



# Conflict Minerals Policy

## Policy purpose

This policy clarifies the approach of the Renishaw Group of companies ('the Group') to conflict minerals.

## Scope

Compliance with this policy is mandatory for all directors, officers, employees, contractors, and any other individuals engaged in work for the Group.

Policy number	Issue number	Change description	Effective date	Author	Reviewer	Owner
DL455	01	First issue	01/04/16	Head of Sustainability	Head of Group Quality	Head of Sustainability
DL455	02	Updated to reflect new ESG governance structure	01/03/24	Sustainability Lead for the Value Chain	Group Manufacturing Director	Operations Manager for Group Manufacturing

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Renishaw is committed to responsible sourcing practices and ethical supply chains. This Conflict Mineral Policy outlines our commitment to avoiding the use of minerals that finance armed conflict or contribute to human rights abuses in conflict-affected and high-risk areas.

We recognise the aims of the Dodd Frank Wall Street Reform and Consumer Protection Act 2012 (Dodd-Frank Act), and the EU Conflict Minerals Regulation 2017 (EUCMR). Whilst we do not fall under the jurisdiction of these legislative frameworks it is our policy to fulfil the requirements as laid out below.

This policy applies specifically to the procurement of minerals identified in the relevant conflict mineral legislation, namely, Tin, Tantalum, Tungsten and Gold.

We strive to source responsibly, and will implement a process to ensure our supply chain does not contain conflict minerals, as follows:

1. **Due diligence:** We will implement a due diligence process to mitigate the risk of our supply chains using conflict minerals. This will include:
  - **Risk assessment:** Identifying and assessing risks related to conflict minerals in our supply chain.
  - **Mitigation measures:** Implementing measures to mitigate identified risks.
  - **Reporting:** Regularly reporting on our due diligence efforts.
2. **Supplier engagement:** We expect our suppliers to adhere to the same principles. We will collaborate with them to promote responsible sourcing practices.
3. **Transparency:** We will be transparent about our efforts to avoid conflict minerals. This includes disclosing relevant information to stakeholders.
4. **Training and awareness:** We will implement a training programme for relevant employee job roles and suppliers.

### Statement from CEO

As CEO I take executive responsibility for this policy, the accountability of the implementation and compliance of this policy resides with the Group Manufacturing Director who has functional responsibility for sustainability.

Signed on behalf of Renishaw plc:

20/08/2024

23/08/2024

X Gareth Hankins

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Group Manufacturing Director  
Signed by: Gareth Hankins

X 

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Chief Executive Officer  
Signed by: William Lee