

Regulation Compliance Statement

Conflict Minerals

Dodd-Frank Act (Section 1502) "Conflict Minerals" and EU Parliament and EU Council Regulation 2017/821

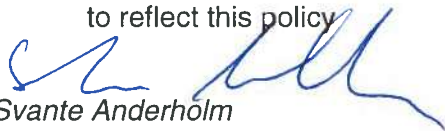
FlexLink is committed to sourcing articles and material from suppliers that share our values and commitment in supporting efforts to end the violence and human rights violations in the mining of minerals from the Democratic Republic of Congo (DRCO), adjoining countries, and other "high risk" geographic areas.

FlexLink is committed to:

- Complying with both the European Union's Parliament Regulation 2017/821, and the United States' Dodd-Frank Act (Section 1502) to ensure we do not procure any products containing "Conflict Minerals"¹ (tin, tantalum, tungsten, gold); often these minerals are abbreviated and referred to as 3TG.
- Knowingly procure Conflict Minerals from a "high risk" area unless they are certified as "Conflict Free"² by an independent third party.
- Requiring our suppliers, as a condition of business, to complete the standardized "Conflict Minerals Reporting Template"³.
- Proactively perform "due diligence," in accordance with the Five-Step framework published by the Organization for Economic Co-operation and Development. (OECD Guidance)⁴.

Please be assured that FlexLink understands the importance of this issue and is committed to the pursuit of responsible procurement practices. We do this by:

- Engaging with our suppliers so that they respond in a timely manner to our requests for evidence of compliance as a factor in our sourcing decisions
- Ensuring that our Suppliers Handbook and our purchasing terms and conditions to reflect this policy


Svante Anderholm
Chief Operations Officer

October 21st, 2019

¹ "Conflict Minerals" in this statement also include any 3TG minerals from recycled or scrap sources.

² DRC conflict free" as defined by paragraph (e)(4) of Dodd-Frank Act, Section 1502

³ "Conflict Minerals Reporting Template, Responsible Minerals Initiative.

<http://www.responsiblemineralsinitiative.org/conflict-minerals-reporting-template/>

⁴ "Due Diligence Guidance for Responsible Supply Chains from Conflict-Affected and High-Risk Areas"