



DEFIA

V1.0

Conflict Minerals Policy

Defia Oy is a contract manufacturer of electronics products "EMS". Products produced in Defia Oy are typically installed to be a part of larger systems or some products can also be operated independently.

Section 1502 of the Dodd Frank Act requires certain actions for disclosure and reporting procedures of the purchase and use of Conflict Minerals. To be adequate supplier to all of our customers and to strengthen our sustainable role as a part of supply chain, Defia Oy has set up a policy for 3TG Conflict Minerals.

Defia Oy is aware that some of the minerals that are used in the electronics components and materials are in a risk of containing "Conflict Minerals (3TG)". In particular these 3TG minerals are:

- *Tantalum*
- *Tungsten*
- *Tin*
- *Gold.*

Since Defia Oy purchases electronics components and substances from numerous different international and global scale companies, we recognize our limited possibilities and recourses to affect to the sourcing of the minerals used in manufacturing of electronics components we use. Defia Oy also points out that as a contract manufacturer Defia Oy has only a limited possibility to change the suppliers or manufacturers of the mandatory components which are used in the production of the customer specific products.

With no doubt Defia Oy is committed to support the efforts of the Conflict Free Sourcing Initiative (CFSI) to enable companies to source materials and products containing only conflict free minerals. We also will persuasively communicate the required actions for conflict free sourcing to our suppliers.

Defia Oy will continuously seek option to purchase materials from the manufacturers who are able to provide (I) Conflict Free Minerals products with appropriate Due Diligence or (II) who have a decent policy for Conflict Free Minerals or (III) who are globally well known brands with good reputation.

Defia Oy will immediately set up a procedure and train employees to be able to collect data for recognizing *Conflict Minerals Free Materials* in inventory and products in the future.

We will regularly asses our Conflict Minerals Policy and actions for improvement.

February, 8th 2016

Mr. Tomi Lehmus
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