

LINAK A/S  
Group Headquarters  
Guderup  
DK-6430 Nordborg  
Tel.: +45 73 15 15 15  
Fax: +45 74 45 80 48

## **LINAK Conflict Minerals Policy**

The American Congress has adopted a law concerning the use of "Conflict Minerals". The "Dodd-Frank Wall Street Reform and Consumer Protection Act" requires U.S. listed companies to disclose whether their products contain Tin, Tungsten, Tantalum or Gold (3TG's), and whether these materials originate from the Democratic Republic of Congo (DRC) or surrounding countries.

### **Policy**

LINAK's Conflict Minerals Policy outlines our principles and commitment against human rights violations related to the mining and trade of conflict minerals. Because of the widely reported linkage between the mining and trade of conflict minerals and the human rights violations in the DRC, we obligate ourselves to increase transparency and insure responsible procurement throughout our supply chain. This policy is an attempt to reduce the funding of the ongoing conflict in the DRC, and thereby help ending the humanitarian crisis.

LINAK's goal is to ensure that all components and materials used to manufacture our products only contain minerals from DRC conflict free sources. We do not knowingly tolerate, or contribute to, any activity that fuels illegal conflicts or violates human rights.

### **Activities**

We have incorporated the principles of this policy into our Purchasing Terms and we continuously work with our suppliers to increase transparency in the supply chain. We will communicate our policy to suppliers and support relevant industry initiatives to facilitate that minerals used in our products are not contributing to the DRC-conflict.

### **Supplier Requirements**

We require that suppliers who provide components or materials containing any of the 3TG's must actively work towards DRC conflict free sourcing. Our suppliers must perform their own Reasonable Country of Origin Inquiry (RCOI) and due diligence processes in order to facilitate valid and reliable DRC conflict free sourcing. We expect our suppliers to work with their own suppliers in the same way, to ensure traceability of conflict minerals to the originating smelters.

To optimize the reporting process and ensure traceability, LINAK requires all suppliers to provide a Conflict Minerals Reporting Template (CMRT) each year.

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Arne Pihl Iversen  
Senior Director of Quality