



R&M Conflict Minerals Policy Statement

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This policy applies to the selection and retention of all R&M direct (or «tier one») suppliers that provide materials containing tin, tantalum, tungsten and/or gold.

As a socially responsible company, R&M has concern for the well-being of people and communities.

R&M is committed to sourcing components and materials from companies that share our values regarding respect for human rights, integrity and environmental responsibility.

We expect all of our suppliers to abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses and unethical practices. We also require all suppliers to comply with applicable legal standards and requirements.

On August 22, 2012, the U.S. Securities and Exchange Commission (“SEC”) issued the final conflict minerals rule under Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (the «Conflict Minerals Rule»). The Conflict Minerals Rule requires publicly traded companies to report on a regular basis 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»).

R&M supports the goal of this rule to end violence, human rights violations and environmental devastation in the covered Countries. We are committed to complying with all requirements applicable to our company under the Conflict Minerals Rule.

R&M will help our customers to implement their conflict minerals programs and will work cooperatively with our customers and supply chain partners in connection with conflict minerals compliance programs.

R&M requires that suppliers provide us with completed conflict minerals declarations using the EICC/GeSI Conflict Minerals Reporting Template. Any supplier’s continuing failure to comply with this policy will likely lead to the termination of our business relationship with that supplier.