

## CONFLICT MINERALS POLICY

Tekmos is committed to ethical practices and compliance with all applicable laws and regulations.

We therefore:

1. Comply with the aims and objectives of the U.S. legislation on the supply of “conflict minerals”.
2. Do not knowingly procure specified metals that originate from facilities in the “Conflict Region” that are not certified as conflict free.
3. Ensure compliance with these requirements, and 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
  - Mines and smelters which have been certified by an independent third party as conflict free if sourced within the “Conflict Region”.

This due diligence is to ensure that only “conflict free” materials and components are used in products that we procure.



James Betts  
President

Date: 3/3/2022