



## CONMED CONFLICT MINERALS POLICY

CONMED Corporation is committed to maintaining high standards of corporate responsibility and takes seriously, the ending of the violence and human rights violations currently taking place in the Democratic Republic of the Congo (“DRC”) and surrounding countries (collectively known as the “Covered Countries”).

### **The Conflict in the DRC**

Centered in the east, the current conflict involves militant groups such as Congolese and Rwandan rebels, local militias and the Congolese army. These groups control many of the countries’ mineral deposits and use them as a means of funding the ongoing violence in the region. These militias illegally tax the trade of these minerals at multiple points along the supply chain. This region is plagued by human rights abuses such as slavery, bondage, mass rape, peonage and child soldiering.

### **CONMED’s Policy and Approach**

- Put policies and systems in place to reduce the risk that minerals used in our products originate from conflict mines. We continue to support initiatives that enable sourcing from conflict-free mines in the region, when possible.
- Inform direct suppliers about our Conflict Minerals Policy and its relationship with CONMED’s Supplier Code of Conduct.
- Work with direct suppliers and sub-suppliers to understand the chain of custody for conflict minerals, at a minimum, to the smelter or refiner level.
- Work with our suppliers to provide written evidence documenting that the materials used in the manufacture of components and products supplied to CONMED are “DRC Conflict Free”. DRC Conflict Free is defined as the products that do not contain minerals that directly or indirectly finance or benefit armed groups in the Covered Countries.
- Work with suppliers to track and improve their compliance performance in sourcing minerals from their suppliers and sub-suppliers that are DRC Conflict-Free.

### **Expectations of CONMED Suppliers**

- Assist CONMED to maintain compliance with the SEC regulations related to conflict minerals and provide necessary documentation.
- Perform due diligence with their supply chain to determine the chain of custody and origin of the conflict minerals.
- Take steps to purchase parts, components or materials from their direct suppliers and sub-tier suppliers who source minerals for their products from smelters or refiners that are validated as being DRC conflict free.
- Comply with information requests on the source and origin of conflict minerals in the parts, components or materials provided to CONMED, and maintain data on the chain of custody for a minimum of five years, provided to CONMED upon request.

### **The Future**

CONMED envisions that our efforts, joined with thousands of other companies’ efforts, will create a stable conflict-free and prosperous DRC mining industry and local development. We will continue our conflict-free efforts by continually monitoring our supply chain.