

# Mayflex Conflict Minerals Policy

# Our Business

Mayflex Holdings Limited (Mayflex) leads the way in the distribution of Converged IP Solutions. We use our specialist knowledge and experience to bring together best in class solutions covering Infrastructure, Networking and Electronic Security and meet the demanding needs of all types and sizes of businesses and organisations in the 21st century.

## + Mayflex Brands:

**excel**  
without compromise.

**ENBEAM**

**ENVIRON**

**EXCELERATOR**

**FTT<sup>x</sup>**  
solutions

**XeLAN**

**QURa**  
experience different

**ELEVATE**

## + Purpose & Commitment

Mayflex is committed to responsible sourcing and ensuring that the minerals used on our brand products do not contribute to human rights abuses, armed conflict, or environmental harm. We comply with the EU Conflict Minerals Regulation (2017/821) and align our due diligence practices with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

## + Scope

Sourcing of raw materials is one of our principal human rights impact areas. Mayflex may use materials containing tantalum, tin, gold and tungsten (conflict minerals), as well as other minerals that we determine to be high risk, based on the due diligence guidelines established by the Organization for Economic Co-operation and Development (OECD).

## + Due Diligence & Compliance

Mayflex follows recommendations and guidelines from the Responsible Business Alliance and the Global e-Sustainability Initiative regarding social responsibility.

We do not accept, tolerate, or engage in any sourcing activities which may finance conflicts, or involve any form of violation of human rights or compulsory labour.

We have well documented process for ensuring that minerals used by our suppliers and subcontractors are conflict free. All Mayflex first and second tier suppliers have signed the Sonepar supplier code of conduct.

Supply Chain Audits: We conduct annual audits and assessments to verify compliance with our responsible sourcing requirements.

## + Supplier Expectations

We require suppliers to source 3TG minerals only from responsible, verified sources. Suppliers must report where all minerals have been sourced from and account for how they ensure that their components and products only contain conflict free materials. This involves identifying all smelters in the supply chain which provide gold, tantalum, tin, cobalt and tungsten. Suppliers must also have policies in place for traceability, follow up and control.

We evaluate suppliers based on the risk of purchased components. Monitoring of suppliers also includes those previously declared that they do not use conflict materials, since there could be changes over time to how they purchase such materials.

## + Continuous Improvement

Risk Mitigation: If a supplier is found sourcing from non-compliant smelters, we will work with them to transition to responsible sources or terminate the relationship.

We actively collaborate with industry initiatives, non-governmental organizations, and stakeholders to improve responsible sourcing practices and promote ethical supply chains.