



CONFLICT MINERAL POLICY

Introduction

EET Group and its sales subsidiaries (hereafter called EET) sell and distribute about a million branded and private label electronics that are manufactured by nearly a thousand suppliers worldwide. EET is typically several levels "away" from the producer of the products we distribute.

EET is committed to act in a socially and environmentally responsible manner, to comply with the law, to meet customer commitments, and to support customers' businesses.

Because of the complexity of our supply chain and the lack of an established system for product manufacturers to track Conflict Minerals back to their source, the joint efforts over an extended period by many governments, industry groups, and companies will be required to make it possible to effectively trace Conflict Minerals back to their source. Conflict Minerals are tantalum, tin, tungsten and gold (3TG).

Commitment to responsible sourcing

As a distributor of products that can contain 3TG, we understand the importance of avoiding conflict minerals, and are committed to sourcing products from companies with shared values around human rights, ethics and environmental responsibility. We do not accept other than conflict-free sourcing.

Supplier Code of Conduct, Supply Contract and Self-Assessment Questionnaire

We regularly review our direct (Tier 1) suppliers, identify those that supply materials at risk of containing 3TG, and work with those suppliers to verify their adherence to conflict-free production and sourcing at their end.

Consequence of Supplier Non-conformance

EET evaluates its relationships with its suppliers on an ongoing basis. EET reserves the right to evaluate the extent to which a supplier has failed to reasonably comply with this Policy.

Suppliers who do not reasonably comply with this Policy shall be reviewed by the EET business line and supply chain organisation for future business.

In the event EET determines that a supplier's efforts to comply with this Policy have been deficient and the supplier fails to cooperate in developing and implementing reasonable remedial steps, EET reserves the right to take appropriate actions up to and including discontinuing purchases from the supplier.

Nothing in this Policy is intended to in any way grant any additional rights or expectations to a EET supplier or in any way modify or otherwise limit in any way any of EET's contractual or legal rights.

Communication of policy

This policy is communicated via our website, to our supply chain and embedded into relevant supplier contracts, in the Supplier self-assessment questionnaires and in our Supply Chain Code of Conduct.