



## Conflict -Free Minerals Policy January 01, 2018

Dear Customer,

Our company does NOT purchase tin (cassiterite), tantalum (columbite), tungsten (wolframite), gold and/or any other "conflict mineral" as defined by the Dodd-Frank Wall Street Reform and Consumer Protection Act, directly from any supplier located in the Democratic Republic of the Congo (DRC) and surrounding countries.

In addition, in order to be proactive in regard to this issue, as of June 1, 2013, we added clause #26 to our existing purchase order terms & conditions which are included with each purchase order that we issue to our suppliers. This clause states:

26. Buyer has represented to its customers that it is not purchasing conflict minerals from the areas defined by the Dodd-Frank Wall Street Reform and Consumer Protection Act. Accordingly, Seller may not supply tin (cassiterite), tantalum (columbite), tungsten (wolframite), gold and/or any other "conflict mineral" as defined by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, in order to fulfill Buyer's purchase orders, if those minerals have been derived from the Democratic Republic of the Congo (DRC) and surrounding countries, without notifying Buyer of that fact prior to initiating production and obtaining Buyer's prior written approval to initiate production under those circumstances. In those instances where Seller does notify Buyer as noted above and obtains Buyer's prior written approval, Seller must complete Buyer's "Conflict Mineral Survey Form" prior to processing Buyer's purchase order.

A handwritten signature in black ink, appearing to read "Patrick Falbo".

Patrick Falbo  
President