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Title: **CONFLICT MINERAL POLICY**

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Custom Interconnect Limited 'CIL' adheres to and embraces the ethical values and principles expressed in both our Code of Conduct and Corporate Responsibility policies. As an expression of these principles and ethical values, CIL adheres to the principle of responsible sourcing of components and fixtures containing precious and non-precious metals and metal salts in compliance with applicable laws and regulations.

The metals at issue are Tantalum (Ta), Tungsten (W), Tin (Sn) and Gold (Au). CIL actively source components from suppliers that can demonstrate compliance with the respective "Conflict Minerals" acts and guidelines.

CIL uses Tantalum, Gold and Tin supplied in printed circuit boards and components as specified by the design authority via the customer purchase order. These metals could potentially originate from "conflict minerals" cassiterite and gold. As many of our suppliers do not purchase these metals directly from smelters but use brokerage, both they and we must rely heavily on the information that will be provided by their suppliers to determine the source and chain of the metals in those products.

CIL is committed to working with its customers and supply chain to meet the Customer's specifications and requirements with the Terms and Conditions of Purchase with regards to traceability and sourcing requirements and restrictions.

CIL has, as a result of this, obtained "Conflict Minerals Statements" from all relevant suppliers and these are held on our files (this is a continual process as new suppliers and manufacturers are added to our approved supplier lists). We commit that, to the best of our knowledge, these suppliers are complying with the conflict minerals act as stated in their supplied documentation. These statements are reviewed and updates obtained as required on an annual basis.

CIL's due diligence is based on the guidelines supplied by the OECD, and the ECIA/EICC. Therefore we are able to supply at reasonable notice the Conflict Free Sourcing Initiative (CFSI) Conflict Minerals Reporting Template to conform to changes adopted by the IPC-1755 Conflict Minerals Data Exchange standard in March 2015.

The exception to this rule is parts purchased or free issued from our customers for use on their end products, we classify these parts as being given due diligence by the customer themselves, before supplying to CIL.

A handwritten signature in black ink, appearing to read 'John Boston', enclosed within a hand-drawn oval.

John Boston
Managing Director