



NWC284 ISS A

CONFLICT-FREE MINERALS POLICY STATEMENT

As part of our ongoing commitment to ensuring that all our products are produced in an ethical manner, as stated in our Company Code of Social Responsibility, Conduct and Ethics Policy, we are committed to meeting and promoting the requirements of the “Conflict Free” protocols, as identified in Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, regarding the use of minerals produced within the Democratic Republic of Congo (DRC) and surrounding countries.

Williams Engineering is committed to ensuring that any Tin, Tungsten, Tantalum, and Gold (3TG) used in our products does not directly or indirectly finance or benefit armed groups associated with inhumane conditions, forced labour, or severe human rights abuses in the DRC region.

To this end we will:

- **Monitor our suppliers** to ensure they are sourcing materials from recognized Conflict-Free Mineral (CFM) compliant organizations and validated conflict-free smelters.
- **Conduct reasonable country-of-origin inquiries** with our suppliers regarding their compliance and the origin of the products they supply to us.
- **Develop relationships** with our suppliers and customers to ensure the integrity and transparency of our CFM-compliant supply chain.
- **Review all new suppliers and products** against our Ethics Policy to ensure compliance prior to onboarding.
- **Assist our customers** in meeting their own reporting requirements under these regulations.

We encourage all our staff, suppliers, customers, and associated organizations to adopt a similar stance in their purchasing activities to help eliminate these inhumane practices.