

Tennant Company Policy Statement on Conflict Minerals

Tennant Company is concerned about the link between the illegal extraction and trade of natural resources and associated human rights violations, conflict and environmental degradation. Currently these issues are acute in the Eastern provinces of Democratic Republic of Congo (DRC) in the extraction and trade of ores of tantalum, tin, tungsten and gold, which flow to world markets through the DRC and adjoining countries.

It is our policy to comply with all applicable laws and regulations. This includes compliance with Section 1502 of the Dodd Frank Act which requires publicly traded companies to disclose the extent to which their products include tungsten, tantalum, tin and gold sourced from the rebel militia-controlled mined located in the Democratic Republic of Congo and adjoining countries. While Tennant does not source metals directly from mines or smelters, we are committed to progressively improve our ability to trace Conflict Minerals to their sources through the several layers in our supply chain and will use industry best practices to do so. Furthermore, we encourage our suppliers who manufacture components, parts, or products containing tin, tantalum, tungsten, and/or gold to work towards sourcing those materials from smelters identified as Conflict Free smelters through the Conflict Free Smelter Program (CFS).

Our suppliers are also encouraged to define, implement and communicate to sub-suppliers their own policy, outlining their commitment to responsible sourcing of these materials, legal compliance and measures for implementation. We expect our suppliers to work with sub-suppliers to ensure traceability of these materials at least to smelter level (e.g. by using the [Responsible Minerals Initiative](#) Reporting Template to report the smelters of such minerals to Tennant Company). We also encourage our suppliers to support industry efforts to enhance traceability and responsible practices in global minerals supply chains.

Tennant's approach is to establish long-term relationships with suppliers, seek sustainable solutions, and work with suppliers to drive improvements. If we identify a reasonable risk that a supplier is violating the requirements set forth in this Policy, we will work with such suppliers to achieve conformity with this policy and may reevaluate the business relationship if a supplier fails to address our concerns.

This Policy will be reviewed regularly and updated as needed. Tennant Company commits to disclosing the progress of the implementation of this Policy as part of its annual sustainability reporting and in accordance with legal requirements. Concerns and violations of this policy can be anonymously reported by contacting Tennant's Ethics Hotline at 1.877.774.6504.