: Conflict Minerals
Responsible Person & Department	Business & Compliance Team

## Conflict Minerals Policy

Mars Sportswear Ltd. is committed to the responsible sourcing of all raw materials and purchased goods and we continually review our approach to ethical and sustainable supply chain management. This policy refers specifically to our approach to avoiding 'Conflict Minerals' entering our supply chain and supplements our wider supply chain management standards.

Mars Sportswear Ltd. is committed to the principles laid out in the Wall Street Reform and Consumer Protection Act of the US Federal government, also known as the Dodd-Frank Wall Street Reform and Consumer Protection Act ('the Act').

The Act was drafted in response to profits from militia-controlled mines in the Democratic Republic of Congo (DRC) being used to fund regional conflicts in and around central Africa. Minerals extracted from such mines are commonly referred to as 'Conflict Minerals'.

Section 1502 of the Act requires manufacturers to identify components of products that contain tantalum, tungsten, tin or gold (known as '3TG minerals') which originate in the Democratic Republic of Congo (DRC) or any of its adjoining countries.

To ensure ongoing compliance with the Act, Mars Sportswear Ltd. adheres to the guidance provided by the American Apparel and Footwear Association 1. In addition, follows best practice given by the Conflict-Free Sourcing Initiative (CFSI) 2. Specifically, we require all vendors of metallic raw materials and metallic components and all contracted electroplaters to:

- Declare if tantalum, tungsten, tin or gold (3TG) is necessary to the functionality or production of products they manufacture or contract to manufacture for Mars Sportswear Ltd.
- Confirm annually that supplied goods do not contain any tantalum, tungsten, tin or gold (3TG) which could originate from the DRC or adjoining countries.
- Carry out due diligence with their suppliers and, where possible, locate the smelter where these minerals are converted and report this to Mars Sportswear Ltd.

  
Approved By

