

Conflict Minerals policy

Issues and Updates		
Pages(s)	Issue Number	Date Updated
All	1	June 2025

About this policy

The purpose of this policy is to set out EMS's commitment to combat conflict minerals in the supply chain.

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 22nd 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.

Responsibilities

Managing Director

The Managing Director, in conjunction with the QHSE Manager will carry out a periodic appraisal of this policy and review potential improvement activities

QHSE Manager

The QHSE Manager shall ensure that all those employed are competent to perform their required work and, when necessary, to ensure the provision of any training or instruction to ensure compliance with this policy

Team Members

Team members have a duty to co-operate in the operation of this policy.