Conflict Minerals Statement

At Phase2 Microwave we understand we have an important role to play in respecting human rights through responsible operations and respecting relevant national and international laws and standards. We are committed to preventing conflict and building stability overseas, and to improving the protection of human rights and the rule of law.

Conflict minerals are minerals mined in conditions of armed conflict and human rights abuses, and which are sold or traded by armed groups. This has for some years been a particular problem in the "covered countries" (Democratic Republic of Congo, Congo, Central African Republic, Angola, Zambia, Tanzania, Rwanda, Burundi, Uganda, South Sudan)

We are deploying our best efforts to follow transparent, considered and fair procedures regarding Conflict Minerals: Tantalum, Tin, Tungsten, Gold (normally referred to as 3TG). We are using guidance from the OECD (Organisation for Economic Co-operation and Development), which implements sec 1502 of the Dodd Frank legislation.

We endeavor to make it our responsibility when trading even indirectly in natural resources, to do so in a way which is socially, economically and environmentally responsible. We want to ensure our business activities do not contribute to conflict, in the DRC (Democratic Republic of Congo), and we require our suppliers to be a part of this process as they establish their due diligence practices,

We strive to ensure our business including our suppliers, work in line with RMI

(Responsible Minerals Initiative, formerly CFSI, Conflict-Free Sourcing). We require our suppliers to actively pursue their supplier chains, to ensure carefully considered use of all smelters in the supply chain. We prefer our suppliers to conform with IPC1755 eg CMRT — (Conflict Minerals Reporting Template). However, if they use an alternative format then we require them to share detail and demonstrate their compliance.

Khalid Hashmi (Quality Manager)   16th April 2018