



Electroswitch Conflict Minerals Policy

BACKGROUND:

At Electroswitch Switches and Relays we value high integrity and ethical standards and we expect the same from our vendors and factories that supply the products we sell. The U.S. Securities and Exchange Commission ("SEC") adopted final rules to implement reporting and disclosure requirements related to Conflict Minerals (defined below) as directed by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. The rules require companies 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.

"Conflict Minerals" for the purposes of the conflict minerals rules are gold, tantalum, tin and tungsten. We support these requirements to further the humanitarian goal of ending violent conflict in the Democratic Republic of the Congo (DRC) and in surrounding countries including the Central African Republic, South Sudan, Uganda, Rwanda, Burundi, Tanzania, Zambia and Angola (the "Conflict Region"), which has been partially financed by the exploitation and trade of Conflict Minerals.

OUR POLICY:

We support the Dodd-Frank Act's goal of preventing armed groups in the covered countries from benefiting from the sourcing of Conflict Minerals from that region. We are committed to responsible sourcing of materials for our products, and we expect that our suppliers are likewise committed to responsible sourcing. We also support greater transparency with regard to the supply chain, in particular the sourcing of Conflict Minerals. Accordingly, we have adopted this Conflict Minerals Policy, and we expect that our suppliers will adopt a similar policy and meet our expectations set forth below.

OUR COMMITMENT:

1. Support the aims and objectives of the U.S. legislation on the supply of "Conflict Minerals".
2. For the products in which we contract to manufacture, we do not knowingly procure specified metals that originate from facilities in the "Conflict Region" that are not certified as "conflict free".
3. For the items that we believe we "contract to manufacture", we will ask our suppliers to undertake reasonable due diligence with their supply chains to assure that specified metals are being sourced only from mines and smelters outside the "Conflict Region" or



from mines and smelters which have been certified by an independent third party as "conflict free" if sourced within the "Conflict Region".

OUR EXPECTATIONS FOR SUPPLIERS:

Suppliers will be required to provide written evidence of due diligence documentation upon request that includes completion of the EICC-GeSI (Electronic Industry Citizenship Coalition — Global E-Sustainability Initiative) Conflict Minerals Reporting Template. The aim is to ensure that only "conflict free" materials and components are used in products that we contract to manufacture. If we discover the use of these minerals produced in facilities that are considered to be "non-conflict free", in any material, parts or components we procure, we will take appropriate actions to transition product to be "conflict free".