

SONOS

Sonos Conflict Minerals Statement

Sonos is committed to corporate social responsibility and responsible sourcing and is opposed to human rights abuses. As part of that commitment, we require our suppliers to treat their employees well, maintain safe working conditions and strictly regulate their environmental impact. All suppliers are required to sign a Supplier Code of Conduct based on the Responsible Business Alliance industry standard.

As part of our commitment to corporate social responsibility, Sonos seeks to identify, reduce and ultimately eliminate any use in its products of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo and surrounding countries. "Conflict minerals" refer to tantalum, tin, and tungsten (referred to together as "3TG"), which are derivatives of columbite, tantalite (coltan), cassiterite, gold or wolframite. 3TG minerals are found in small amounts in many electronic products. Revenue from the trade of these minerals in the Democratic Republic of the Congo and nine neighboring countries has been linked to the funding of groups engaged in extreme violence and human rights abuses.

As set forth in Supplier Code of Conduct, we expect our supplier to share our commitment to corporate social responsibility and reserve the right to request corrective action for any non-compliance, including termination of the relationship with the supplier. We require that our suppliers source 3TG minerals only from smelters that are conformant with the Responsible Minerals Initiative's (RMI) Responsible Minerals Assurance Process (RMAP), which requires a third-party sourcing audit of such smelters. In 2018, we surveyed our suppliers' sourcing of conflict minerals by assessing their responses to the RMI's Conflict Minerals Reporting Template. We intend to evaluate our suppliers' compliance on an annual basis, including through an annual review of conflict minerals sources and supply chains, as well as work to improve our supplier due diligence measures on an on-going basis.

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