



July, 2024

Dear Valued 3M Supplier,

At 3M, we think holistically about how our people, products, and operations can all contribute to a brighter future. We understand that our sustainability and environmental, social, and governance (ESG) impact extends beyond our own operations, and we expect our suppliers to uphold the same standards we set for ourselves, be transparent about their related practices, and work with us to transform our shared value chain.

3M recently updated and re-published the 3M [Supplier Responsibility Code](#) (SRC) which outlines expectations for our suppliers in the areas of Labor, Health and Safety, Environment, Ethics, and Management Systems. The SRC is based on our corporate values for responsible and sustainable supply chains, aligns with the Responsible Business Alliance (RBA) Code of Conduct and with the 10 Principles of the United Nations Global Compact of which 3M is a signatory. 3M prioritizes responsible, healthy, and safe workplaces free of forced labor, and assurances of a clean and healthy environment, and we are committed to doing our part to ensure such practices are part of our global supply chain.

3M suppliers must read, understand, and comply with the SRC requirements. We expect all suppliers to take a proactive approach to responsible and sustainable operations by establishing and implementing their own relevant policies and programs and expecting their suppliers to do the same. Suppliers who demonstrate not only conformance to the SRC, but additional dedication to improving the sustainability and ESG of their operations, as well as the materials they provide to 3M, may positively distinguish themselves from other suppliers.

In addition, suppliers shall conduct an ESG assessment at least every two years. The objective of the assessment is to ensure conformance to legal and regulatory requirements and the content of the SRC. 3M reserves the right to assess the supplier's facilities through remote assessments or onsite audits conducted at the supplier's expense. This may include a 3M led audit and/or 3M approved 3rd party led audit, as well as requiring supplier complete and submit a relevant self-assessment. Suppliers must cooperate and make resources/facilities available and to provide full transparency during the audit process, i.e., accurate and honest disclosure of all documentation and information. Any and all forms of bribery, corruption, deception and falsification of records are strictly prohibited.

Compliance with the law and other requirements, which includes adherence to the SRC, is included in our contracts and purchase order terms and conditions as an expectation of doing business with 3M. If your company believes any violation of the SRC may be in your supply chain, let 3M know immediately. Failure to comply with 3M requirements may result in termination of business.

For more information on 3M's corporate commitment and policies we encourage you to visit our [Supplier Direct website](#) and review 3M's annual [Global Impact Report](#). 3M's description of its efforts to implement its standards and policies in the supply chain are described in 3M's [Transparency in Supply Chains and Modern Slavery Disclosures](#) available at 3M.com.

Sincerely,

A handwritten signature in black ink that reads 'Kelly Bysouth'.

**Kelly Bysouth****Senior Vice President, Chief Procurement Officer, Global Procurement  
Enterprise Supply Chain**

*At 3M, we encourage all employees and people who interact with 3M to report suspected misconduct or ask a compliance question and speak up at. Those who report a concern can be confident that they will not be subject to retaliation. In most countries, you may use this system to report your concerns anonymously.*