

Policy to implement the Conflict-free Sourcing Initiative - CFSI

Within the scope of our social responsibility management system we also sign up to the Conflict-free Sourcing Initiative CFSI. The aim is to create and maintain our customers' trust in our responsible and ethical conduct towards them in the sense that by buying our products, our customers do not take part in supporting inhumane acquisition of resources for our production. We have therefore adopted the following CFSI policy:

We only buy from verified non-conflict sources wherever in the world they may be located

We fulfil this elementary motto by concentrating on the following fundamentals:

1. Standard utilization of CFSI

- a) The basis for applying CFSI values is: responsibility towards our clients, ethical conduct towards suppliers and their employees, and the unconditional observance of law and respect for human rights.
- b) The CFSI initiative is an organic part of the overall management of our company, especially of our business activities.
- c) Our CFSI activities are documented within the pool of the company's managing documents, on the basis whereof fulfilment in practice can be checked at any time.
- d) This CFSI policy is available to all company employees and to the public through the company's web pages.

2. Principles of utilizing the CFSI initiative

- a) **Sources of minerals.** With the metals tantalum, tin, tungsten and gold used in our products, we verify that our purchases do not, directly or indirectly, support the financing or otherwise benefit armed groups that are responsible for serious human rights abuses in the Democratic Republic of the Congo or in any other state.
- b) **Supply chain.** We verify CFSI compliance within our supply chain. We require that our suppliers and their suppliers also, adopt and comply with CFSI principles and are able to substantiate this fact.
- c) **Communication.** Measures taken by us as well as by our suppliers within the scope of participating in the CFSI initiative are available for our customers upon request.



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In Turnov on 30 November 2015