



1. SCOPE

InSource assembles products for publicly traded companies who are required to report the use of “Conflict Minerals” to the U.S. Securities and Exchange Commission (SEC). These Conflict Minerals include columbite-tantalite (tantalum), cassiterite (tin), wolframite (tungsten) and gold that are mined in the Democratic Republic of the Congo and adjoining countries (collectively “Covered Countries”).

2. DUE DILIGENCE

Tantalum, tin, tungsten, and gold are found in electronics components, wiring components and bare boards, including components assembled into products by InSource. InSource relies on information provided by manufacturers of these components to perform our due diligence and complete our own Conflict Minerals Reports. InSource is required to report to our customers whether products we assemble for them contain tantalum, tin, gold and/or tungsten that originated from Conflict Countries. We report products that are not conflict free (if any) and our due diligence efforts to determine the source and chain of custody of the metals.

InSource requires that suppliers whose products contain tantalum, tin, gold and tungsten submit this information to InSource using the standardized EICC/GeSI Conflict Minerals Reporting Template that traces the metals back through the supply chain.

3. DISCRETIONARY SUPPLIERS

InSource requires our discretionary suppliers (those not specified by our customers) to be DRC conflict-free and to source Conflict Minerals from sources whose due diligence practices have been validated by an independent third-party audit program.

If InSource becomes aware of a discretionary supplier whose supply chain includes metals from a conflict source, InSource will take the appropriate actions to remedy the situation in a timely manner, including reassessment of supplier relationships, to achieve that objective. InSource expects our suppliers to take similar measures with their suppliers to ensure alignment throughout the supply chain.

4. CUSTOMER-SPECIFIED SUPPLIERS

If InSource becomes aware of a supplier specified by our customer whose supply chain includes metals from a conflict source, InSource will notify our customer of the violation in a timely manner so that our customer can take appropriate measures.