



HAMMOND MANUFACTURING  
394 Edinburgh Road North  
Guelph, Ontario, Canada  
N1H 1E5

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## Cobalt Sourcing Policy Statement

As a global supplier of electronic and electrical components, Hammond Manufacturing is committed to complying with all applicable international legislation with regards to the raw materials used in our products.

In addition to the traditional Conflict Minerals of tin, tungsten, tantalum, and gold (3TG), cobalt has been identified as a mineral which requires further scrutiny to ensure that production does not fund armed conflict, lead to poor working conditions, or enable human rights violations such as forced / child labour issues.

While not a direct user of cobalt, Hammond Manufacturing is taking the following steps to ensure that our products use minerals which are sourced responsibly:

- Hammond Manufacturing is currently undertaking reasonable due diligence measures to identify raw materials and components that may contain cobalt.
- Hammond Manufacturing will undertake reasonable country of origin inquiries with suppliers of raw materials and components that are identified to use cobalt.
- Hammond Manufacturing will use industry-standard initiatives such as the Cobalt Reporting Template established by the Responsible Minerals Initiative.

Reporting on cobalt sources is not currently mandated by any legislation, and many cobalt sources are not yet certified by global bodies. Therefore we expect usable cobalt sourcing information may not be available to us until later in 2020.

Sincerely,

Ross Hammond  
Compliance Manager

Phone: +1 519 886 7170 ext. 3229

Fax: +1 519 886 4174

Email: [rnhammond@hammfg.com](mailto:rnhammond@hammfg.com)