CONFLICT-FREE SOURCING INITIATIVE POLICY

(Conflict-free sourcing initiative – CFSI)

We have signed up for the CFSI initiative. The aim is to maintain confidence in our responsible and ethical behaviour towards our customers in the sense that they will not participate in supporting inhumane sourcing through our products. We have adopted a CFSI policy with the motto:

> We only buy raw materials from proven, non-conflict sources, wherever they are in the world

We fulfil this basic motto by focussing on the following principles:

1. Standard use of the Conflict-Free Sourcing Initiative (CFSI)

a) CFSI's values are the basis for the application of CFSI: responsibility to clients, ethical behaviour towards suppliers and their employees, unconditional compliance with the legal system and respect for human rights.
b) The CFSI initiative is an organic part of overall management, especially the management of business activities.
c) The CFSI is recorded within our management document system, and its practical implementation can be inspected at any time.
d) This CFSI policy is available to all company employees, and is also available to the public on the website.

2. Principles for the use of the Conflict-Free Sourcing Initiative (CFSI)

a) **Source of minerals.** For tantalum, tin, tungsten and gold, we verify that our products do not directly or indirectly provide funds or benefits to armed groups responsible for serious human rights abuses in the Democratic Republic of Congo or any other country.
b) **Commercial chain.** We carry out due diligence not only on the primary sources, but also on the potential consumer chain of these minerals.
c) **Communication.** Our due diligence measures and those of our suppliers are available to our customers on request.

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