



**KOHL'S DEPARTMENT STORES  
SOCIAL COMPLIANCE  
POLICY ON CONFLICT MINERALS**

In 2012, the U.S. Securities and Exchange Commission (the "SEC") established rules under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "DoddFrank Act") regarding sourcing of conflict minerals (the "Conflict Minerals Rule"). The Conflict Minerals Rule imposes reporting and other requirements on publicly traded companies, such as Kohl's, that contract to manufacture products that contain tantalum, tungsten, tin or gold (collectively known as "3TG"). As part of this process, we are required to identify whether the necessary 3TG in our in-scope products comes from the Democratic Republic of the Congo (the "DRC") or any of its adjoining countries.

Many of the products that we sell are third-party, national brand products that are available from many retailers, including Kohl's, and are therefore not in-scope for purposes of our Conflict Minerals Rule compliance. We are subject to the Conflict Minerals Rule, however, because a subset of our private and exclusive brand products may contain in-scope 3TG.

Kohl's is committed to sourcing products from companies that share our values around human rights, ethics and environmental responsibility. Kohl's is also committed to meeting its reporting obligations, and has put in place policies, due diligence frameworks and management systems to enable it to comply with the Conflict Minerals Rule.

**Kohl's Supply Chain Expectations**

In furtherance of this policy, Kohl's expects its suppliers to:

1. Adopt and maintain a policy to reasonably assure that the 3TG in the products supplied to Kohl's are conflict free.
2. Establish their own due diligence programs to ensure conflict-free supply chains and take any other steps necessary to abide by the contractual certifications, warranties, covenants and representations provided to Kohl's. Supplier due diligence programs are expected to be designed in conformity with the Organisation for Economic Co-operation and Development's Due Diligence Guidance for Responsible Supply Chains of Minerals From Conflict-Affected and High-Risk Areas.
3. Cooperate with our conflict minerals due diligence process, including by providing us, from time to time, with written certifications and other information concerning the origin of 3TG included in products supplied to Kohl's. As part of our process, suppliers of Kohl's private and exclusive brand products will be expected to complete the ConflictFree Sourcing Initiative's Conflict Minerals Reporting Template.
4. Support industry efforts to enhance traceability and responsible practices in global mineral supply chains.

Kohl's reserves the right to require from any supplier at any time such additional information, certifications and documentation as Kohl's shall deem necessary to monitor or assess compliance with this policy or other contractual certifications, warranties, covenants and representations provided to Kohl's.

**Grievance Mechanism and Reporting**

Potential violations of this policy or other ethical or legal concerns can be reported through our existing internal hotline and external reporting mechanisms found under "Corporate Governance" at <http://www.kohlscorporation.com>.

*Updated as of May 2014*