



Conflict Minerals Policy

Tennant Company is concerned about the link between illegal extraction and trade of natural Resources, associated human rights violations, conflict, and environmental degradation. These issues are acute in the Eastern provinces of the 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.

Tennant complies 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 mines 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 improving our ability to trace conflict minerals to their sources through the several layers in our supply chain. 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 conformant smelters through the Responsible Minerals Initiative's assessment process.

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 reliably trace these materials at least to the 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 commits to disclosing its progress related to conflict minerals as part of its annual sustainability reporting and in accordance with legal requirements. Concerns and violations of this policy can be reported by contacting Tennant's Ethics Hotline.

A handwritten signature in black ink that reads "Kristin Stokes".

Kristin Stokes
SVP, General Counsel & Corporate Secretary

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