

V&MP Terminals & Accessories Ltd

Trading as V&MP Crimp N Fix

Conflict Minerals Policy

Introduction

Our company recognizes the human rights of all people as outlined in the International Bill of Human Rights and is committed to behave responsibly and respectfully regarding all human rights, as set out in the UN Guiding Principles on Business and Human Rights. As part of this commitment, we seek to source products and services from companies that share our values about working conditions, human rights, business ethics and environmental responsibility. We expect our business partners to respect human rights by also applying similar principles.

The term 'conflict minerals' refers most commonly to gold, tin, tantalum and tungsten, which are obtained from cassiterite, columbite-tantalite and wolframite, regardless of where they are sourced, processed or sold. These minerals, also known as 3TG, that are mined in the Democratic Republic of Congo (DRC) have a high risk to be mined in conditions where armed conflict and human rights abuses are known to occur. This policy aims to identify and eliminate the risk of adverse impact associated with extracting, trading, handling and exporting minerals from conflict-affected and other high risk areas.

These materials or minerals are used in a wide range of electronic products in many industry sectors. Examples could include batteries, power tools, capacitors, resistors, connectors, relays, and portable electronics.

More broadly, we refer to the term 'conflict minerals' to describe raw materials or minerals, the mining and processing of which provide a significant source of funding for those involved in perpetrating violence and atrocities, and result in the continuation of such conflicts.

There are other materials, not typically defined as conflict minerals, but which are, in some cases, produced by child labour or lead to other human rights abuses.

We support the efforts of human rights organisations to end violence and atrocities associated with the trade in conflict minerals. We are committed to ethical practices and seek to keep our supply chain and products free from conflict minerals and other unethically produced materials.

Purpose

The purpose of this policy is to set out:

- Our commitment and approach to addressing conflict minerals
- Our commitment and approach to addressing other minerals not covered by the term but over which there is an ethical sourcing concern

- Our expectations of our suppliers
- How to raise any concerns you may have

This policy covers all companies and employees within our group.

Commitment and supplier guidance

We are committed to ethical practices, and regular risk-based monitoring of our new and existing suppliers is part of our ethical trading approach. We seek to keep our supply chain and products free from conflict minerals and other unethically sourced materials and we will consider suspending or discontinuing engagement with any supplier where we identify a reasonable risk in this regard.

We require suppliers to:

- Make all reasonable efforts to avoid the use of materials which either directly or indirectly finance armed groups or others who violate human rights
- Have due diligence processes in place to identify and verify the sources of minerals contained in their products
- Provide, on request, the materials status of any products supplied using the Responsible Minerals Initiative's relevant Reporting Template, including, but not limited to:

- o [Conflict Minerals Reporting Template](#) (this is a link to the RMI Website)

- o [Extended Minerals Reporting Template](#) (this is a link to the RMI Website)

or any other Reporting Template that we determine as appropriate to specific materials of concern.

We welcome dialogue from suppliers and customers regarding their compliance in relation to conflict minerals and materials of concern and seek to raise awareness of these important issues.

Raising Concerns

Anyone with concerns can contact our compliance department confidentially by emailing compliance@vandmp.co.uk

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