

Conflict Minerals Policy

The Hermetic Solutions Group is committed to ethical business conduct in all its dealings. The Hermetic Solutions Group does not directly source minerals from the Democratic Republic of the Congo, adjoining countries, or other conflict-affected or high-risk areas. Although not subject to the requirements of Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act or the European Union Conflict Minerals Regulation, this policy affirms the Hermetic Solution Group's commitment to working with its suppliers to confirm that their materials do not contain conflict minerals (tantalum, tin, tungsten, or gold) that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo (DRC), adjoining countries, or other conflict-affected or high-risk areas. Hermetic Solution Group will only procure metals from downstream suppliers that are able to demonstrate the sourcing of metals that are either outside the Conflict Region, or have been certified by an independent third party as Conflict Free.

Upon receipt of smelter listings, our Quality Assurance Departments will verify through EICC that the reported smelters are listed with the EICC as conflict-free. If not listed with the EICC, we will request further evidence that the smelter's mineral sources are located outside of the conflict region or have received third-party certification as conflict-free.

Our Quality Assurance Departments are responsible for reviewing new supplier evidence of compliance to conflict-free sourcing. Once per year Quality Assurance will contact all suppliers approved for conflict minerals compliance to request renewal of their compliance documents. If we become aware of a supplier that is using any of the conflict minerals from DRC as specified by Dodd-Frank, we will immediately take corrective action to help remedy the situation in order to stop the material from going further into our supply chain and our customers. We expect our suppliers to also conduct due diligence on their behalf to help reduce the chance of purchasing any materials that come from DRC mines.

The Hermetic Solutions Group requests suppliers to acknowledge this Conflict Minerals Policy and to confirm in writing that they have procedures in place to verify the conflict-free sourcing of their materials and products.