

Conflict Minerals Policy

“Conflict Minerals” refers to minerals or other derivatives (specifically, columbite-tantalite (coltan), cassiterite, gold, wolframite, or their derivatives which are limited to tantalum, tin or tungsten) mined in the eastern provinces of the Democratic Republic of the Congo (DRC) and in the adjoining countries where the revenues of such Conflict Minerals may be directly or indirectly financing armed groups engaged in civil war and various human rights, social and environmental abuses. In July 2010, the United States passed the Dodd-Frank Financial Reform & Consumer Protection Act (section 1502(b)) requiring all U.S. public companies to disclose the chain of custody usage of Conflict Minerals (together with its implementing regulations, the “Conflict Minerals Law”).

While Taber Industries is not a public company and thus not directly subject to the Conflict Minerals Law, Taber Industries deplores the violence in the DRC and surrounding areas and is committed to supporting the responsible sourcing of Conflict Minerals from the region. As such, Taber Industries has adopted this Conflict Minerals Policy, and expects its suppliers to adopt a similar policy, in order to ensure that any Conflict Minerals used in its supply chain are “DRC conflict-free” (meaning that such product does not contain Conflict Minerals necessary to the functionality or production of that product that directly or indirectly finance or benefit armed groups). In furtherance of this policy, Taber Industries expects its suppliers to take the following measures:

- Source materials from socially responsible suppliers and incorporate contractual language in their Purchase Order Terms and Conditions that will ensure compliance.
- Establish such procedures that will allow such suppliers, and their suppliers, to provide information to confirm that any Conflict Minerals used in the supply chain are “DRC conflict-free”.
- Aggressively investigate, as Taber Industries will, any information such suppliers receive from employees, suppliers or other business partners which indicate that any Conflict Minerals used are not “DRC conflict-free”.
- If necessary, terminate relationships with suppliers which are found to have supplied non-“DRC conflict-free” Conflict Minerals without appropriate disclosure.
- Commit to transparency in the implementation of this and similar policies by making information on status and progress of measures taken available to suppliers, customers and the public.

Taber Industries will continue to investigate its supply chain to ensure that these policies are appropriately employed and will strive to guarantee to its customers a supply chain which responsibly sources Conflict Minerals for its products.