



Responsible Minerals Sourcing Policy Statement

Responsible Minerals Sourcing Policy Statement November 27, 2023

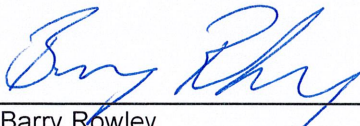
NOSHOK, Inc. is committed to ensuring that the products it sells do not incorporate conflict minerals sourced from entities which directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. Conflict minerals include tin, tantalum, tungsten, and gold known as 3TGs.


NOSHOK, Inc. supports the Responsible Minerals Initiative Organization's commitment to socially responsible sourcing. NOSHOK condemns all human rights violations including human trafficking and modern slavery. As part of this directive, NOSHOK takes or will take appropriate steps to ensure human servitude and modern slavery do not exist at NOSHOK or at any of NOSHOK's sub-tier supplier locations.

NOSHOK, Inc. sets the expectation that suppliers will follow all applicable directives and laws including the Dodd-Frank Act. Due diligence actions prevent, mitigate, and, where appropriate, remediate risks associated with 3TGs. NOSHOK performs due diligence to determine which products contain tin, tantalum, tungsten, or gold; and whether those metals are sourced from conflict-free smelters. We do not ban all sourcing of minerals from the Democratic Republic of Congo or adjoining countries because such a policy may harm legitimate miners. We use the Responsible Minerals Initiative Organization's active and conformant facilities list to determine the status of smelters from this region.

NOSHOK, Inc. expects our suppliers to be transparent and source responsibly. If a supplier is found to source from a non-compliant smelter, actions to remediate the non-compliant source will be taken.

For more information on responsible mineral sourcing, visit <https://www.responsiblemineralsinitiative.org/>.



Barry Rowley
Vice President - Operations

Catherine Morowitz
Compliance Manager