

HANZA Policy on Conflict Minerals

Introduction

HANZA is a global knowledge-based manufacturing company that modernizes and streamlines the manufacturing industry. HANZA's main impact on the environment, people, and business ethics arises both in the group's own operations and in the value chain.

To ensure that the principles and rules that HANZA follows regarding the environment, labor law, human rights and business ethics are also followed by our suppliers, consultants and other representatives, our measures are taken to counteract negative impact and promote benefit in several parts of the group's value chain. Managing our obligations in relation to Conflict Minerals is a part of this corporate responsibility.

Statement

HANZA acknowledges the risks associated with sourcing minerals from conflict regions and high-risk areas, where human rights abuses, environmental harm, and conflict are often fueled by this trade. We promote responsible mineral sourcing and firmly condemn any human rights abuses tied to the extraction, transport, or trade of these minerals.

HANZA is committed to the responsible sourcing of minerals, including 3TG, using the OECD due diligence framework.

To ensure that human rights are not violated in our supply chain or in the production of the input materials included in HANZA production, suppliers are evaluated through the HANZA Supplier Code of Conduct. The responsible purchasing of traceable conflict minerals, i.e. gold, tantalum, tin and tungsten, guarantees that no conflicts are financed in countries where they were mined.

HANZA does not have direct trading relationships with smelters and must rely on our supply chain partners. Suppliers must meet HANZA's requirements for responsible sourcing. As is the case for many other companies tracking Conflict Minerals, it will take time for a company of our size and complexity to collect the information needed for us to fully understand our use of Conflict Minerals and therefore, be able to address all related customer concerns.

According to the HANZA Supplier Code of Conduct, suppliers must follow the OECD Due Diligence Guidance for responsible Supply Chains of Minerals from Conflict-Affected and High-Risk areas when sourcing from these areas. Specifically, suppliers must have an implemented due diligence process which traces such minerals back to origin, and upon request provide evidence of accuracy and validity of the minerals. Any supplier that delivers products containing tin, gold, tungsten and tantalite to HANZA must have a clear policy in place regarding all conflict minerals.

HANZA uses the Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT) to gather and exchange supply chain information. Suppliers of HANZA should provide up to date CMRT when requested. If HANZA identifies non-conformant smelters or refiners in its supply chain, all reasonable measures will be taken to ensure their removal.