

Sloan Global Holdings, LLC ("**Sloan**") is committed to business practices that foster the health and safety of people, including a commitment to compliance with requirements related to the sourcing of certain minerals and derivatives, commonly known as tin, tantalum, tungsten, and gold ("**Conflict Minerals**") within Section 1502 of the United States Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 ("**Dodd-Frank**"). Dodd-Frank implemented reporting and disclosure requirements related to the sourcing of Conflict Minerals that may, directly or indirectly, finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries (collectively, the "**DRC Countries**").

To that end, Sloan is working with its suppliers to confirm that their products do not contain Conflict Minerals that directly or indirectly finance, or benefit armed groups in DRC Countries by communicating this policy to its suppliers and encouraging its suppliers to adopt similar policies and undertake reasonable due diligence with respect to their supply chains. If Sloan becomes aware of a supplier who is sourcing Conflict Mineral containing product that directly or indirectly finances or benefits armed groups in the DRC Countries, Sloan will work with such supplier to eliminate such sourcing from its supply chain.

Questions or concerns regarding Sloan's conflict minerals policy or procedures should be directed to compliance@sloan.com.

** The effective date appearing in the header of this page is the effective date of these Terms or Policies. In the event prior version is required to be visited, please use the version control feature mentioned at the top of the page.*