



Conflict Mineral Policy

Fastenal's Conflict Minerals Policy provides a framework that ensures compliance with Section 1502 of the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 ("Dodd Frank Act") pertaining to: tin, tantalum, tungsten and gold which are derivatives of cassiterite, columbite-tantalite, and wolframite, regardless of where they are sourced, processed or sold ("Conflict Minerals"). As a U.S. issuer of securities governed by the Securities and Exchange Commission, Fastenal and its subsidiaries adopt this policy to guide the implementation and maintenance of its Conflict Minerals program.

Conflict Minerals originating from the Democratic Republic of the Congo (DRC) are sometimes mined and sold, under the control of armed groups, to finance conflict characterized by extreme levels of violence according to the Dodd Frank Act.

Fastenal expects our suppliers to have policies and due diligence measures in place that will assure knowledge and notification of products and components that contain conflict minerals. Fastenal expects suppliers to comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and conduct their business in alignment with Fastenal's supply chain responsibility expectations.

In support of this policy, Fastenal will:

- Exercise due diligence with suppliers consistent with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage our suppliers to do the same with their suppliers.
- Provide due diligence information to customers confirming applicability and/or compliance of products supplied by Fastenal.
- Continue involvement with industry groups such as the Twin Cities Conflict Mineral Task Force to stay on top of new developments, changes, and future industry and supply chain focused requirements

For questions or concerns contact conflictminerals@fastenal.com. View Fastenal's most recent Conflict Mineral Report on the Investor Relations page: investor.fastenal.com.