

Conflict Minerals Policy

On August 22, 2012, the Securities and Exchange Commission adopted a rule mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act to require companies to disclose publicly their use of conflict minerals (tantalum, tin, gold or tungsten) (“Conflict Minerals”) that originated in the Democratic Republic of the Congo (“DRC”) or an adjoining country (“Covered Countries”). In order to comply with this requirement, as well as to respond to numerous customer requests regarding our use of Conflict Minerals, the Operating Units were asked to conduct a due diligence review of their product offerings in order to determine if any of the products that they manufacture contain Conflict Minerals in the form of raw materials or component parts.

In furtherance of this due diligence process, we now are asking that you incorporate the following language, or similar language approved by the Law Department, in all of your supplier agreements, as well as in your purchasing terms and conditions:

[Supplier] agrees that all products (including parts and components thereof) that it provides to [Company] which contain “conflict minerals” (as defined in section 1502(e) (4) of the Dodd-Frank Wall Street Reform and Consumer Protection Act) that are necessary to the functionality or production of the product, are “DRC conflict free” (as that term is defined at 15 U.S.C. § 78m (p) (1) (D)).

This language will further Scott Fetzer’s goal of supply chain transparency and will notify suppliers that we are not willing to source raw materials or component parts that contain Conflict Minerals from Covered Countries.