

Colson Group Conflict Minerals Compliance Statement

10/14/2022

Colson Group is committed to ensuring that it conducts its business with respect for human rights and in compliance with all applicable laws and regulations.

Along with governments, non-governmental organizations and other corporations, Colson Group USA is concerned with human rights violations, such as forced labor, sexual violence, human trafficking and child labor occurring in the Democratic Republic of Congo and adjoining countries (the DRC region). We understand that the armed groups responsible for the conflict in the DRC region may be directly or indirectly financed by the mining of and trade in the ores from which tin, tungsten, tantalum and gold (3TG) are derived.

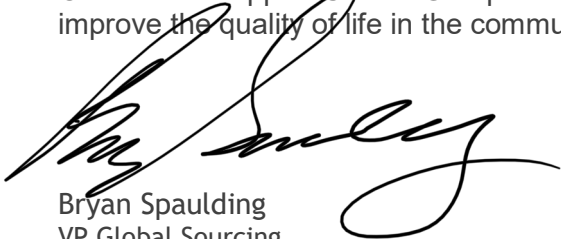
Colson Group is undertaking measures to conduct due diligence on the source and chain of custody of the conflict minerals contained in, and necessary to the functionality or production of, many of our products in the supply chain. Although Colson Group is several tiers removed from the minerals supply chain of smelters or refiners (SORs) that process the metals found in final Colson Group products, Colson Group has contracted with Assent Compliance to work closely with our suppliers to determine the country or origin and source of 3TG minerals in our product portfolio.

In furtherance of our commitment, we:

- Expect our suppliers to source their materials from suppliers who source responsibly, including from legitimate, conflict-free mines in the DRC region;
- Work and respond appropriately to Assent Compliance requests to provide the proper verification of the country of origin and source materials used in the products and materials they supply to the Colson Group and
- Reserve the right to verify any information received from our suppliers

If a supplier is found to be non-compliant with these expectations, the supplier is expected to develop, implement, and document plans to remedy such non-compliance in a timely manner. If the non-conformance cannot be resolved, we reserve the right to terminate the relationship with the supplier.

Our actions support Colson Group's long-term commitment to respect the human rights of all people and to improve the quality of life in the communities we serve.



Bryan Spaulding
VP Global Sourcing
Colson Group