

## Supply Chain Policy

Absolute EMS Inc. (AEMS) Supply Chain policy (Policy) is driven by a commitment to completely exclude all Conflict Minerals and Metals from its supply chain.

*Conflict Minerals and Metals are materials, which through their mining, production or supply directly or indirectly, finance or benefit armed groups, and/or direct or indirect support to public or private security forces, and/or bribery, money laundering, and fraudulent misrepresentation of the origin of materials, and/or involve other serious human right abuses in high-risk and conflict-affected regions (CAHRAs). Human rights abuses include:*

- *Any forms of torture, cruel, inhuman and degrading treatment.*
- *Any forms of forced or compulsory labor.*
- *Any forms of child labor.*
- *Other gross human rights violations and abuses such as widespread sexual violence.*

Through this Supply Chain policy, all such materials are excluded from AEMS supply chain and therefore any product produced and sold by AEMS can be categorized as conflict material free. AEMS policy, accomplishes conflict free status in the management of its supply chain as follows:

1. The policy is to purchase materials only from reputable suppliers who are compliant to Conflict free material.
2. AEMS supports the goal of ending violence, human rights violations and environmental devastation. In all cases due diligence will be conducted on the supplier and supply chain to ensure that the supply is genuine, legitimate and does not in any way contribute to conflict or human rights abuses. AEMS will immediately suspend or discontinue engagement with counterparties where, we identify that they are sourcing from, or are linked to, any party committing serious human rights abuses, support armed groups, support public or private security forces, or fraudulent or corrupt handling of materials.
3. AEMS always purchases materials only from reputable suppliers who are compliant with both national and international law relating to Conflict Minerals, including UN Security Council Resolutions and the US Dodd Frank Act.
4. AEMS always purchases materials only from reputable suppliers who are compliant with the third edition of the OECD Due Diligence for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, and the Responsible Minerals Initiative Assurance Process (RMAP) Tin and Tantalum Standard.
5. AEMS always purchases materials only from reputable suppliers who incorporates third party audits into the supply chain as part of compliant and maintains its status as a Responsible Minerals Assurance Process Conformant Smelter under RMI.

AEMS's policy is to differentiate itself by offering its customers and trading partners conflict free metals and products, so that the final customer in the supply chain can be confident, its products are produced from metals which are conflict free.

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