

April 9, 2021

Conflict Minerals Policy

The term "Conflict Mineral" is defined in Section 1502 of the Dodd-Frank Act and includes Tantalum, Tin, Tungsten and Gold or any other mineral determined by the United States or Europe to be financing conflict in areas such as the Democratic Republic of the Congo ("DRC") or an adjoining country. These four minerals are also commonly referred to as "3TG" metals.

Weiss Technik North America Cincinnati (WNA-CI) is committed to sourcing components and materials from companies that share our values and commitment to responsible sourcing, human rights, ethics, environmental responsibility and meeting the expectations of our customers.

WNA-CI expects our suppliers to be "Conflict-free" and abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses, unethical practices and compliance with applicable legal requirements. "DRC Conflict-free" or "Conflict-free" is defined as "3TG" metals that were extracted and did not directly or indirectly benefit armed groups in the covered countries.

Supplier Code of Conduct

- Supplier will ensure their products are "Conflict-free"
- Supplier will only provide products to WNA-CI that are "Conflict-free"
- Supplier will communicate to WNA-CI if product delivered to us is not "Conflict-free"

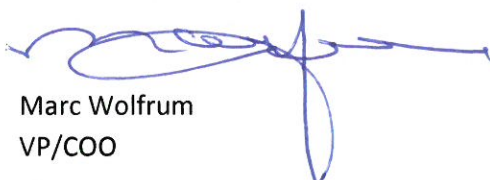
If it is discovered that products procured by us contain 3TG from the conflict area, we will take steps in conjunction with the supplier to transition the product(s) to a "Conflict-free" source and will result in potential supplier disqualification. WNA-CI reviews supplier agreements & contracts annually and issues corrective actions based on the level of non-compliance to this and other policies.

Supplier Non-Compliance

- Supplier will receive a SCAR (Supplier Corrective Action Request) that shall provide additional information regarding non-conflict-free products sold to WNA-CI.
- Supplier will be re-evaluated based on SCAR findings establishing the level of non-compliance which has occurred regarding non-conflict-free product(s) sold to WNA-CI.
- Suppliers who do not reasonably comply with the policy will be re-evaluated by WNA-CI Purchasing Department for future business.

We understand the importance of providing "Conflict-free" product(s) to our valued customers. We are committed to providing responsible sourcing practices and improvement initiatives aligned with our core values ensuring the expectations of our customers are met.

Sincerely,



Marc Wolfrum
VP/COO

Our Product Brands:

