

Conflict Minerals Policy Statement

As required by the Conflict Minerals provisions under the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 Section 1502, Flambeau Inc. continues to work proactively with all of our qualified suppliers to ensure that our products do not contain any Conflict Minerals.

Flambeau Inc. supports the efforts to end human suffering and the environmental impact that is associated with mining of certain minerals from an area described as the “Conflict Region”, located in the eastern portion of the Democratic Republic of Congo (DRC) and surrounding countries. Flambeau is committed to meeting the legislative and regulatory requirements that seek to eliminate these issues.

Tracing the origin and chain of custody of “conflict minerals” (tin, tantalum, tungsten and gold) throughout a global supply chain is a complex process. This can only be accomplished with the cooperation and support of a vast number of industries and public and private stakeholders. Flambeau continues to work proactively with its suppliers, industry groups and other stakeholders to develop and implement policies and systems to reduce the risk that minerals in our supply chain come from mines that finance or benefit armed groups in the DRC region.

Flambeau does not knowingly procure any product with tin, tantalum, tungsten or gold that originates from the Conflict Region. In addition, we expect our supplier and their suppliers to acquire minerals only from responsible sources that do not violate labor or human rights.

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