

7/22/13

## Conflict Mineral Policy

We support ending the violence and human right violations in the mining of certain minerals from a location described as the "Conflict Region", which is located in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries. As a result the U.S Securities and Exchange Commission (SEC) adopted rules for reporting and disclosure requirements related to "conflict minerals," as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rules require manufactures who file certain reports with the SEC to disclose whether the products they manufacture or contract to manufacture contain "Conflict Minerals" that are "necessary to the functionality or production" of those products.

The definition of "conflict minerals" refers to Gold, Tin, Tantalum and Tungsten, the derivatives of Cassiterite, Columbite-tantalite and Wolframite.

### OUR COMMITMENT:

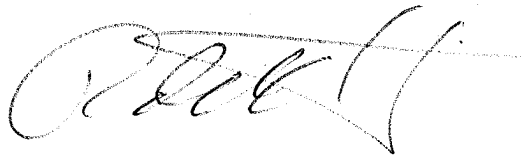
1. Support the objectives of U.S legislation on the supply of "Conflict Minerals".
2. Do not knowingly procure specified metals that originate from facilities in the "Conflict Region".
3. Practice reasonable due diligence and ask our suppliers to undertake due diligence with their supply chains to assure that specified metals are being sourced only from :
  - Mines and Smelters outside of "Conflict Region"
  - Certify that materials are "Conflict Free"

The aim is to ensure that only "Conflict Free" Materials and Components are used in products that we procure.

Sincerely,

Rod Brandstedter

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