

NEMAD MANUFACTURING CONFLICT MINERALS SOURCING POLICY

“Conflict minerals” originating from the Democratic Republic of the Congo (DCR) are sometimes mined and sold by armed groups to “finance conflict characterized by extreme levels of violence.” Some of these minerals and the metals created from them (such as tantalum, tin, tungsten and gold) can make their way into the supply chains of the products used around the world, including those in the electronics industry.

Nemad’s suppliers acquire and use minerals from multiple sources worldwide. As part of Nemad’s commitment to corporate responsibility and respecting human rights in our own operations and in our global supply chain, it is Nemad’s goal to seek to use tantalum, tin, tungsten and gold in our products that are “DCR conflict free” while continuing to support responsible in-region mineral sourcing from the DRC and adjoining countries. Nemad expects our suppliers to have in place policies and due diligence measures that will enable us to reasonably assure that products and components supplied to us containing conflict minerals are DCR conflict free.

Nemad expects our suppliers to comply with Electronic Industry Citizenship Coalition (EICC) Code of Conduct and conduct their business in alignment with Nemad supply chain responsibility expectations.

In support of this policy , Nemad will:

- Exercise due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Mineral from Conflict-Affected and High – Risk Areas and encourage our suppliers to do likewise with their suppliers.
- Provide, and expect our suppliers to cooperate in providing due diligence information to confirm the tantalum, tin, tungsten and gold in our supply-chain is DRC conflict free.
- Collaborate with our suppliers and others on industry-wide solutions to enable products that are DRC conflict free.
- Commit to transparency in the implementation of this policy by making available reports on our progress to relevant stakeholders and the public.