

Conflict Mineral Policy

Introduction

NICE is concerned about the link between the illegal extraction and trade of natural resources, and associated human rights violations, conflict and environmental degradation. Currently these issues are acute in the Eastern provinces of Democratic Republic of Congo (DRC) in the extraction and trade of ores of tantalum, tin, tungsten and gold, which flow to world markets through the DRC and adjoining countries. Once refined, these metals are commonly used within electronic products and by many other industries. NICE does not procure metals directly and only a fraction of the world's minerals produce originates from the DRC, but we are taking action to increase transparency, ensure responsible procurement by our suppliers and sub-suppliers, and drive positive change.

Our commitment

NICE is committed to respecting human rights and the environment in accordance with accepted international conventions and practices, such as those of the United Nations 'Universal Declaration of Human Rights, ILO Core Conventions on Labor Standards, UN Global Compact, and OECD Guidelines for Multinational Enterprises. We want to ensure that all materials used in our products come from socially and environmentally responsible sources. We do not tolerate nor by any means profit from, contribute to, assist with or facilitate any activity that fuels conflict, leads to serious environmental degradation or violates human rights, as set forth by above mentioned international conventions and NICE's policies.

NICE's activities

NICE is used the guidelines of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

We have been working with suppliers to trace back mineral flows and ensure commitment to sustainable procurement. From the year 2014 we have taken into use the standardized EICC-GeSI Conflict Minerals Reporting Template to continue mapping and to monitor our suppliers' commitment and activities.

We have incorporated the principles of this policy into our contractually binding NICE's Supplier requirements and we work with our suppliers to increase transparency in the supply chain.

NICE's supplier requirements

NICE's policy requires that our suppliers who manufacture components, parts, or products containing tin, tantalum, tungsten, and/or gold must commit to sourcing those materials from environmentally and socially responsible sources only and in compliance with SEC ruling and OECD guidance.

Suppliers are encouraged to support industry efforts to enhance traceability and responsible practices in global minerals supply chains.

The management of NICE is committed to ensure that this policy is understood with implementation at all levels in the NICE organization

Grievance mechanism & Reporting

This Policy will be reviewed regularly and updated as needed. NICE commits to disclosing the progress of the implementation of this Policy in accordance with legal requirements.

Concerns and violations of this policy can be reported to

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