



## **Performance Motion Devices Conflict Minerals Policy Statement**

Performance Motion Devices, Inc. (PMD) is a socially responsible organization committed to conducting business activities fairly, ethically, and with respect for human rights. In that vein, PMD aims to provide our customers with the highest quality, responsibly sourced products.

In 2010, the United States Congress passed the Dodd-Frank Wall Street Reform and Consumer Protection Act (the Act). Section 1502 of the Act, commonly known as the “Conflict Minerals Rule” is intended to address human rights violations arising from the forced labor, child labor, and other crimes related to mining operations in the eastern Democratic Republic of the Congo (DRC) and nearby regions. The Act imposes new supply chain reporting requirements on publicly traded companies to promote transparency and awareness regarding the use of “conflict minerals” columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives (tantalum, tin, gold and tungsten) that directly or indirectly finance or benefit armed groups in that region.

PMD does not directly source conflict minerals from mines, smelters, or refiners and in most cases is multiple levels removed from these market participants. As a result, PMD requires the cooperation of its suppliers in the implementation and execution of its processes to meet our objective of having a conflict-free supply chain. PMD expects its suppliers to seek minerals from sources that do not directly or indirectly benefit armed groups in the DRC or adjoining countries while continuing to support responsible mineral sourcing in the region. PMD expects our suppliers to have in place policies and due diligence measures that will enable us to reasonably assure components provided to us containing conflict minerals are DRC conflict free. If PMD becomes aware of a supplier whose supply chain includes metals from a conflict source, we will take the appropriate actions to remedy the situation in a timely manner to achieve our objective. PMD expects our suppliers to take similar measures with their suppliers to ensure alignment throughout the supply chain.

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