

General policy

We are deeply concerned about the social and environmental issues related to the materials contained within product parts and to the manufacturing process. The rich mineral resources in the Democratic Republic of Congo (DRC) have fueled one of the world's deadliest conflicts. We understand we have the opportunity to have a positive impact on this complex issue as an individual company, Versa Design's Policy on Conflict Minerals outlines our commitment to ensuring that working conditions in our supply chain are safe and that workers are treated with respect and dignity, while sourcing minerals from the Great Lakes Region.

Supplier Requirement

Versa Design communicates the following expectations to its suppliers with respect to the responsible sourcing of minerals:

- Versa Design suppliers must conduct their operations in a socially and environmentally responsible way.
- Versa Design suppliers are expected to make sure that the products they are supplying to Versa Design are DRC conflict-free and do not contain metals derived from minerals that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or an adjoining country. These minerals include columbite-tantalite (tantalum), cassiterite (tin), gold, and wolframite (tungsten)
- Versa Design suppliers shall exercise due diligence based on national or international recognized standards or guidance on the source and chain of custody of these minerals (such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas) and make their due diligence measures available to Versa Design upon request. These measures shall include the completion of the EICC/GeSI Due Diligence Template tool and the support of the EICC/GeSI Conflict-Free Smelter (CFS) Program.
- Once CFS program smelter lists are sufficiently available, Versa Design suppliers must only accept metals from smelters that have been audited and are deemed compliant by the EICC/GeSI Conflict-free Smelter (CFS) Program.



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