
Herme seals Conflict Minerals Policy Statement

Dear Supplier,

On July 21, 2010 President Obama signed into law the Dodd-Frank Wall Street Reform and Consumer Protection Act (Wall Street Reform Act). A part of the Wall Street Reform Act regulates for the first time “conflict minerals.” The legislation requires companies listed on a U.S. stock exchange to disclose annually to the Securities and Exchange Commission (SEC) whether our products were produced with conflict minerals sourced from the Democratic Republic of the Congo (DRC) or adjoining countries.

Herme seals is requesting its supplier assistance in understanding our supply chain for several metals commonly used in the electronics industry. The metals of interest are: gold (Au), tantalum (Ta), tungsten (W) and tin (Sn). Products you sell to Herme seals contain one or more of these metals.

These metals have a variety of sources, including what has been termed as a “conflict region”, the Eastern region of the Democratic Republic of Congo (DRC). Herme seals ultimately expects its suppliers to undertake reasonable due diligence with their supply chain to assure that these metals are not being sourced from mines in conflict areas which are controlled by non-government military groups, or unlawful military factions (“Conflict Metals”). Herme seals encourages its suppliers to proactively undertake such due diligence and continuous monitoring activities of both direct and indirect supply chains as are reasonably necessary to help avoid procurement of Conflict Metals.

Electronic Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI), is committed to taking such measures as are reasonably appropriate to assure the above listed metals are sourced from “conflict free” mines. Below are two references which provide more information about the situation in the Eastern DRC and issues facing the Electronics Industry:

http://www.gesi.org/index.php?article_id=48

<http://www.enoughproject.org/>

Herme seals requests suppliers to complete the EICC-GeSI Conflict Minerals Survey by December 31, 2012.

Please review this declaration letter, sign, and return to Herme seals with Certification of Conformance (C of C).

Please post this Certification of Compliance on your company website and provide a link for direct access by Herme seals and our customers before January 31, 2013.

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