

Conflict Minerals Policy Statement

Conflict Minerals, as defined by U.S. Securities and Exchange Commission (SEC) rules, originating from the Democratic Republic of the Congo (DRC), are sometimes mined and sold under the control of armed groups to finance campaigns of violence and human rights abuses. Some of these materials can make their way into the supply chains of the products used around the world, including those of the electronics industry.

On August 22, 2013, the SEC issued the final conflict minerals rule under Section 1502, the Dodd-Frank Wall Street Reform and Consumer Protection Act (the Conflict Minerals Rule). The Conflict Minerals Rule requires publicly traded companies to report the presence of conflict minerals (tin, tungsten, tantalum and gold (3TG) originating in the DRC or adjoining countries (Covered Countries).

Although not a publicly traded company, Cal Test Electronics (Cal Test) supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. Cal Test expects its suppliers to have in place policies and due diligence measures that will enable a reasonable assurance that products and components supplied to us containing conflict minerals are DRC conflict free. Cal Test expects its suppliers to comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and conduct their business in alignment with Cal Test's supply chain responsibility expectations.

In support of this policy, Cal Test will:

- Exercise due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage its suppliers to do likewise with their suppliers.
- Provide and expect its suppliers to cooperate in providing due diligence information to confirm the 3TGs in our supply-chain are conflict free.
- Collaborate with our suppliers and others on industry-wide solutions to enable products that are DRC conflict free.

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