

Conflict Minerals Policy Statement

Soeborg Denmark, November 2021

Skaarhoj is committed to social and environmental responsibility in our activities, as well as within our supply chain. Therefore, we source components and materials from suppliers and manufacturers, who share our values on human rights, ethics and environmental responsibility.

Our supply base is diverse, and we rely on components of many brands. However, we take upon ourselves the responsibility to do due diligence to prevent supporting conflict minerals, which worsen the situation in Central Africa. These so-called conflict minerals are Gold, Tantalum, Tin and Tungsten. The underlying concern is that the use of these metals, derived from minerals sourced in the Democratic Republic of the Congo (the DRC), has helped fuel war and abuse of human rights in parts of the country. Although it may be impossible to avoid sourcing products, which have minerals originating in the DRC, it is possible to avoid fueling the conflict by the use of due diligence based on the guidelines of the Responsible Minerals Initiative (<http://www.responsiblemineralsinitiative.org/>).

We use only well-established brands of electronic components, who have defined Conflict Minerals policies and practices in place. Some of these provide Conflict Minerals Reporting Templates. Some merely provide a Conflict Minerals statement. As these companies have a lot to lose by not following the Conflict Minerals legislation in the US or elsewhere, we trust this unless proven otherwise.

Suppliers, which are less known or supplying material, which is specified by Skaarhoj, will be reviewed with a higher level of scrutiny, and a CMRT is required for these. New suppliers will be reviewed and, if needed, audited to ensure compliance. If suppliers are unwilling to work with us on this, we will reconsider our partnership and look for alternatives.

Skaarhoj will assist our customers in implementing their conflict minerals programs.

To request information, please email info@skaarhoj.com