

Conflict Minerals Sourcing Policy

PacTech is committed to the industry initiative to eliminate sourcing and use of conflict minerals that are directly or indirectly benefiting organizations that finance armed and violent conflicts.

PacTech shall exercise due diligence in the sourcing of gold, tin, tantalum, and tungsten materials to ensure that they are from “conflict-free” sources.

In order to ensure effective implementation:

- **PacTech shall regularly update and check with partner customers and other reliable sources that the Conflict Mineral Reporting Template (CMRT) contains the latest information;**
- **PacTech shall work with its relevant materials suppliers to confirm that Conflict Minerals in the supply chain is “conflict-free”;**
- **To communicate the conflict minerals sourcing policy to all employees.**

Questions and concerns to this policy may be directed to:

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