

## **Conflict Minerals Policy**

Incora is fully committed to responsible sourcing of conflict minerals (tin, tantalum, tungsten and gold, also known as 3TG) and upholding ethical standards in our supply chain. We recognize the importance of avoiding the use of conflict minerals that contribute to armed conflicts and human rights abuses. This policy outlines our commitment to responsible mineral sourcing and our efforts to ensure that the products we distribute are obtained ethically.

### **Incora's Commitment:**

- Fully support the objectives of OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.
- Comply with the European Union Conflict Minerals Regulation and Section 1502 of the Dodd-Frank act.
- Source responsibly products that contain conflict minerals originating from regions associated with armed conflict or human rights abuses.
- Have a robust process in place to survey suppliers annually, pass the information down the supply-chain, mitigate risks, and store the findings.

### **Incora's Expectations of Our Suppliers:**

- Conflict minerals defined as tin, tantalum (and its derivatives), tungsten and gold (3TG) present in the products must be sourced responsibly.
- Suppliers must have a sound and robust policy and processes in place for sourcing of conflict minerals.
- Suppliers must inform Incora immediately if any risks are identified.
- Suppliers must complete and deliver the Conflict Minerals Reporting Template (CMRT) on an annual basis.

If it is discovered that one or more of our suppliers are providing non-conflict-free material, Incora will take appropriate actions to transition the product to be conflict-free.