



MEI RoHS Compliance Policy

Thursday, July 15, 2004

To all MEI customers:

As you are all aware, the European Union has recently adopted legislation restricting the importation of materials which contain hazardous substances as defined and outlined in this legislation. Those substances are:

Lead (exceptions: Lead in High Melting Point Solders)
Mercury
Cadmium
Hexavalent Chromium's (Cr6)
Polybrominated Biphenyls (PBE)
Polybrominated Diphenyl Ethers (PBDE)

As your trusted supplier, we have made a commitment to meeting the requirements of this legislation our number one priority. Our goal is to have these substances removed from all stores by July, 2005. Being fastener suppliers, our primary concerns are centered on the Cadmium and Hexavalent Chromium's found in the finishes commonly applied to screws, nuts, washers, etc. The remainder of these banned substances is not found in our products and therefore will not be an issue.

To meet our goals we have instituted the following steps.

- 1) All newly manufactured steel materials plated with Zinc from July 15, 2004 onward, have been converted to Zinc plating with the accepted Trivalent Chromium's (Cr3)
- 2) All vendors providing pre-manufactured goods with Zinc plating must switch to Trivalent Chromium's no later than January, 2006 as well as provide evidence of this change. Our preference is that this change be made as soon as possible
- 3) After July, 2006 all unsold material remaining in inventory that may contain Hexavalent Chromium's will be refinished prior to resale.
- 4) Cadmium plated products will be purchased and resold only to the US government, or those entities supplying the government, which continue to demand this finish.

It is our desire to assist in the removal of these substances from the environment. Strict compliance regarding all aspects of this legislation will be followed in the procurement, tracking and distribution of products that have the potential of containing any of these banned substances.

We look forward to working with all of our customers, as well as vendors, in making this transition a smooth, successful one.

Regards,

Richard Molkenbuhr
President MEI

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CURRENT COMPLIANCE LEVEL: 2011/65/EC