



Telamon Industrial Solutions (Wire Harness) Conflict Minerals Policy

On August 22, 2012, in order to implement the requirements under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, the U.S. Securities and Exchange Commission (the “SEC”) issued final rules with respect to tin, tantalum, tungsten and gold, also known as “Conflict Minerals.” At issue are conflict minerals that directly or indirectly finance or benefit any armed group in the “Covered Countries,” which are the Democratic Republic of the Congo (“DRC”) and the countries that share a recognized border with the DRC, which currently include Angola, Burundi, Central African Republic, the Republic of the Congo, Rwanda, South Sudan, Tanzania, Uganda and Zambia. Since calendar year 2013, some of Telamon’s customers and OEMs are required to file annually with the SEC reports making certain disclosures about whether or not the products manufactured by or for it are “DRC Conflict Free.” The term “DRC Conflict Free” means that the products do not contain conflict minerals necessary to their functionality or production that directly or indirectly finance or benefit any armed group in the Covered Countries. Conflict minerals that are from recycled or scrap sources are considered DRC Conflict Free.

In order to manage customer requests regarding Conflict Minerals, Telamon:

- Provides information to its supply base with respect to the requirements on Conflict Minerals.
- Assesses its products and identifies those for which Conflict Minerals are or may be necessary to their functionality or production.
- Reviews its suppliers of any products containing Conflict Minerals and any smelters identified by such suppliers through the Conflict Minerals Reporting Template (CMRT) and Cobalt Report Template (CRT) published by the Responsible Minerals Initiative at <http://www.responsiblemineralsinitiative.org>.
- Requires its suppliers to report annually if their products contain metals derived from Conflict Minerals and conduct due diligence of their supply chains to determine if any of the products supplied to Telamon contain Conflict Minerals
- Periodically reviews its suppliers’ compliance with the annual reporting requirement.

Please contact Telamon’s Purchasing or Quality representatives with any questions or submissions regarding this information.

Conflict Minerals are: cassiterite, Columbite-tantalite (coltan), gold, and wolframite and three derivatives: tin, tantalum, and tungsten.

Document Approval

Management	_____	Date	_____
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