



Dear Customer:

Dekko is engaged in supply chain due diligence to comply with the regulations of Section 1502 of the Dodd-Frank Act and subsequent disclosure requirements as defined by the SEC. These measures were designed to inhibit human rights abuses, notably in the eastern provinces of the Democratic Republic of the Congo. Conflict Minerals, commonly referred to as the "3TG", may pass through a variety of intermediaries before being purchased by Dekko and in no case does Dekko directly control the selection of any one mine or smelter entity.

As a global citizen, activities that fuel conflict and human rights abuses are unacceptable to Dekko. Dekko recognizes its social responsibility in all aspects of its domestic and international business activities. It is important to understand that the RMI (formerly known as CFSI) is not a legally mandated entity and buying exclusively from the smelters that are RMAP (formerly known as CFSP) is not a requirement of the SEC or Dodd-Frank to ensure compliance. Inquiries are made of our direct suppliers requesting their CMRT (note Dekko extends this request by soliciting information directly from identified OEMs of our major distribution partners as well). Dekko does not assert to exclusively use RMAP Compliant smelters and refiners as this is not presently a requirement of SEC regulations or Dekko's Conflict Minerals Program.

Dekko has adopted a compliance and reporting plan sufficient to keep with the intent of the legislation and its objectives, meet legal reporting requirements to the SEC and to provide basic due diligence information to our customers. Dekko does not utilize any third party compliance system providers such as Assent, iPoint or SourceIntelligence. At minimum, declarations are published annually at a company level as accessed via our webpage at <http://www.dekko.com> using the most current CMRT revision available at time of publication. **For purposes of consistency and practicality, Dekko does not report this in customer specific formats, at a product level declaration or upload this information to one of the previously listed third party systems.**

Dekko does not intentionally procure materials or products containing 3TG metals where those metals are determined as originating from sources identified as "conflict mines" in the DRC region. Any "Smelters of Concern" that have been identified are subject to risk mitigation. However, Dekko does not act as "an on-site audit or enforcement" entity for the law in the covered countries. Dekko's reported CMRT is the entire output of our Due Diligence and any further inquiry cannot be supported. This includes but is not limited to additional information regarding a clarification of, specific customer content implications or modified CMRT reporting.

We ask for your understanding that Dekko's policy and due diligence meet the legal requirements enacted by Dodd-Frank and subsequently the SEC.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Adam Fitz', written over a horizontal line.

Adam Fitz
Director of Supply Management