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Conflict Minerals Policy Statement

Wieland Randall is committed to sourcing components and materials from companies that share our values concerning human rights, ethics and environmental responsibility. We expect all of our suppliers to abide by the requirements of our Supplier Code of Conduct, which prohibits human rights abuses and unethical practices. We also require all suppliers to comply with applicable legal standards and requirements.

On August 22, 2012, the U.S. Securities and Exchange Commission ("SEC") issued the final conflict minerals rule under Section 1502 the Dodd-Frank Wall Street Reform and Consumer Protection Act (the "Conflict Minerals Rule"). The Conflict Minerals Rule requires publicly traded companies to report annually the presence of conflict minerals (tin, tungsten, tantalum and gold, or "3TG") originating in the Democratic Republic of the Congo or adjoining countries ("Covered Countries").

The Electronics Industry Citizenship Coalition (EICC) and the Global e-Sustainability Initiative (GeSI) have created a Conflict Minerals Reporting Template as a common means to collect information on the source of Tantalum, Tin, Tungsten and Gold. This template is being widely used across the Electronics industry. The template, training materials, and additional information can be found at www.conflictfreemelter.org.

Wieland Randall requests that all of our suppliers provide us with completed conflict minerals declarations using the EICC/GeSI Conflict Minerals Reporting Template. We may reconsider our willingness to partner with suppliers that fail to comply with this Policy.

Wieland Randall supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with any requirements applicable to our Company under the Conflict Minerals Rule. Our intention is to comply with these rules as a part of our community responsibility. We also will take the appropriate actions to support our customers to reach our common goal to build up a socially and environmentally responsible supply chain.