

's-Hertogenbosch 9 March 2016.



Possehl Electronics Nederland Policy for Sourcing Conflict Minerals.

The mining and distribution of “conflict minerals”¹ originating from the Democratic Republic of Congo are sometimes controlled by violent organizations in order to fund conflict in that country and adjacent regions. Our industry supply chains are inadvertently subject to metals derived from these conflict minerals which can be introduced through the metals we use such as gold, tin, tantalum and tungsten (3TG). Possehl Electronics Nederland (PENL) is dedicated to the elimination of these conflict minerals in our supply chain, and to use only conflict-free minerals² responsibly sourced around the world. It is also our objective to support the continued use of conflict-free minerals from the DRC and the adjacent regions such that responsible mining is not diminished. For proof PENL requires a yearly updated CMRT sheet conform <http://www.responsiblemineralsinitiative.org/conflict-minerals-reporting-template/>

**Possehl Electronics
Nederland BV**

De Beverspijken 3
5221 EE 's-Hertogenbosch

Phone +31 73 639 3939
Fax +31 73 639 3900

info@possehlelectronics.nl
www.possehlelectronics.com

All suppliers to PENL (Possehl Electronics Nederland) must support this policy by:

- a) being diligent in their assessment and validation of their supply chains to ensure PENL objectives of a transparent supply chain, and conflict-free purchases as inputs to the products we produce.*
- b) at all times be in compliance with all regional and international regulations for conflict minerals.*
- c) at all times be in compliance with industry standards for the sourcing and reporting of conflict minerals.*
- d) being diligent and accurate in their formal assurances of conflict-free minerals provided to us.*

¹ Conflict minerals are columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives as defined in the Dodd-Frank Act section 1502 and SEC Rule 13p-1 under the Securities Exchange Act of 1934.

² Conflict-free minerals are conflict minerals that through their distribution directly or indirectly do not benefit violent organizations in the Democratic Republic of Congo and its adjacent regions.



André van Dinther
Manager Quality Environment Health and Safety
Possehl Electronics Nederland BV.