

## Conflict Minerals Policy

Micross Shirley is committed to sourcing responsibly and considers mining activities that fuel conflict as unacceptable. Micross Shirley's efforts related to conflict minerals are aligned to the work of the Electronic Industry Citizenship Coalition® (EICC®) and Global e-Sustainability Initiative (GeSI). The EICC's and GeSI's work includes the Conflict-Free Smelter Program and the Conflict Minerals Reporting Template (CMRT)

Micross Shirley requires that all its suppliers purchase gold, tin, tungsten and tantalum from CFSI certified smelters and submit the CMRT template prior to receiving a purchase order.

The information contained in the CMRT template constitutes a critical part of Micross Shirley's due diligence program.<sup>1</sup>

Refer to <http://www.responsiblemineralsinitiative.org/> for more information.

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Quality Manager

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<sup>1</sup> In July 2010, the U.S. Government signed the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Dodd-Frank Act"). Section 1502 of the Dodd-Frank Act requires all US publicly traded companies to file disclosures and reports with the U.S. Securities and Exchange Commission related to the use of conflict minerals (tin, tantalum, tungsten and gold) in their products.