



Conflict Mineral Policy

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PAR Systems is committed to responsible sourcing and aims to avoid contributing to conflict or human rights abuses through our procurement of tin, tungsten, tantalum, and gold (3TG), particularly from the Democratic Republic of the Congo (DRC) and adjoining countries.

Applicability

This policy applies to all suppliers providing materials or components containing 3TG for use in our project-based, build-to-order work. While we do not purchase in high volume, we recognize our responsibility to conduct due diligence and support customer requirements.

Policy Overview

Although not subject to SEC reporting, we maintain a Conflict Minerals Program to:

- Support customer compliance in regulated industries
- Align with ethical sourcing expectations
- Reduce supply chain risk

We use the OECD Due Diligence Guidance as a framework for our program. Our efforts include:

- Identifying suppliers whose products may contain 3TG
- Requesting and reviewing Conflict Minerals Reporting Templates (CMRTs)
- Assessing supplier responses and following up as needed

Supplier Expectations

We expect suppliers to:



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- Support conflict-free sourcing
- Cooperate with our due diligence inquiries
- Use conformant smelters where possible

We appreciate our suppliers' partnership in supporting responsible sourcing practices. By implementing this policy, PAR Systems intends to promote transparency, meet customer expectations, and uphold our shared commitment to ethical supply chains.