Involvement.
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Conflict Minerals Policy

Involvement Ltd is committed to sourcing components and materials from companies that share our values around human rights, ethics and environmental responsibility.

We support ending the violence and human rights violations in the mining of certain minerals from a location described as the "Conflict Region", which is situated in the eastern portion of the Democratic Republic of the Congo (DRC) and surrounding countries.

The definition of "conflict minerals" refers to gold, tin, tantalum, and tungsten, the derivatives of cassiterite, columbite-tantalite, and wolframite, regardless of where they are sourced, processed or sold.

We are committed to the responsible sourcing of conflict minerals throughout our supply chain and to continuing to comply with regulations surrounding conflict minerals.

Involvement's policy is to be free of conflict minerals in all of our business activities.

Our commitment as a business is as follows:

- To support the aims and objectives of EU legislation (2017/821) on the supply of conflict minerals.
- To not procure conflict minerals that originate from facilities within the conflict region or that are not deemed conflict free.
- To ensure compliance and understanding across all employees and business activities.
- To ensure our suppliers support our commitments to the policy via the following:
    - Conducting appropriate due diligence to verify the country and origin of the materials used in the products supplied to us
    - Identify smelters in their supply chain via the Conflict Materials Reporting Template (CMRT), providing this to Involvement Ltd by 1st September each year.
    - Declare their conflict minerals policy to ourselves which is consistent with the principles, value and guidelines found with Involvement's policy.

Involvement Ltd will assess a supplier's willingness to comply with the policy in their procurement decisions. Involvement Ltd reserves the right to take appropriate action, including termination of the relationship, should performance standards not be met.

Signed:

Position: Head of Supply Chain

Date: 30/07/2024

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