

Conflict Minerals Policy

New rules require all United States publicly traded companies to determine if the parts / assemblies in their products contain tin, Tantalum, tungsten and / or gold (known as "Conflict Minerals"). If Conflict Minerals are included in products that are manufactured or contracted to be manufactured, the company must conduct a reasonable inquiry to determine if such Conflict Minerals originated in the Democratic Republic of the Congo (DRC) or any adjoining countries. As a result Sears is requiring its suppliers to provide sourcing information to the best of their abilities including the smelters and refiners of Conflict Minerals in their supply chain. This will help to determine whether the materials found in their products originated from the DRC or any adjoining country.

We know there will be questions about this process, and we are committed to helping you understand this reporting requirement. If you have any questions about this process you can contact Jeff Zelnio (jzelnio@searsseating.com). Please also have the appropriate point of contact email the listed email address to establish communication.

In order to supply Sears the necessary information you will need fill out conflict materials status questionnaire [Conflict Minerals Status Questionnaire Template Sears Manufacturing Company.docx](#) to determine the need to create an iPoint Conflict Minerals Platform account available at <http://conflict-minerals.com/>. Thank you for your help in this matter.

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