



Human Trafficking & Anti-Slavery Statement

Lexmark is committed to being a responsible corporate citizen by striving to assure the fair and equitable treatment of all workers. We have implemented processes that promote safe and ethical working conditions for our employees and those of our suppliers. Our labor practices actively identify, prevent and deter human trafficking and slavery in all its forms, including forced, bonded, indentured labor or involuntary prison labor.

Many governments have enacted laws and regulations to require businesses to disclose their efforts to prevent human trafficking and slavery in their own operations and their supply chain. California's enactment of the California Transparency in Supply Chains Act, effective January 1, 2012, represents model legislation to combat human trafficking. Lexmark takes steps to comply with human trafficking and slavery legislation by disclosing our efforts to prevent human trafficking and slavery in our workforce and supply chain.

Lexmark upholds human rights and labor policies and principles through the following efforts:

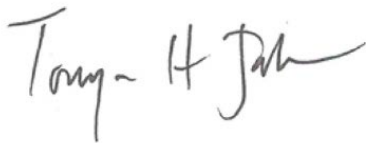
- Standards—Lexmark upholds and respects international human rights standards that promote workers' rights, fair-employment opportunities, and open channels of communication among employees as reflected in:
 - The Responsible Business Alliance (RBA) Code of Conduct
 - The Universal Declaration of Human Rights
 - The United Nations Global Compact
 - The United Nations Guiding Principles on Business and Human Rights
 - The International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work
 - The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises

Our support for these standards and principles is embedded in our Code of Business Conduct, Human Rights Policy and Supplier Code of Conduct. All of our business operations, as well as partner and supplier relationships, are guided by these principles. All employees review and subscribe to the Code of Business Conduct. Processes are in place to identify, monitor, prevent and mitigate human rights abuses. These processes are created to promote accountability and implement remediation when needed.

- Verification—Human trafficking risks in our operations and supply chain are identified in part through the RBA Code of Conduct. The code prescribes best practices related to human rights and working conditions. We inspect for compliance through supplier assessments, operation reviews, risk management and third-party audit systems.
- Audit—Lexmark monitors and audits its facilities and select partners' facilities by questioning about labor and human rights policies and procedures to ensure that forced, bonded, trafficked, slave, or involuntary prison labor are not present. Operations and suppliers in areas of high risk to human trafficking are identified and audited through the RBA Self-Assessment Questionnaire. Validated audits by announced, independent, third-party auditors include document review, interviews with management and employees and a visual site survey.

- Training—Lexmark provides Code of Business Conduct training to all employees and training on the RBA Code of Conduct to employees in procurement who have direct responsibility for supply chain management. This Code establishes standards related to the protection of human rights of workers and labor practices in the electronics industry supply chain.
- Accountability—Lexmark and our suppliers, who are required by contract to do so, operate in full compliance with the laws and regulations, including those regarding human trafficking and slavery in countries of operation or where products are distributed. In selecting and retaining qualified suppliers, Lexmark shows preference to suppliers who meet or exceed our expectations in abiding by the RBA Code of Conduct.

Lexmark has a grievance mechanism available to Lexmark employees, partners, and stakeholders to report concerns or issues they believe may violate the Lexmark Code of Business Conduct or the Lexmark Supplier Code of Conduct (e.g., human rights, health and safety, environment, ethics, conflict minerals). Concerns or issues may be reported, without fear of retaliation, through the Lexmark Ethics Line (1-866-477-2029).



Tonya Jackson
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