



Re: *Request for Certification--California Transparency in Supply Chains Act*

Dear Valued 3M Customer,

This letter is in response to your request for 3M to provide a certification regarding the California Transparency in Supply Chains Act (SB 657). The law requires every retail seller and manufacturer doing business in California and having annual worldwide gross receipts that exceed \$100,000,000 to disclose, effective as of January 1, 2012, its efforts to eradicate slavery and human trafficking from its direct supply chain for tangible goods offered for sale.

3M embraces the principles of sustainable development: stewardship to the environment, contributions to society and the creation of economic value and worth. Our efforts toward sustainable development are discussed in depth on 3M's Sustainability website (www.3M.com/sustainability). 3M has been included in the Dow Jones Sustainability Index since its inception.

1. 3M Policies on Labor and Employment

At 3M, we believe it is essential to provide a work climate that:

- *Respects the dignity and worth of individuals.*
- *Encourages the initiative of each employee.*
- *Challenges individual capabilities.*
- *Provides equal opportunity.*

Our employment and labor practices reflect these principles. For example, in most countries where 3M conducts business, our compensation significantly exceeds minimum wage requirements; at a minimum, we meet such requirements. Similarly, 3M often exceeds – and at a minimum complies with – local family leave laws worldwide. 3M values a diverse workforce and has extensive programs to identify, hire, educate and promote employees with a wide range of skills and attributes. 3M prohibits workplace harassment, which is defined as unwelcome or hostile verbal, physical or visual conduct toward an individual because of race, religion, national origin, sex, disability, age, marital status, citizenship status, veteran status, sexual orientation, or status regarding public assistance. 3M respects workers' freedom to associate with each other and to organize. 3M also respects the rights of organized employees to engage in grievance and arbitration processes and negotiation. 3M has adopted strong worker protection principles that apply to 3M employees worldwide. We have similar principles that prohibit the use of forced or bonded labor, which we interpret to include slavery or human trafficking, or the employment of children under the minimum age established by local law. 3M also takes all the necessary steps to ensure the occupational health and safety of our workers and the safety of the communities in which we operate.

For a summary of 3M's policies for its facilities and employees related to labor and employment, as well as policies in the area of environmental, health and safety, business conduct and commitment to compliance with all applicable laws and regulations, we invite you to review the brochure *3M: A Global Citizen, Our Values and Business Conduct*. This is available at the www.3M.com/sustainability website under "Resources", "Policies and Reports".

2. 3M's Business Conduct Policies

3M's *Business Conduct Policies* clearly state the commitment of all 3M employees to compliance with all applicable laws and regulations in the conduct of our business activities. This extends to laws regarding slavery or human trafficking in the countries in which we do business. Because we want 3M's values to be clear to all with whom we do business, 3M publishes its Business Conduct Policies in 15 languages on the Internet at 3M.com/businessconduct. We invite you to download and review our policies. 3M invests a lot of time and money on programs designed to help our employees to understand and follow our Business Conduct Policies.

3. 3M's Labor and Human Resources Standards for Suppliers

As 3M sets a high bar for itself regarding labor and employment, it expects the same from its suppliers. 3M has a formal process as part of its Sourcing Policy that sets policies for its suppliers in the areas of labor and human resources, environmental, health and safety, and supplied materials. The policies apply to the selection and retention of all suppliers that provide goods or services to 3M worldwide and establish a framework that 3M considers important to a safe and healthy workplace, to the maintenance of fair and reasonable labor and human resource practices (including slavery and human trafficking), to the management of manufacturing and distribution operations to minimize adverse impact to the environment, and to the content of materials supplied to 3M. 3M expects suppliers to and incorporates in its supply contracts a requirement to establish programs that are consistent with 3M's Supply Chain Policies: EHS, Transportation, Labor/Human Resources and Supplied Materials ("Supply Chain Policies"), available at www.3M.com/About3M. (Scroll down to "Suppliers".)

For several years, 3M has had comprehensive Labor and Human Resources Standards for our suppliers (now termed the "Supply Chain Policies"). For your convenience, the relevant sections of these 3M Labor and Human Resources policies are reprinted here:

Labor and Human Resources:

Labor Laws. Suppliers are expected to comply with all local country labor and human resource laws and regulations, including those related to wages, hours worked, working conditions and child labor.

Labor and Human Resource Practices. Suppliers are expected to adopt sound labor and human resource practices and treat their workers fairly. Specifically:

Employment Practices. Suppliers must hire and employ workers in compliance with applicable laws. Wages, benefits, and working hours are expected to be fair and reasonable in the local labor market.

Child Labor. Suppliers must comply with the applicable local laws with regard to the minimum hiring age for employees. If no such law exists or if the existing law permits the hiring of child labor younger than 18 years of age, the supplier may not employ child labor under 16 years of age to work on 3M projects. The supplier may hire child labor between 16 and 18 years of age to work on 3M projects only if the supplier implements and maintains, in addition to the general standards for environmental, health and safety identified above, all working conditions needed to adequately protect the safety and health of each such child.

Forced Labor. 3M expects suppliers to not use labor that is a result of mental or physical coercion, physical punishment, slavery or other oppressive labor conditions. Suppliers and their employees cannot engage in any form of human trafficking. This prohibition includes not only forced labor and other forms of coercive conduct but also the recruitment, harboring, transportation, provision, or obtaining of persons for commercial sex acts and the legal or illegal procurement of sex acts for anything of value.

Discrimination. Suppliers must respect the right of every person to participate in all aspects of employment without regard to their personal characteristics or beliefs (for example, their race, religion or sex). Suppliers' policies and practices should result in employment decisions being made on the basis of workers' ability to do the job, and not on their personal characteristics or beliefs.

Freedom of Association. Suppliers must respect workers' right to associate freely, in compliance with existing local laws and without intimidation, reprisal or harassment.

3M's description of its efforts to implement these standards and policies in the supply chain are described in 3M's "Supply Chain Sustainability Report--CA SB 657 Disclosures," available at www.3M.com/About3M. (Scroll down to "Suppliers", then right-hand box, "Supply Chain Sustainability Report--CA SB 657 Disclosures"). This Report serves as 3M's disclosure pursuant to the California Transparency in Supply Chains Act (SB 657).

4. Request for Certification Under California Transparency in Supply Chains Act

You have asked that as a supplier to your company, 3M certify that products it provides to you "comply with the laws regarding slavery and human trafficking of the country or countries in which [3M] does business." Based on the above description of 3M's policies for its facilities, employees and suppliers, 3M has established policies and programs intended to promote compliance with applicable laws regarding slavery and human trafficking in the countries in which 3M does business.

We hope that the above information will provide assurances of our commitments in eradicating slavery and human trafficking. Please do not hesitate to contact 1-888-3M HELPS (1-888-364-3577) if you have any further questions.