



Helios Technologies Conflict Minerals Policy

Helios Technologies (“Helios”) is committed to sourcing materials that come from companies who share our same standards regarding ethical sourcing, human rights, and environmental responsibility. Helios strives to go beyond its obligations under Section 1502 of the Dodd-Frank Act and is working to improve our ability to trace and investigate any potential conflict mineral issues. Our goal is to develop greater transparency in our supply chain and promote high ethical standards among our suppliers.

Helios commits to refrain from, directly or indirectly, taking or supporting any action which contributes to the financing of armed groups that are committing human rights abuses in the Democratic Republic of the Congo (“DRC”) and other covered countries.

With subsidiaries and partners located around the world, Helios relies on a complex supply chain to deliver products and services. Each subsidiary in turn relies suppliers who source materials from a wide range of vendors. We recognize that we must rely not only on our internal standards, but also the ethical standards of our suppliers. We encourage our suppliers to support our ethical sourcing efforts by developing their own commitments to upholding ethical sourcing in their supply chains. We expect our suppliers to understand and comply with the human rights and ethics policies set forth in the Helios [Code of Business Conduct and Ethics](#) (“Ethics Code”) and our [Code of Conduct for Suppliers and Third-Party Vendors](#) (“Supplier Code”).

Helios has crafted this Policy to align with the goals set forth in the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This Policy also operates in conjunction with our Ethics Code and Supplier Code.

Reporting and Due Diligence

In an effort to improve our due diligence measures for tracing and sourcing, Helios has developed due diligence measures which are expressed here and in further detail within in our [Conflict Minerals Report](#).

Helios is consistently working towards improving our due diligence measures and in doing so seeks to improve the quality of suppliers we utilize. As part of our supplier review, we require suppliers to answer questionnaires about the nature of their sourcing and certify that they have completed due diligence procedures. Suppliers are expected to, directly and indirectly, only source tin, tantalum, tungsten and/or gold, also known together as “3TG” from sources that do not directly or indirectly benefit or finance armed groups in the DRC or other covered countries.

Any partner, supplier, or individual that has a reasonable suspicion that conflict minerals are present in Helios’s supply chain should alert Helios or a member of our due diligence management system of the specifics regarding the suspicion. Our grievance and reporting processes apply to all levels and subsidiaries across the Helios business. Helios will perform due diligence on any reasonable inquiries and will address any conflict minerals that are identified with the offending supplier.

If any supplier or partner is found to be in violation of this Policy, Helios will take prompt, remedial measures to address the violation.