



## Schaffner Conflict Minerals Policy

There has been increased awareness of human right violations in the mining of certain minerals from a location described as the "Conflict Region" which is situated in the eastern portion of the Democratic Republic of Congo (DRC) and surrounding countries (Angola, Congo, Central African Republic, Sudan, Uganda, Rwanda, Burundi, Tanzania, and Zambia).

Schaffner supports the Conflict Minerals Act such that we do not directly or indirectly finance or benefit armed groups through mining or mineral trading in the Democratic Republic of the Congo or adjoining countries.

The common derivatives from these minerals are:

- a. Tantalum (derives from Coltan)
- b. Tin (derives from Cassiterite)
- c. Tungsten (derives from Wolframite)
- d. Gold

Schaffner does not accept the use of any such "conflict minerals" in its products and expects our suppliers to source materials from socially responsible suppliers.

Schaffner has either obtained, or is in the process of obtaining, information from our suppliers concerning the origin of the metals in question that are used in the manufacture of parts supplied to Schaffner.

Schaffner Conflict Minerals policy is fully in line with the Code of Conduct of the Electronic Industry Citizenship Coalition (EICC) and the principles of the UN Global Compact Initiative which Schaffner is committed to.

This policy and its procedures are an integral part of Schaffner's Management System including Corporate Procurement Guidelines.

Luterbach, November 7, 2011

A handwritten signature in blue ink, appearing to read "M. Köppel".

Martin Köppel  
VP Supply Chain Management

A handwritten signature in blue ink, appearing to read "Martin Stadelmann".

Martin Stadelmann  
Corporate Quality Manager