

NORDSTROM CONFLICT MINERALS POLICY

PURPOSE

Nordstrom, Inc. (“Nordstrom”) strives to ensure that 3TG metals and minerals contained in our Nordstrom private label products are obtained, produced, and used in a socially responsible manner.

Nordstrom’s Conflict Minerals Policy aligns with our commitment to uphold and respect human rights throughout our supply chains. Nordstrom does not directly procure 3TG metals and minerals from mines, or the smelters or refiners that process them, but instead influences upstream suppliers through its policies and shared value relationships. Nordstrom’s goal is to work collaboratively to source 3TG metals and minerals consistent with our values around human rights. To support this goal, Nordstrom follows the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct and conducts due diligence to help identify and mitigate risks in our supply chain for Conflict Minerals.

Nordstrom conducts due diligence on a biennial basis to gather more information about where we source gold, columbite-tantalite (tantalum), cassiterite (tin) and wolframite (tungsten) (collectively, “Conflict Minerals”) and whether those Conflict Minerals may have originated in the Democratic Republic of Congo (“DRC”) or adjoining countries¹ (collectively, the “Covered Countries”).

POLICY

We engage our upstream suppliers on metal and mineral sourcing in alignment with the OECD Due Diligence Guidelines for Multinational Enterprises on Responsible Business Conduct. We require Nordstrom private label suppliers that source Conflict Minerals to:

- Establish policies, due diligence frameworks and management systems for the traceability of Conflict Minerals consistent with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.
- Source Conflict Minerals from smelters and refiners validated as “Conformant” to the Responsible Minerals Initiative (RMI) list or other mutually recognized standards.
- Respond to inquiries for due diligence information and promptly implement corrective action identified and requested by Nordstrom.

If any of these requirements are not met, Nordstrom will proactively work with the supplier to further develop their capabilities to ensure alignment with Nordstrom’s supplier requirements.

We conduct a biennial good faith inquiry into the origin of Conflict Minerals used in our Nordstrom private label products, which includes requesting certain information from our Nordstrom private label agents, vendors, and direct suppliers. These inquiries are reasonably designed to determine whether any 3TG metals or minerals originated in the Covered Countries or are from recycled or scrap sources. Our agents, vendors, and suppliers are expected to participate fully, by providing complete and timely responses to Nordstrom’s information

¹ Angola, Burundi, Central African Republic, Republic of Congo, Rwanda, South Sudan, Tanzania, Uganda, and Zambia

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requests.

We expect all agents, vendors and suppliers of Nordstrom private label products to comply with this Policy. Failure to comply with this Policy may result in suspension or termination as a Nordstrom supplier. Suppliers may contact csr@nordstrom.com for questions regarding this Policy or Nordstrom's due diligence requirements.