

Conflict metals/minerals (CMRT) Policy Statement

Product stocked, distributed, and supplied by Hub Electronics Ltd have been sourced from an approved supplier database whereby manufactures and suppliers are required to update us of changes to manufacturing or supply that may impact the CMRT and so are required to conform to the legislation.

Hub does not supply raw materials or manufacture from virgin materials such as bar stock, wire or sheet metals, but does supply various components and assemblies that may contain one or more of the metals listed below. Hub requests that all approved suppliers update information as applicable via template as appropriate.

Hub Electronics requests approved suppliers and manufacturers to update information relating to the four materials listed below as appropriate.

Gold
Tantalum
Tungsten
Tin

Hub Electronics continually monitors its suppliers to ensure compliance with the directive and employs a fully batch traceable system back to source.

This Policy was approved & authorised by:

Name: P Latter

Position: Director

Date: September 2023

A handwritten signature in blue ink, appearing to read "P Latter".

Mr P Latter (Director)

Review Status	Last rev – Jan 2025	This rev – Jan 2026

Monitoring Policy

The policy will be monitored on an on-going basis, monitoring of the policy is essential to assess how effective the Company has been.

Reviewing Policy

This policy will be reviewed and, if necessary, revised in the light of legislative or codes of practice and organisational changes. Improvements will be made to the management by learning from experience and the use of established reviews.

Policy review date: **Annually**

Policy Amendments

Should any amendments, revisions, or updates be made to this policy it is the responsibility of the senior management to see that all relevant employees and interested parties receive written notice and/or training will be considered. The management review meeting shall consider on an annual basis (or sooner if required) any additions or amendments to this document. This document is held and reviewed within the quality management system.

Additional Information

If you require any additional information or clarification regarding specific product or supply relevant to this policy, please contact the undersigned. To the extent that the requirements of this policy reflect statutory provisions, they will alter automatically when and if those requirements are changed.