



## **POSITION STATEMENT REGARDING SOURCING OF CONFLICT MINERALS**

At Columbia Sportswear Company, we value ethical manufacturing practices and are committed to working with manufacturing partners who share these values.

The minerals Tin, Tantalum, Tungsten, and Gold and their derivatives ("3TG minerals") are present in many consumer products and may be present in our products in, among other things, zippers, hooks, rivets, solder on metal parts, electronic components and outdoor equipment. We strive to ensure that 3TG minerals used in our products are obtained from suppliers that avoid sourcing such minerals that are derived from ore mined under conditions of armed conflict and human rights abuses, particularly in the eastern provinces of the Democratic Republic of the Congo ("Conflict Minerals"). In doing so, Columbia follows the framework guidance provided by the Organisation for Economic Co-operation and Development (OECD) in conducting due diligence to determine whether products include Conflict Minerals.

Columbia expects all of its suppliers to avoid use of Conflict Minerals. Suppliers are to establish policies, due diligence frameworks, and management systems, consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, that are designed to accomplish this goal. Specifically, Suppliers are expected to maintain records on the source and chain of custody for all 3TG minerals used in the manufacturing of Columbia products and may be required to provide information with respect to its supply chain in compliance with the Conflict Minerals provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

This policy applies to all vendors, suppliers and licensees of the Company, its divisions and affiliates (collectively "Suppliers"). Suppliers providing product or components to Columbia (or who otherwise contract to brand products with a Columbia-owned trademark) that include 3TG minerals are required to:

- Maintain adequate records regarding its supply chain sources, including adequate contact information;
- Cooperate with Columbia and respond in a timely manner to information requests by Columbia with respect to Supplier's sources of 3TG minerals; and
- Certify, upon Columbia's request, the sources of Supplier's 3TG minerals.

Columbia may introduce additional processes in the future in order to seek greater assurances about the sources of 3TG minerals in our products. We are committed to working with our vendors and independent manufacturers to promote adherence to industry protocols and ethical standards across Columbia's supply chain.

**QUESTIONS.** If you have any questions or comments/concerns regarding this policy statement, please email our Conflict Minerals group at [cm@columbia.com](mailto:cm@columbia.com)