



CONFLICT MINERALS POLICY

Rev: 03/21/2017

Page 1 of 1

There has been increased awareness of violence, human rights violations and negative environmental impacts in the mining of certain minerals from a location described as the "Conflict Region", which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries. Companies around the globe have been requested to practice reasonable due diligence with their supply chain to assure that specified metals are not being sourced from mines in the Conflict Region, which is controlled by non-government military groups, or unlawful military factions.

In addition to the DRC, the surrounding countries covered in the ruling noted below are: Angola, Burundi, Congo, Central Africa Republic, Republic of Tanzania, Rwanda, Sudan, Uganda, and Zambia.

Conflict Minerals are: tin, tantalum, and tungsten (derivatives of cassiterite, columbite-tantalite, and wolframite), as well as gold ore.

On August 22, 2012, the final rule regarding sourcing of conflict minerals under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the Dodd-Frank Act) was approved by the U.S. Securities and Exchange Commission ("SEC"). The rule imposes reporting requirements on publicly traded companies subject to the SEC to report annually the presence of conflict minerals originating in the Democratic Republic of the Congo (DRC) or surrounding countries in the products they manufacture or contract to manufacture whereby the conflict minerals are necessary to the functionality or production of a product.

We support ending the violence, human rights violations and negative environmental impacts in the mining of certain minerals from the DRC and surrounding countries.

OUR COMMITMENT

To ensure to the best of our ability, that the products in which we purchase from our suppliers are "Conflict Minerals" Free and in full compliance with all regulations promulgated by the Dodd-Frank Wall Street Reform Consumer Protection Act of 2012—(The Dodd-Frank Act).

OUR ENVIRONMENTAL SEGMENT—we require the following from our customers:

- To design in components that can be sourced from socially responsible suppliers;
- To assist us in complying with the SEC regulations related to Conflict Minerals and to assist in gathering declarations where the supply chain has been established by our customer, and
- To support supply chain changes required to eliminate DRC Conflict Minerals from the product(s), as applicable.

In addition, we will work with our suppliers and also our customers, where the supply chain has been established by our customer, to seek corrective action for non-compliance, as applicable.

Conflict Minerals Policy Author: *Tracy Armstrong*

Approver:

A handwritten signature in blue ink, appearing to read 'Mark Steward', is written over a light blue horizontal line.