



Environmental Sustainability & Social Responsibility Policy

Pleora conducts business responsibly and in a manner designed to protect the health and safety of our employees, customers, the public, and the environment. Pleora demonstrates this responsibility through our actions and commitment to environmental & social legislation. This includes ensuring Pleora, and Pleora's supply chain, supports RoHS, REACH, and Conflict Minerals regulations.

RoHS

Pleora is committed to provide RoHS (Restriction of Hazardous Substances) compliant products that meet or exceed the expectations of our customers by adhering to environmental regulations established by European Union (EU) RoHS directives.

RoHS 1: Directive 2002/95/EC (RoHS 1) banned the use of six hazardous substances (below) in Electrical and Electronic Equipment (EEE) except where exempted.

- Cadmium(Cd):< 0.01%
- Mercury (Hg):< 0.1%
- Lead (Pb) :< 0.1%
- Hexavalent chromium (Cr6+) : <0.1%
- Polybrominated biphenyls (PBB): <0.1 %;
- Polybrominated diphenyl ethers (PBDE): <0.1 %

RoHS 2: Directive 2011/65/EU, known as RoHS-Recast or RoHS 2, was published in 2011 by the EU. It introduced additional requirements for Declarations of Conformity and associated CE Markings of products. The directive also added category 8 (medical devices) and category 9 (monitoring and control instruments), and has additional compliance recordkeeping requirements.

RoHS 3: Directive 2015/863/EU, known as RoHS 3, was published in 2015 by the EU. This directive added four additional restricted substances (Phthalates) to the Annex II of RoHS 2. The restriction of four Phthalates below will become effective July 2019.

- Bis(2-Ethylhexyl) phthalate (DEHP): < 0.1%
- Benzyl butyl phthalate (BBP):< 0.1%
- Dibutyl phthalate (DBP): <0.1%
- Diisobutyl phthalate (DIBP): <0.1%



REACH

The EU Regulation 1907/2006 on Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH), entered into force in June 2007, and affects all companies producing, importing, using, or placing products on the European market. The aim of the REACH regulation is to ensure a high level of protection of human health and the environment from chemical substances

Pleora products are “articles” as defined in Article 33 of the REACH Regulation, it requires companies who supply products which include any article which contains more than 0.1% by weight of any REACH Candidate List Substance to provide their customers with “sufficient information, available to the supplier, to allow safe use of the article including, as a minimum, the name of that substance.”

Pleora is committed to provide REACH compliant products that meet or exceed the expectations of our customers by adhering to environmental regulations established by EU REACH directives.

Conflict Minerals

Pleora is committed to sourcing components and materials from companies that share our values regarding respect for human rights, integrity, and environmental responsibility. This includes supporting the Dodd-Frank Wall Street Reform and Consumer Protection Act as it relates to Conflict Minerals (Section 1502), designed to eliminate support of illegal and unethical actions in the Democratic Republic of Congo, and the adjoining countries (i.e. Covered Countries) associated with the mining of 3TG.

Conflict Minerals refers specifically to 3TG minerals and their derivatives:

- Cassiterite : Ore from which Tin (Sn) is extracted;
- Columbine-Tantalite.; Ore from which Tantalum (Ta) is extracted;
- Wolframite : Ore from which Tungsten (W) is extracted;
- Gold (Au): Rare metal found in a native (pure) form and obtained as a byproduct of other mining operations.

Although Pleora is not listed on the US Securities and Exchange Commission, we are diligently working with our suppliers to ensure our products are manufactured within a socially responsible supply chain and supporting the conflict minerals objective.