



January 15, 2014

Dear Supplier,

As a company with sales and manufacturing operations throughout the world, Hi Lex Mexicana supports the sourcing of minerals responsibly, as set out in our Suppliers Business Conduct. We support ending the violence and human rights violations in the mining of certain minerals from a location described as the “Conflict Region”, which is in the Democratic Republic of the Congo (the “DRC”) and adjoining countries (the “Covered Countries”). The intent of this letter is to inform you of recent federal legislation impacting publicly held companies across numerous industries to which you may supply product.

In the United States Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Dodd-Frank Act”), signed into law on July 21, 2010, the U.S. Congress set new requirements for manufacturers of products containing “Conflict Minerals” from the DRC and the Covered Countries. Specifically, the rule implementing section 1502 of the Dodd-Frank Act, adopted in August 2012, requires manufacturers who file certain reports with the Securities and Exchange Commission (the “SEC”) to disclose whether the products they manufacture or contract to manufacture contain “conflict minerals” that are “necessary to the functionality or production” of those products.

Conflict Minerals refer to minerals mined in conditions of armed conflict and human rights abuses, notably in the eastern provinces of the DRC. The profits from the sale of these minerals finance continued fighting and human rights atrocities. The most commonly mined minerals and their resulting metals are [cassiterite](#) (tin), [wolframite](#) (tungsten), [coltan](#) (tantalum), and [gold](#) (gold) (3TGs). The minerals are extracted from the Eastern Congo and passed through a variety of intermediaries and processes; including smelting and refining that obliterate any traceability, before being purchased by multinational companies.

Hi Lex Mexicana is concerned about the use of conflict minerals and supports government and non-governmental efforts to create greater supply transparency, to source responsibly, and to put processes in place to inventory our products and partner with our suppliers to provide the same transparency.

We have internally identified various products within our global product portfolio that may contain the 3TGs. Hi Lex Mexicana is committed to identifying all products and their 3TG points of origin to comply with section 1502 of the Dodd-Frank Act.

You are receiving this letter because your company has been identified as a supplier to our company. Your company may also be subject to the requirements directly. Annual submissions to the SEC require an independent, third party audit for those products containing 3TG or if a company is unable to determine and thus proper documentation of information related to your supply chain is critical.

As part of due diligence, Hi Lex Mexicana requests your organization support for the following:

- Complete the EICCGeSIDDtemplate as soon as possible.
- Determine which of your parts/assemblies incorporate one or more of the identified Conflict Minerals or derivatives
- Map your supply chains associated with those parts/assemblies to determine whether any Conflict Minerals incorporated in those parts/assemblies originate from any of the Covered Countries.
- Engage with your suppliers to identify the smelters used in your supply chain to process the Conflict Minerals OR validate the origin of the Conflict Minerals as recycled/scrap.

We recognize that it may be difficult for your company to identify the country or mine of origin for the minerals that you use. It is our intention to ensure that the components and assemblies in our products, regardless of where they are assembled or sold, do not contain Conflict Minerals. Hi Lex Mexicana is committed to using the market power of “downstream” manufacturers (i.e., the post-smelting supply chain) to begin to help address some of these longstanding issues.

Hi Lex Mexicana respects your efforts to support our global community and thanks you for the continued partnership.

Sincerely,

Attachments:

1. EICCGeSIDDtemplate