



## WECO Electrical Connectors Inc. **Conflict Minerals Policy**

WECO Electrical Connectors Inc. is deeply concerned by reports that profits from the sale of certain metals mined in the Democratic Republic of the Congo (DRC) or adjoining countries has helped fuel war and human rights violations in the eastern Congo. WECO Electrical Connectors supports efforts to eliminate the use of tantalum, tin, gold and tungsten from improper sources that could promote such serious problems in the DRC and adjoining countries.

Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act imposes requirements on manufacturers if their products contain "Conflict Minerals" (tin, tantalum, tungsten, gold, etc.) originating from the Democratic Republic of the Congo (DRC) or an adjoining country (Angola, Burundi, Central African Rep., Rep. of Congo, Rwanda, South Sudan, Tanzania, Uganda, Zambia). This legislation requires all manufacturing companies publicly traded in the U.S. to report annually to the Securities and Exchange Commission (SEC) whether they use Conflict Materials that originated from the Democratic Republic of Congo (DRC) or an adjoining country.

Companies are required to conduct due diligence inquiries in their supply chains.

This will necessitate supplier cooperation to determine whether products contain conflict minerals from the DRC or an adjoining country.

It is our intention to do what we can to ensure that the products and components in our supply chain do not contain minerals from those geographic areas which contribute to the armed conflicts in the DRC and adjoining areas.

Suppliers to WECO Electrical Connectors Inc. are required to:

1. Establish a due diligence process for identifying and managing the (in)direct sourcing of tin, tantalum, tungsten, gold, also referred as Conflict Minerals.
2. Implement a Corporate Policy on Conflict Minerals to assure responsible sourcing of tin, tungsten, tantalum, and/or gold.
3. Determine which of your products/components contain tin, tungsten, tantalum, and/or gold.
4. Identify all the smelters in your supply chain that supply the tin, tantalum, tungsten, and/or gold. If you don't source directly from smelters, you must pass this request on to your suppliers (and they may have to pass it on to their suppliers) and have them inform you of the smelters in your supply chain.
5. Gather collected data to be provided to WECO Electrical Connectors Inc. via the latest version of the EICC-GeSI Conflict Minerals Reporting Template, completing all questions, and ensuring that all products, components, and / or raw materials you supply to WECO Electrical Connectors Inc are addressed therein.
6. Provide updates to WECO Electrical Connectors Inc. via the above referenced reporting template as requested, but no less frequent than annually.

WECO Electrical Connectors Inc. expects all of its suppliers to comply with the requirements listed above and provide all necessary declarations.



WECO products:

- Usually contain **tin** (as plating and/or in the phosphor bronze)
  - Usually contain **copper, zinc, lead, iron, nickel and chromium**.
  - Sometimes contain **gold** (as a plating)
  - Never contain **tungsten** nor **tantalum**.
1. WECO has assigned the responsibility for all questions about environmental and social responsibility to Global QA Director with assistance of QC Supervisor.
  2. **WECO has started the process of due diligence for conflict minerals in 2013.**
    - The list of the suppliers, who may be affected, is created.
    - The suppliers have been requested for due diligence.WECO has asked for the smelter info in the Conflict Minerals Report template EICCGeSi, which can be accessed on <http://www.eicc.info/CFSPProgram.shtml> for the most recent revision.
  3. Updated purchasing process to require use of template EICCGeSi as part of PPAP for any new supplier.
  4. As of 28 July 2015 WECO has received the smelter information from all existing suppliers and will continue to ensure they are updated as required.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Noel Jesuratnam", is positioned above the printed name.

**Noel Jesuratnam, P.Eng., CSSGB**  
*Director, Global Quality Assurance*