



POLICY ON CONFLICT MINERALS

Background

In August 2012, the United States Securities and Exchange Commission (SEC) issued its final rules regarding "Conflict Minerals" (known as "3TG"- Tantalum, Tin, Tungsten and Gold). The Organisation for Economic Co-operation and Development (OECD), of which the UK is a member, has published due diligence guidance for responsible supply chains of minerals from conflict-affected and high-risk areas. The SEC has indicated that the OECD guidance may be used as framework for purposes of satisfying the reporting requirements under US law, including the steps to be taken to determine the source and chain of custody of the Conflict Minerals. As a result, many companies are now focusing on whether and to what extent their products contain so-called Conflict Minerals and whether such minerals come from the Democratic Republic of Congo and the adjoining countries.

CRE strives to be a good corporate citizen. We are committed to ensuring the health, safety and protection of people who come into contact with our products and business and we request high social, environmental and human rights standards from our suppliers. Managing our obligations in relation to Conflict Minerals is a part of this corporate responsibility.

CRE's Commitment

We are working towards ensuring that our products do not contain Conflict Minerals that have been sourced from mines that support or fund conflict within the Democratic Republic of Congo or adjoining countries. We are therefore committed to:

- Identifying which CRE products may be impacted and focusing our efforts accordingly,
- Not procuring directly or indirectly products and materials containing 3TG from Conflict Mines, and
- Requesting that our suppliers work towards ensuring that any Conflict Minerals contained in the products supplied to CRE do not originate from Conflict Mines.

Finally we are committed to engaging with our customers regarding assisting them with any regulatory disclosure requirements.

CRE's Measures

In working towards our stated commitments, we have taken a number of steps that include:

- Developing a "Conflict Minerals Compliance Program" which is supported by our Board to review the use of Conflict Minerals in our products and to be in a position to fulfil our reporting responsibilities and to respond to our customers inquiries in this area,
- Requesting that our suppliers to implement a policy regarding Conflict Minerals and exercise due diligence to investigate the source of these minerals,
- Engaging with our suppliers in order that they respond in a timely manner to CRE's requests for evidence of compliance. In the future our suppliers willingness to comply with this initiative will be a factor in our sourcing decisions, and
- Incorporating our policy in our terms and conditions of purchase.

We suspect that CRE will be similar to other companies who are starting the process of tracing Conflict Minerals. It will take time for us to collect the information required for us to fully understand our use of Conflict Minerals and therefore be able to address all customer concerns.

R MAIR

A handwritten signature in blue ink, appearing to read 'R MAIR'.

Managing Director

3 September 2019

Next review date: 2 September 2020

CONFLICT MINERALS
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