

	Effective Date: Dec 20 <sup>th</sup> , 2019	Last Revision Date: Jan 27 <sup>th</sup> , 2025
	Approved By: Darnell Streat Chief Operating Officer	
<b>Title: CONFLICT MINERALS POLICY</b>	Document Number: 3U5HR031 Revision Number: 01	

**SCOPE:** LGC US Asset Holdings, LLC, (Lamons) its affiliates and its subsidiary companies (collectively, the “Company”) are determined to partner with suppliers who share our commitment to responsible sourcing and our values around human rights, ethics, and environmental responsibility. Our responsible sourcing efforts include supplier acknowledgment of the Company’s Social Compliance Policy, which may be viewed, [here](#).

**POLICY:** The Company’s commitment to responsible sourcing also includes support of the goals and objectives of the Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502 and related regulations (the “Act”), which aims to prevent the use of conflict minerals that directly or indirectly finance or benefit armed groups in The Democratic Republic of the Congo or an adjoining country defined in the Act and related regulations (collectively, “DRC”). Conflict Minerals include columbite-tantalite (coltan) (i.e. tantalum), cassiterite (i.e. tin), gold, wolframite (i.e. tungsten), or their derivatives and could expand to include other minerals determined by the United States to be financing the DRC conflict. The Company will strive to conduct diligence with respect to the sourcing of Conflict Minerals and will comply with reporting obligations required by the Act.

To the extent required by the Act, the Company will seek from its suppliers information related to the country of origin of any Conflict Minerals that are contained in materials, parts, and/or products provided to the Company for manufacture and/or sale of products to our customers. The Company will request suppliers who supply the Company with materials containing Conflict Minerals to procure these materials from a validated supply chain. The Company may rely on efforts by third party organizations and third-party assessments to enhance the Company’s efforts in furtherance of this policy.



## Acknowledgment

PLEASE RETURN THIS FORM TO YOUR HUMAN RESOURCES DEPARTMENT

As indicated by my signature below, I acknowledge that I have reviewed the Conflict Minerals Policy. I further understand that I may go to Human Resources to request a hard copy of this Policy.

I understand that it is my responsibility to read this Conflict Minerals Policy and to ask Human Resources or my manager if I have any questions. I acknowledge that I have had an opportunity to ask questions. By this acknowledgment, I agree that I will comply with the provisions of the policy and will communicate any concerns I have about the policy.

Nothing contained in this Policy is intended to create, nor shall be construed as creating, an expressed or implied contract or guarantee of employment for a definite or indefinite term.

From time to time, the Company may need to clarify, amend and/or supplement the information contained in this policy, and the Company will inform me when changes occur.

Employee Name: .

Employee Signature:

Date: