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worldwide

## ELEQ Policy Statement Conflict Minerals

In daily practice, we should understand our social and ethical responsibilities, and not contribute to the violation of human rights. We will not source conflict minerals such as gold, tin, tantalum, or tungsten from conflict areas such as the Congo and its neighbouring countries, either directly or through our supply chain.

We support the activities of the EICC (Electronic Industry Code of Conduct) and GeSi (Global e-Sustainability initiative) which require us to do everything in our power to ensure that aforementioned minerals are sourced from conflict-free areas. In doing so, ELEQ meets its customers' requirements.

To this aim, we are working with our relevant suppliers to determine if any conflict minerals are used in our products or composition thereof. We will not knowingly source or use minerals from these areas.

We will ask our relevant suppliers to supply documentation which validates that the aforementioned minerals are not sourced from conflict areas. In addition, we will ask our suppliers to demand the same from their suppliers.

Procurement procedures and order texts will be modified where applicable.

This policy statement will be announced to relevant suppliers and published on our website.

One of ELEQ's core values is continuity. To ELEQ, continuity means respectful treatment of people, society, and the world.

We only do business with suppliers who share our values.

On behalf of ELEQ,

A handwritten signature in blue ink, appearing to read 'Hermann Toebe', with a date '26/2/2015' written next to it.

Hermann Toebe,

Business improvement manager

