

CONFLICT MINERALS POLICY



Introduction

menon and menon limited is recognized globally for pioneering critical gray cast iron manufacturing. Our success hinges on the trust and reliability we build with our clients and stakeholders. We are dedicated to upholding the highest standards of integrity and transparency in all our operations. Our commitment is to conduct our business ethically and responsibly in every region where we operate, maintaining the highest moral and ethical standards.

Definition

Conflict Minerals includes,

1. Columbite-tantalite (coltan), cassiterite (tin), wolframite (tungsten), and gold, or any derivatives of these minerals, that are associated with financing conflict in the DRC or neighboring regions.
2. Any material from China's XUAR or Xinjiang Province.

Policy Statement

The aim of this policy is to prevent the procurement and use of Conflict Minerals like tin, tungsten, tantalum and gold, etc. extracted from the Democratic Republic of Congo (DRC) and certain countries that have been linked to severe human rights abuses, including violence and exploitation.

Scope

This policy is applicable to Suppliers/Vendors/Contractors of menon and menon limited.

Objectives

The primary objectives of this policy are:

- To avoid procuring or using Conflict Minerals obtained through illegal or unethical means.
- To ensure that no human rights abuses are connected to the sourcing of materials for our products.
- To enforce responsible procurement practices throughout our supply chain.
- To require suppliers to conduct thorough due diligence within their own supply chains.

Compliance

The responsibility for implementing this policy rests with the Head of Supply Chain. All levels of management are tasked with ensuring that their teams are aware of and understand this policy, providing adequate training as necessary.

Amendments

Menon and Menon Limited reserves the right to modify this policy at any time. Updates will be made as necessary to comply with statutory changes or amendments.

Issuing function:

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