

# Conflict Minerals Policy

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## INTRODUCTION

Militia groups operating in the Democratic Republic of the Congo (DRC) have engaged in conflict and severe human rights abuses, fueled through proceeds from the mining or trade of so-called “conflict minerals” or 3TGs (tin, tantalum, tungsten and gold). These atrocities led to the creation of Dodd–Frank Act in 2012. This SEC legislation requires public companies carry out a "due diligence" review of their supply chain to determine whether their mineral purchases are funding armed groups in eastern DRC.

Tempo Aerospace Inc, a Canadian company with a Head Office in Oakville, Ontario and production facilities in Toronto, Ontario is committed to sourcing responsibly from non-conflict sources and does not knowingly use any metals from conflict mines in its product manufacturing or packaging. Tempo is a private company and therefore not required to report to the SEC on the use of Conflict Minerals. However, many of our customers are required to do so and have asked for our full support is assuring compliance to the Dodd-Frank Act. Accordingly, Tempo will perform due diligence by surveying our supply chain.

## REQUIREMENT

Tempo supports by extension, the work by the Canadian government and other countries in development of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This provides management recommendations for responsible global supply chains of minerals to help companies to respect human rights and avoid contributing to conflict through their mineral or metal purchasing decisions and practices;

Tempo Suppliers must:

- Supply materials to Tempo that are “Conflict-Free” meaning that they do not directly or indirectly finance armed groups through mining or mineral trading in the Democratic Republic of Congo, adjoining countries and other high risk areas.
- Adopt policies and due diligence management systems to identify, prevent, mitigate and, where appropriate, require their suppliers to adopt similar policies and practices.
- Suspend or discontinue engagement with up-stream suppliers after failed attempts at mitigation or remediation.
- Notify Tempo immediately upon discovery of any Conflict Minerals in their supply chain that may have been sold to Tempo.