

## **Conflict Minerals**

### **Supplier Social Responsibility**

JIT Manufacturing is aware of and concerned that mining operations, specifically in the eastern region of the Democratic Republic of the Congo (and adjoining countries) have been determined to be funding “armed militias” directly responsible for wide spread human rights violations. As a result, in July of 2010 new legislation was passed requiring companies listed on the U.S. stock exchange to report annually to the Securities and Exchange Commission (SEC) a list of any products that were produced with minerals sourced from this area of concern as well as disclose any measures taken to eliminate these so-called “conflict minerals” (specifically: tantalum, tin, gold and tungsten) from their supply chain.

JIT Manufacturing takes very seriously its responsibility to ensure that metals mined in the Democratic Republic of the Congo do not find their way into our supply chain. Accordingly, as part of the vendor selection process we have added language to our Vendor Approval Survey that provides notice to each JIT Manufacturing supplier of Company expectations regarding our collective social responsibility in this matter. The revised Vendor Approval Survey is being systematically distributed to each of our active vendors.

JIT Manufacturing has taken this action as we feel it is incumbent upon each of our vendors to promote and maintain the supply chain integrity that our customers demand by ensuring ongoing compliance with the policy requirements stated within the relative legislation. As such, it is expected of all JIT Manufacturing vendors who incorporate metals in products supplied to our customers to trace and map their own supply chain to their smelters, seeking only to source materials from non-conflict regions.

Subsequently, JIT Manufacturing has begun requiring that suppliers whose products contain any one of the suspect metals submit this information to us using the standardized EICC/GeSI Conflict Minerals Reporting Template which tracks and documents metals back through the supply chain. JIT Manufacturing also supports industry initiatives such as the Conflict Free Smelter (CFS) program to validate responsible and sustainable sources. Additionally, JIT Manufacturing expects our vendor-base to take similar measures with their suppliers to ensure alignment throughout the supply chain. Should we become aware of a vendor whose supply chain includes metals from a conflict region source, JIT Manufacturing will take appropriate action to remedy the situation expediently, including reassessment of supplier relationships.

Rick Box



Quality Manager  
JIT Manufacturing, Inc.