



## RESPONSIBLE MINERALS SOURCING POLICY

Inter-Coastal Electronics is committed to sustainable and responsible sourcing of goods and services throughout our supply chain, including the various extracted minerals from around the world that ultimately become incorporated into our product.

ICE understands that certain minerals predominantly originate from Conflict Affected and High-Risk Areas (CAHRA)<sup>1</sup>, including the Democratic Republic of Congo (“DRC”) and its adjoining countries, where there are heightened concerns that proceeds from minerals could be used to contribute to armed conflict or human rights abuses. In particular, the minerals tin, tungsten, tantalum, and gold (“3TG Minerals”) that are extracted or processed in certain geographies and contribute to armed conflict in DRC and its adjoining countries have become commonly referred to as “conflict minerals.”

Consistent with our company values, ICE’s goal is to avoid sourcing minerals in a way that contributes to armed conflict or human rights abuses. ICE’s goal is also to continue to support the communities in those areas that depend on the mining industry through the sustainable sourcing of minerals in accordance with this policy.

### **As an Organization, we have committed to:**

- Exercise due diligence with relevant suppliers in accordance with the OECD Guidance.
- Support sourcing initiatives to improve the upstream communities in our supply chain.

### **What we require of our Suppliers:**

- Create and maintain a publicly available responsible minerals policy consistent with the OECD Guidance on our website.
- Establish due diligence frameworks and management systems consistent with the OECD Guidance.
- On an annual basis, complete reporting templates for the minerals.
- Extend these requirements and expectations to all their sub-tier suppliers.

If we determine that a supplier in our supply chain violates one of these responsible sourcing requirements, we will endeavor to obtain an acceptable remediation of the violation, including without limitation directly communicating with suppliers and making available compliance education and training. We may also reassess our business relationship with a supplier if identified violations are not remedied.