

Conflict Minerals Policy

Micro Consulting Inc. has long been committed to our community, the environment, and equitable business practices. As a result of this commitment, the company has taken upon itself to eradicate all conflict minerals from its supply chain that directly or indirectly finance militant groups in the Democratic Republic of the Congo (DRC) or an adjoining country. These groups continue to fuel violence and commit human rights violations, and are known to benefit from the sale of tantalum, tin, tungsten, and gold (3TG) in this region.

Micro Consulting is actively exercising supply chain due diligence as specified in “Due Diligence Guidance for Responsible Supply chains of Minerals from Conflict-Affected and High Risk Areas (3rd Edition)”, published by the Organization for Economic Co-operation and Development (OECD). In particular, Micro Consulting is committed to exercising due diligence in accordance with the recommendations of the OECD, and providing transparency with our customers regarding the sources of our materials.

Micro Consulting has a number of Suppliers that provide components made with 3TG resources that are necessary to the functionality or production of our products. The company expects these Suppliers to:

1. Create and implement a conflict minerals policy that seeks to identify all sources of conflict minerals in the company’s supply chain.
2. Perform due diligence to validate these sources of conflict minerals.
3. Source exclusively from smelters and refineries that are certified as “conflict-free” by the Responsible Minerals Initiative or an equivalent organization.
4. Issue reports and declarations regarding the source of the company’s materials.

Micro Consulting will continue to monitor and support our Suppliers in their efforts to become conflict-free. Suppliers are continuously monitored and reviewed with the objective of meeting the aforementioned requirements. The ultimate goal of this policy is to source exclusively conflict-free components and materials such that all Micro Consulting products are certified as conflict-free.