

1. Introduction

At Helios Power Solutions, we are committed to ethical practices and responsible sourcing throughout our supply chain. This includes ensuring that the minerals used in our electronic components and other parts do not contribute to human rights abuses or armed conflict. This Conflict Minerals Statement outlines our commitment to transparency and responsible sourcing practices regarding conflict minerals.

2. Definition of Conflict Minerals

2.1 Conflict Minerals

Conflict minerals (also known as 3TG) are those mined under conditions of armed conflict and human rights abuses. Specifically, we are concerned with the following minerals:

- Tin: Used in solder, resistors, capacitors, inductors, semiconductors, and batteries
- Tantalum: Found in RF filters and capacitors
- Tungsten: Found in oscillators and integrated circuits
- Gold: Used for plating of PCBs, bond wires in IC, and connectors
- Cobalt: Used in lithium-ion batteries

These minerals are often extracted from regions where their trade is linked to violence, exploitation, and human rights violations.

3. Our Commitment

3.1 Ethical Sourcing

We are committed to sourcing materials in a manner that avoids contributing to armed conflict or human rights abuses. Our goal is to ensure that our supply chain does not support conflict financing or exploitative practices.

3.2 Compliance with Regulations

We adhere to all applicable regulations and industry standards concerning conflict minerals, including the United States Dodd-Frank Wall Street Reform and Consumer Protection Act (Section 1502) and any relevant laws and regulations in New Zealand and Australia.

4. Due Diligence and Supply Chain Management

4.1 Due Diligence Processes

We have implemented due diligence processes to assess and manage the risk of conflict minerals in our supply chain. Our due diligence procedures include:

- Supplier Surveys: We request information from our suppliers about the sources of the minerals used in their products.
- Conflict-Free Certification: We encourage suppliers to obtain certification from recognised initiatives such as the Responsible Minerals Initiative (RMI).
- Audits and Assessments: We conduct periodic audits and assessments of our supply chain to ensure compliance with our conflict minerals policy.

4.2 Supplier Requirements

We require our suppliers to:

- Provide Transparency: Disclose the origin of minerals used in their products and ensure they are not sourced from conflict-affected regions.
- Commit to Responsible Practices: Adhere to responsible sourcing practices and avoid minerals from areas where there is a risk of human rights abuses or conflict financing.
- Support Certification: Seek conflict-free certification where applicable and maintain transparency in their supply chains.

5. Reporting and Accountability

5.1 Reporting Channels

We have established confidential reporting channels for employees, suppliers, and stakeholders to report any concerns related to conflict minerals. Reports can be submitted through integrity@heliosps.com.

5.2 Investigations and Corrective Actions

We take any reports of conflict mineral concerns seriously and will investigate them thoroughly. If a supplier is found to be non-compliant with our policy, we will take appropriate corrective actions, which may include reevaluating or terminating the business relationship.

6. Policy Review and Updates

6.1 Annual Review

This Conflict Minerals Statement is reviewed annually to ensure its effectiveness and relevance. We will update the statement as needed to reflect changes in regulations, industry practices, and our sourcing activities.

6.2 Communication

Any updates to this statement will be communicated to relevant stakeholders, including suppliers, employees, and customers.

7. Contact Information

For any questions or further information regarding our Conflict Minerals Statement, please contact:

Natalie Weinberg - Group Procurement Manager
natalie.weinberg@heliosps.com
+64 21 422244

This Conflict Minerals Statement reflects our commitment to ethical sourcing and responsible practices in our supply chain. We believe that through transparency and diligent oversight, we can help eliminate the links between mineral trade and human rights abuses or conflict.

