

# Conflict Minerals

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## Introduction

Organon & Co. (“Organon” or the “Company”) is committed to conducting its business worldwide with respect for human rights and in compliance with all applicable laws, as evidenced by our vision, mission & values, our statement on [Human Rights](#) and our [Business Partner Code of Conduct](#). We are taking steps to determine the origin and status of any tin, tantalum, tungsten, and gold (collectively, “conflict minerals” or “3TG”) necessary to the functionality or production of our products.<sup>1</sup> Organon works closely with our supply chain partners and seeks, over time, to identify, reduce and eliminate from our products conflict minerals that originate in the Democratic Republic of the Congo (DRC) or the adjoining countries (the “Covered Countries”) and finance or benefit armed groups in the Covered Countries or otherwise contribute to a humanitarian crisis.

## Background

Organon is concerned that proceeds from the mining, trade and sale of conflict minerals are being used to directly or indirectly finance armed conflict and violence in the Covered Countries. In an effort to curb the violence, a provision of the 2010 Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”) required the Securities and Exchange Commission (“SEC”) to issue rules relating to the reporting of sourcing and chain of custody of conflict minerals contained in manufactured products. In August 2012, the SEC issued a final rule (the “SEC Conflict Minerals Rule”) requiring an SEC registrant that manufactures (or contracts to manufacture) commercial products containing “3TG” that are necessary to the products’ functionality or production to conduct a “reasonable country of origin inquiry” that must be performed in good faith and be reasonably designed to determine whether any of the necessary conflict minerals contained in their products originated in the Covered Countries or are from scrap or recycled sources.<sup>2</sup>

## Our Expectations

Organon expects its suppliers to partner with it to comply with the reporting requirements set forth in the SEC Conflict Minerals Rule. Specifically, Organon expects that its suppliers will:

1. work with their own upstream suppliers to identify the chain of custody for any conflict minerals contained in their products (including the smelter and country of origin of any conflict minerals that may be contained in their products, if possible);
2. cooperate with Organon in connection with any due diligence (or additional due diligence) that Organon chooses to perform with respect to its country-of-origin and smelter and refiner inquiries;
3. provide, upon request by Organon, reasonable evidence of the due diligence performed by the supplier to support any country of origin/sourcing certification provided to Organon; and
4. assist Organon to identify opportunities to source conflict minerals responsibly.

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<sup>1</sup> The due diligence process being followed by Organon is in material conformance with the current edition of the Organisation for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and accompanying Supplements.

<sup>2</sup> Specifically, companies must determine whether: (i) any “conflict minerals” that are necessary to the functionality or production of a product originated in the Covered Countries; and (ii) whether the minerals directly or indirectly finance, or benefit armed groups in the Covered Countries.