



Cobalt Sourcing Policy

Turner Labels enacts this policy inclusive of the *OECD (Organisation for Economic Co- operation and Development) Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA's (Conflict-Affected and High-Risk Area)* to ensure the Cobalt procured for manufacturing does not directly, or indirectly, benefit armed groups, violence, or human rights violations in the DRC, Covered Countries, and other CAHRA's.

Turner Labels is committed to this voluntary program for the ethical and responsible sourcing of Cobalt by:

- Installing companywide procedures supporting the RMI (Responsible Minerals Initiative) aimed at eradicating armed conflict, violence, and human right violations.
- Mapping mineral supply chains and minerals sources utilizing Cobalt Smelter Databases and the RMAP (Responsible Minerals Assurance Program) to identify SORs (Smelters or Refiners) as conformed to the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA's* or conflict-free.
- Requiring suppliers to have a policy or program in place to ensure all Cobalt utilized is ethically sourced, conflict free and reported to stakeholders within the CRT (Cobalt Reporting Template).
- Continuously improving Cobalt sourcing decisions and communicating with stakeholders concerning Cobalt supply chain changes that need attention.
- Taking corrective actions to ensure ethical sourcing and a conflict free Cobalt supply chain.

Turner Labels assures customers that the Cobalt used in our products is ethically sourced and conflict free. However, Turner Labels does not produce any of the materials contained in our product, notwithstanding anything to the contrary contained in any document, Turner Labels shall not be liable, under any theory of law, and shall not be responsible to defend or indemnify any of compliance. Controls are in place to help assure that Turner Labels Cobalt supply chain remains conflict free.

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