

Conflict Mineral Policy**100-I-0511****A**

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Established by Mattias Hesser	Reviewed by Teemu Ohtamaa	Authorized by/Process owner Petteri Jokitalo	Valid date 2021-06-22
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Background

In recent years there has been increased concern that the exploitation and trade of certain minerals originating in the Democratic Republic of the Congo and surrounding countries are helping to finance armed conflict characterized by extreme levels of violence. Tin, tantalum, tungsten, and gold are commonly referred to as "conflict minerals" regardless of their country of origin. As required by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, the U.S. Securities & Exchange Commission ("SEC") has adopted a rule to bring greater supply chain transparency to the use of conflict minerals originating from the Democratic Republic of the Congo and surrounding countries. The SEC's Conflict Minerals Rule requires SEC registrants who manufacture or contract to manufacture products containing conflict minerals that are necessary to such products' functionality or production to disclose the origin and status of the conflict minerals.

Within the European Union, a new law EU 2017/821, aims to ensure that EU importers of 3TG (tin, tungsten, tantalum, and gold) meet international responsible sourcing standards, set by the Organisation for Economic Co-operation and Development (OECD).

Policy Statement

Scanfil, together with its subsidiaries, is committed to corporate responsibility and to respecting human rights in its operations and its global supply chain. We are therefore committed to working with our customers and suppliers to responsibly source the materials and components we use in manufacturing our customers' products that may contain these minerals.

Scanfil is committed to ethical practices and compliance with all applicable laws and regulations. While we do not source these metals directly, they may exist in the materials and components we source.

To aid in our compliance, Scanfil has adopted a Supplier Code of Conduct, requiring Scanfil's supplier to:

- commit to identifying, reducing, and ultimately eliminating the use in materials supplied to Scanfil of conflict minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo and surrounding countries
- work with their own upstream suppliers and supply chain to determine the source and chain of custody of any products containing conflict minerals supplied to Scanfil
- establish their own policies, due diligence frameworks, and management systems for the traceability of conflict minerals consistent with the Organization for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk-Areas, and communicate an expectation to their suppliers that they do the same