



Policy 政策

Mineral conflicts 矿产冲突

This fact sheet is dedicated to Altyor's policy on mineral conflicts or conflict minerals in electronic components.

1. WHAT ARE MINERAL CONFLICTS?

Conflict minerals (or 'conflict raw materials' and 'conflict resources') are goods such as raw materials or even natural resources that are often extracted or exploited illegally and without state control in conflict or high-risk areas.

2. WHICH MINERALS ARE INVOLVED?

The four minerals covered by the law are gold (Au), tantalum (Ta), tin (Sn) and tungsten (W) - collectively known as 3TG, all of which can be used in electronic components such as frequency control products.

3. ALTYOR POLICY

Altyor, like many companies in the electronics industry, uses components and materials that may contain tantalum, tin, gold and tungsten to manufacture electronic products. For example, tantalum may be used in some electronic components such as capacitors, while tin is used in tin solder. Altyor does not purchase these metals directly from smelters or mines, so we have to rely on source information provided by our suppliers.

Altyor's commitments:

- Altyor supports efforts to eliminate the use of tantalum, tin, gold and tungsten from inappropriate sources that could lead to serious problems in identified conflict or high risk areas.
- Through the Silicon Expert software and the respective official policies, Altyor identifies suppliers of electronic components who officially declare that they do not use components from mineral conflicts. These suppliers are the ones Altyor chooses to work with.
- For those suppliers for which Altyor does not have information, Altyor requires suppliers whose products contain tantalum, tin, gold and tungsten to submit this information to Altyor. If Altyor becomes aware of a supplier whose supply chain includes metals from a conflict source, Altyor will take appropriate action, including reassessing the relationship with the supplier.

4. HOW TO REPORT?

In the event of a malfunction, you can contact a manager and/or raise the issue via the alert form, which will be dealt with as soon as possible:

<https://altyor.com/csr-commitments/>

5. REPORTING

Altyor is committed to monitoring its performance on conflict minerals and, to this end, tracks the following indicators

- The proportion of relevant direct suppliers that have adopted and implemented a conflict minerals policy

6. SCOPE

This policy applies to all Altyor Group entities and all external stakeholders of the Group.

7. RESPONSIBILITY

The CSR Committee is responsible for defining the sustainable purchasing policy. The Supply Chain department is responsible for ensuring that it is applied correctly.

8. COMMUNICATION

This policy is communicated annually to all employees through the usual company channels, including internal company rules and the company intranet, and is presented to all new staff members on induction. This policy is also distributed to external stakeholders and is available on the Altyor website.

9. CONTACT

For more information, please contact Laurent Moskoteoc Imoskoteoc@altyor.com or send an email to contact@altyor.com.

10. REVIEW HISTORY TABLE

This Policy is reviewed annually or in the event of a change in related government policy or significant changes in the company's operations.

This Policy was last approved on 3 January 2023 by Yanis Cottard, President of the Altyor Group.

Policy version	Description of Change
A	N/A
B	Adding KPIs to the policy

这部分介绍ALTYOR 关于电子元件中矿物冲突或冲突矿物的政策。

1. 什么是矿物冲突？

冲突矿物（或称“冲突原料”和“冲突资源”）是指在冲突地区或高风险地区，经常在没有国家控制的情况下，非法提取或开采的原材料甚至自然资源等物品。

2. 涉及哪些矿物？

该法涵盖的四种矿物是金（Au）、钽（Ta）、锡（Sn）和钨（W）--统称为3TG，所有这些矿物都可用于电子元件，如频率控制产品。

3. ALTYOR 的政策

ALTYOR和电子行业的许多公司一样，使用可能含有钽、锡、金和钨的元件和材料来制造电子产品。例如，钽可能用于一些电子元件，如电容器，而锡则用于锡焊料。ALTYOR没有直接从冶炼厂或矿场购买这些金属，因此我们必须依赖供应商提供的来源信息。

ALTYOR的承诺：

- ALTYOR支持消除使用来自不适当来源的钽、锡、金和钨的努力，这些来源可能导致在已确定的冲突或高风险地区出现严重问题。
- 通过Silicon Expert软件和相应的官方政策，ALTYOR确定了那些正式声明不使用“矿物冲突”部件的电子元件供应商。这些是Altyor决定合作的供应商。
- 对于那些ALTYOR有信息的供应商，ALTYOR要求其产品含有钽、锡、金和钨的供应商向ALTYOR提交这些信息。如果ALTYOR意识到某个供应商的供应链包括来自冲突来源的金属，ALTYOR将采取适当的行动，包括重新评估与该供应商的关系。

4. 如何报告？

在发生故障的情况下，你可以联系经理和/或通过警报表提出问题，我们将尽快予以处理。

<https://altyor.com/csr-commitments/>

5. 报告

阿尔泰尔致力于监测其在冲突矿产方面的表现，并为此跟踪以下指标

- 已采用并实施冲突矿物政策的相关直接供应商的比例

6. 适用范围

本政策适用于阿尔泰尔集团所有实体和集团的所有外部利益相关者。

7. 责任

企业社会责任委员会负责确定可持续采购政策。供应链部门负责确保该政策得到正确应用。

8. 沟通

本政策每年都会通过公司的常规渠道，包括公司内部规定和公司内部网，向所有员工传达，并在所有新员工入职时介绍。本政策也会分发给外部利益相关者，并在Altyor网站上公布。

9. 联系方式

欲了解更多信息，请联系Laurent Moskoteoc Imoskoteoc@altyor.com 或发送电子邮件至 contact@altyor.com。

10. 审查历史表

本政策每年或在相关政府政策发生变化或公司业务发生重大变化时进行审查。
本政策最后由阿尔泰尔集团总裁Yanis Cottard于2023年1月3日批准。

政策版本	变更说明
A	N/A
B	在政策中添加关键绩效指标