

WORK MICROWAVE GMBH - Conflict Minerals Policy

In response to violence and human rights abuses in the mining of certain minerals in "conflict zones" located in the eastern part of the Democratic Republic of the Congo (DRC) and surrounding countries, companies worldwide have been asked to exercise due diligence in their supply chain to ensure that certain metals are not sourced from mines in the conflict region controlled by non-state military groups or unlawful military groups.

Although WM does not directly source or process any of these metals, WM supports this initiative. WM has received, or is in the process of receiving, information from its current suppliers regarding the use and origin of the metals used in the manufacture of components for WM products.

Based on information from our suppliers, WM does not knowingly use metals from the conflict region in WM products.

Suppliers must review and confirm in writing their compliance with the following requirements:

- Supplier represents and warrants its full compliance with Conflict Minerals Laws. These include, but are not limited to:
 - Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502
 - Regulation (EU) 2017/821 of the European Parliament and of the Council of 17 May 2017 laying down supply chain due diligence obligations for Union importers of tin, tantalum, tungsten, their ores and gold from conflict-affected and high-risk areas
- Upon request, the supplier must provide WM with the complete material declaration listing the sources and quantities of all substances contained in the products.
- The supplier must declare for each product that it complies with all applicable hazardous materials laws and identify any materials that are prohibited or required to be declared under applicable law. In addition, the supplier must provide all documents that support the declaration. Without limiting the generality of the foregoing, the supplier agrees to disclose the original source to WM upon request, to the extent that it is known or can be determined by the supplier upon request.
- If the supplier does not know the original source of the minerals, it agrees to cooperate with WM, including disclosing from whom the supplier purchased the minerals and requesting others to disclose such information in order to accurately determine the original source of the minerals and can be reported.

When selecting and retaining qualified suppliers, WM will give preference to suppliers who meet or exceed these requirements.

WM suppliers must:

- Comply with and be bound by all national and other applicable laws and regulations and require their suppliers to do the same
- Respect human rights and treat workers fairly and with dignity and respect
- Provide a safe and healthy work environment for their employees
- Conducting its business in a manner that protects and preserves the environment

As a globally acting company in high frequency and microwave technology, WM is aware of its responsibility and is committed to safety, health and the protection of people and the environment both locally and globally.