



## **Conflict Minerals Policy**

### **1. POLICY STATEMENT**

Datalink Electronics Ltd is committed to conducting business its business responsibility, ethically, and transparently, and to managing risks within its operations and supply chains in line with applicable legislation and recognised best practice.

The Company operates a zero-tolerance approach to the sourcing of minerals that directly or indirectly contribute to conflict, human rights abuses, or unethical practices.

### **2. PURPOSE**

The purpose of this policy is to:

- Define the Company's commitment to responsible mineral sourcing
- Establish expectations for suppliers
- Ensure compliance with applicable legislation and industry standards

### **3. SCOPE**

This policy applies to:

- All employees, including Directors and Managers
- All suppliers, contractors, and partners within our supply chain
- All materials, components and products sourced by the Company

### **4. DEFINITION OF CONFLICT MINERALS**

Conflict minerals refer to tin, tantalum, tungsten, and gold (3TG), often sourced from conflict-affected and high-risk areas, including the Democratic Republic of Congo and surrounding regions.

### **5. OUR COMMITMENT**

The Company is committed to:

- Avoiding the use of conflict minerals finance armed groups
- Supporting responsible and ethical mineral sourcing practices
- Promoting transparency and accountability within the supply chain
- Respecting human rights

This policy supports the objectives of:

- OECD Due Diligence Guidance
- Dodd-Frank Act (Section 1502)

### **6. SUPPLIER REQUIREMENTS**

Suppliers are expected to:

- Operate to equivalent ethical standards
- Maintain responsible sourcing policies
- Disclose the origin on 3TG minerals
- Apply these standards to their own supply chains

### **7. DUE DILIGENCE APPROACH**

The Company adopts a risk-based approach to due diligence, proportionate to the nature, location and sector of its supply chains, with consideration given to raw materials sourcing risks.





## 8. NON-COMPLIANCE

Failure to comply may result in corrective actions or termination of the business relationship.

## 9. RESPONSIBILITIES

Employees must:

- Ensure awareness of this policy when sourcing materials
- Escalate any concerns relating to supplier practices

Managers must:

- Promote compliance with this policy
- Ensure appropriate due diligence processes are followed
- Monitor and review supplier adherence

## 10. MONITORING AND REVIEW

This policy will be reviewed annually to ensure continued compliance with legal and regulatory requirements and alignment with business operations and bets practice.

**NAME:** Mariam Smith

**SIGNED:** *Mariam Smith*

**POSITION:** Managing Director

**DATE:** 01/04/2026

