

## **CONFLICT MINERALS POLICY**

*Central Africa is a mineral-rich region of the world. Many industries rely on certain minerals found almost exclusively in the Democratic Republic of Congo (DRC) and surrounding countries. Demand for these minerals and their derivatives is very high and utilization is widespread. The DRC has been engulfed in brutal conflict spanning two decades, and the ensuing violence and human rights violations are fueled by the trade of what are now termed “conflict minerals.”\**

*Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 (Dodd-Frank) requires disclosure by publicly traded companies regarding their use of conflict minerals in products or processes. Consistent with Johnson Outdoors’ policy to adhere to all applicable laws and regulations, we are committed to compliance with Section 1502 of Dodd-Frank.*

*Importantly, it is our intent and desire to be “conflict free” as defined by Dodd-Frank. We do not directly purchase the metals derived from conflict minerals and are carefully examining the supply chain for conflict minerals in parts and components used in our products. In doing so, we are following the internationally recognized due diligence framework of the Organization for Economic Co-operation and Development (OECD), “Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.” Further, we have requested that all JOI suppliers, wherever located, furnish a completed standardized EICC-GeSI Conflict Minerals Reporting Template. We will engage with suppliers to pursue responsible conflict free sourcing for all products supplied to JOI.*

*\* The term “conflict mineral” is defined as (A) columbite-tantalite, also known as coltan (the metal ore from which tantalum is extracted); cassiterite (the metal ore from which tin is extracted); gold; wolframite (the metal ore from which tungsten is extracted); or their derivatives; or (B) any other mineral or its derivatives determined by the Secretary of State to be financing conflict in the Democratic Republic of the Congo or an adjoining country.*