



4 | Conflict Minerals Policy

At Bay Engineering Dorset Ltd. We are committed to meeting our responsibility to respect human rights. As part of that commitment, Bay Engineering Dorset Ltd. supports the global responsible sourcing of tin, tantalum, tungsten and gold from conflict-affected and high-risk areas. These minerals are commonly referred to as 3TG or “conflict minerals”.

Bay Engineering Dorset Ltd. reviews its suppliers to gain assurance that they do not contribute to human rights abuses wherever the area of origination. As part of that process, Bay Engineering Dorset Ltd. will not knowingly purchase products, components or materials that contain conflict minerals from sources that are known to support conflict.

This policy is flowed down to all key suppliers to the business, including those suppliers nominated by our customers.

Bay Engineering Dorset Ltd. expects its suppliers to take the following actions with respect to the products, components and materials they furnish to Bay Engineering Dorset Ltd. To,

1. Not use 3TG from sources that are known to directly or indirectly finance, or benefit armed conflict.
2. Use their knowledge and influence to ensure that 3TG materials and products are obtained from reputable sources in safe geographical locations.
3. Put in place procedures for the traceability of conflict minerals.
4. Cooperate with Bay Engineering Dorset Ltd.’s due diligence process, which includes providing Bay Engineering Dorset Ltd., from time to time, with written certifications and other information concerning the origin of 3TG included in products, components and/or materials supplied to Bay Engineering Dorset Ltd.
5. Maintain records supporting the source of 3TG
6. Maintain a policy on prevention of use of conflict minerals.

This policy is communicated to all staff within Bay Engineering who have an influence in the prevention of conflict minerals entering our supply chain.

Policy issue 1

A handwritten signature in black ink, appearing to read "D. Taylor", written over a horizontal line.