



# Dan-Mar Company Inc.

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Phone: 419-660-8830 ext 202

## Conflict Minerals Policy:

The Dan-Mar Company exercises social and environmental responsibility within our Design and Manufacturing Services. It is our responsibility to understand the requirements of our industry and customers, and ensure we are taking all necessary steps in these areas.

On August 22, 2012, the U.S. Securities and Exchange Commission released the rules for section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act. These rules require U.S. publically traded companies to trace the Tantalum, Tin, Tungsten and Gold in their products through the supply chain, and disclose whether they came from "conflict mines" in the Democratic Republic of the Congo (DRC). Although Dan-Mar is a private company, we understand these requirements as they impact our customer requirements, the environment, and humanities in the world.

The Electronics Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI) have created a Conflict Minerals Reporting Template as a common means to collect information on the source of Tantalum, Tin, Tungsten and Gold. This template is being widely used across the Electronics industry. The template, training materials, and additional information can be found at [www.conflictreesmelter.org](http://www.conflictreesmelter.org).

As a company, we will continue to follow the guidelines set forth by the EICC, and support all reporting requirements of the agency and customers.

In addition, we expect our suppliers and industry partners to also adhere to the requirements of the Dodd-Frank Wall Street Reform, and will do the do-diligence to ensure conformance to the requirements.

Sincerely,

A handwritten signature in black ink, appearing to read 'Chris Munroe', written in a cursive style.

Chris Munroe  
President