

Cassia Conflict Minerals Policy

Background

The tantalum, tin, gold, and tungsten (referred to as “3TG”) included in electronic products are sometimes known as “conflict minerals” because of concerns about their mining and sale contributing to armed conflict and human rights abuses in the Democratic Republic of the Congo (DRC) or adjoining countries.

Cassia Networks strives to be a good corporate citizen. Managing Cassia’s obligations in relation to Conflict Minerals is a part of this corporate responsibility. We would like to drive an increased demand for greater accountability and transparency in global mineral supply chains, by using 3TG in Cassia’s products that do not directly or indirectly finance or benefit armed groups in the DRC or adjoining countries.

Cassia’s Commitment

Cassia’s primary goal is to work 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.

Cassia does not directly procure minerals from mines, or the smelters or refiners that process them, but we do influence upstream supply chain act through Cassia’s policies and practices.

To reach our goal, Cassia is committed to:

- Conducting due diligence to identify and mitigate risks in Cassia’s supply chain for 3TG, following the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRAs) and encourage Cassia’s suppliers to do likewise with their suppliers
- Asking Cassia’s suppliers to work towards ensuring that any 3TG contained in the products and materials supplied to Cassia originate from Conflict Free Sources, e.g., sourcing 3TG from smelters and refiners that are conformant to the Responsible Minerals Assurance Process (RMAP)

Cassia’s Expectations of Suppliers

Cassia expects our suppliers to have in place policies and due diligence measures that will enable Cassia to reasonably assure partners that products and components supplied to Cassia are conflict mineral Free.

Cassia requires our suppliers to:

- Implement a policy regarding Conflict Minerals and exercise due diligence to investigate the source of these minerals
- Source 3TG from smelters and refiners validated as conforming to the Responsible Minerals Assurance Process (RMAP) third party assessment program
- Respond to Cassia's inquiries for due diligence information, and promptly implement corrective actions identified and requested by Cassia

If these requirements are not met, Cassia will proactively work with the supplier to further develop their capabilities in responsible mineral due diligence to ensure alignment to Cassia's supplier requirements.

Please send any questions or concerns about this policy to the following email address:
support@cassianetworks.com.

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