



GN Conflict Minerals Policy

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As a socially responsible company, GN Store Nord A/S has concern for the well-being of people and communities. We conduct business fairly and ethically, respect human rights, comply with laws and regulations, and follow a rigorous Code of Conduct.

GN supports the efforts of human rights organizations to end violence and atrocities in Central Africa (the Democratic Republic of Congo (DRG) and nine adjoining countries: Republic of Congo, Central African Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda).

It has been widely reported that the major driver of this violence is the natural abundance of the minerals tin, tungsten, tantalum and gold, now referred to as “conflict minerals”. Armed groups fight for control of mines in this region and use forced labour to mine and sell the minerals, which in turn funds ongoing violence.

Consequently, GN does not want to use conflict minerals originated from the DRC and adjoining countries and takes the following actions to avoid conflict minerals originated from DRC and the adjoining countries in GN products.

1. GN requires its suppliers to exclude conflict minerals originated from the DRC and adjoining countries from GN products. This means GN suppliers must understand our requirement and should have a system in place to support this requirement.
2. We require our suppliers to read and comply with the “*GN Code of Conduct*”. We use various opportunities such as business meetings to explain the ethics standards required for doing business with GN, which includes the actions we take to keep conflict minerals originated from the DRC and adjoining countries out of our products and the actions they must take to ensure that no conflict minerals originated from the DRC and adjoining countries are used anywhere in their supply chain.
3. GN is using the five-step due diligence guidance laid out by OECD*, for establishing our due diligence process. Consequently, GN has an audit program in place where proof of compliance will be required, that conflict minerals are procured only from smelters and refiners that have been found to be compliant with the Conflict-Free Smelter (CFS) Program of the Responsible Mining Initiative (RMI). Accepted proof is sourced from tool(s) provided by the RMI. Additional supporting proof could be required.

**) The five-step due diligence guidance is described in “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.*



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