

## **Electro Mechanical Systems Limited ("EMS")**

### **Conflict Minerals Policy**

EMS is committed to sourcing components and materials from Companies that share our values regarding human rights, ethics and environmental responsibility.

We expect our Suppliers to abide by local rules regarding human rights, ethical practices and comply with any applicable legal standards and requirements set out within these.

On 22<sup>nd</sup> August 2012, the U.S. Securities and Exchange Commission ('SEC') issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the 'Conflict Minerals Rule'). The Conflict Minerals Rule requires relevant Companies to report annually the presence of conflict minerals (tin, tungsten, tantalum and gold, or '3TG') originating in the Democratic Republic of the Congo or adjoining Countries ('Covered Countries').

EMS supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with any requirements applicable to our Company under the Conflict Minerals Rule. EMS will assist our Customers in implementing their conflict minerals programs where possible. We will strive to work co-operatively with our Customers and supply chain partners in implementing conflict minerals compliance programs by requiring all of our relevant Suppliers to provide us with completed conflict minerals declarations using the EICC Conflict Minerals Reporting Template.

We may reconsider our willingness to partner with Suppliers that fail to comply with this Policy.