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## **Searing Industries Policy to Responsible Sourcing**

As a global company, we strive to do our best to be responsible for the future of humanity and the environment.

Human rights violations and environmental degradation caused by the mining of minerals in both Indonesia and conflict-affected regions in Africa are important global challenges. As part of our commitment to address these issues, we have established a responsible supply chain management system, and are encouraging more suppliers to participate.

We take our role seriously to source ethically and responsibly throughout our supply chain, including ensuring that the minerals used in our products meet the 'OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. We also mandate that our supplier companies adopt Searing Industries Supplier Code of Conduct, which is in line with international guidelines.

We are also actively engaged with our industry peers and stakeholders to promote the responsible sourcing of minerals through the Responsible Business Alliance (RBA), the Responsible Minerals Initiative (RMI) and GeSI (Global e-Sustainability Initiative).

### ▪ **Conflict Minerals**

Searing Industries considers environmental deterioration and human rights violations in conflict areas in 10 African countries, including DR Congo, as serious ethical issues. Because of this, we have banned the use of conflict minerals including tantalum, tin, tungsten and gold – that are mined unethically in conflict regions.

We manage the supply chain based on the principle of an ethical distribution process. To ensure our suppliers are held to the highest standards, we conduct thorough examinations on the minerals used in their products.

To establish a conflict – free system, we have implemented a process of due diligence for conflict minerals in line with the 'OECD Due Diligence Guidance'

Additionally, we encourage suppliers to partner with smelters certified by the RMAP (Responsible Minerals Assurance Process), and require uncertified smelters in our supply chain to become certified by the RMAP.

Furthermore, Searing provides clear guidelines for suppliers, and raises awareness about conflict mineral issues through education and support. We also conduct regular audits into the use of conflict minerals throughout the supply chain by reviewing information submitted by suppliers, and conducting on-site audits of companies whose systems require additional verification.

**Searing Industries, Inc.**