

Environmental Conformity Declaration

Mascot Electronics A/S

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The requirements for environmental matters (such as EU-Directives etc. for RoHS, REACH, WEEE, Conflict Minerals/CMRT etc. etc.) are frequently updated/changed/amended, requiring re-issue/update of related documents etc..

As Mascot has a lot of customers we are not able to handle special documents/agreements/schemes from single customers requiring filling-in/signature/re-issue/update.

Please accept this declaration on environmental matters, which we will keep updated and available at our web-site (www.mascot.com under Downloads - Other Documents)

Mascot bases its general material content knowledge partly on information provided by third parties and has taken and continues to take commercially reasonable steps to provide representative and accurate information but may not have conducted destructive tests or chemical analysis on incoming material and chemicals. Both Mascot and its suppliers may consider certain information to be proprietary and therefore EC/CAS numbers and other limited information may not be available for release.

We, Mascot Electronics AS and Mascot AS

declare under our sole responsibility that all products produced by Mascot Electronics AS and/or sold by Mascot AS carrying the "Mascot"-logo or trademark are in conformity with relevant directives, standards or other normative documents, following the provisions of:

EC Regulation No 1907/2006 amended by EC Regulation No 1272/2013

(Registration, Evaluation, Authorization and Restriction of Chemicals, "REACH")

Mascot base this Conformity Declaration on the wording of the Directive and the guidelines given in "REACH - Guidance on requirements for substances in articles", issued by the European Chemicals Agency (ECHA) in May 2008 and wish to state:

Products produced and sold by Mascot are regarded as Articles, not Substances, under REACH.

Products produced and sold by Mascot contain < 0.1 % w/w Substances of Very High Concern.*

Mascot produce and sell products containing a total < 1 t/a Substances of Very High Concern.*

Based on the above, Mascot have not identified a registration requirement for any substance in articles we have been producing or importing and is not required to take any further actions under the REACH-Directive.

Mascot have verified compliance to REACH partly by third party testing to standard IEC 62321:2008 for the content of Substances of Very High Concern in products regarded as representative for our product range. Copy of test reports are available on request.*

Mascot bases its general material content knowledge partly on information provided by third parties and has taken and continues to take commercially reasonable steps to provide representative and accurate information but may not have conducted destructive tests or chemical analysis on incoming material and chemicals. Both Mascot and its suppliers consider certain information to be proprietary and therefore EC/CAS numbers and other limited information is not available for release.

* According to "Candidate List of Substances of Very High Concern (SVHC) for inclusion in Annex XIV of REACH", issued by ECHA. The updated list is included as an appendix to this document.

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Regulation (EU) 2019/1021**(Persistent Organic Pollutants, "POP")**

Mascot base this Conformity Declaration on the wording of the Regulation and guidelines given and wish to state:

Products produced and sold by Mascot are regarded as Articles under this Regulation.

Products produced and sold by Mascot do not contain prohibited or restricted POP in conflict with this Regulation.

Mascot bases its general material content knowledge partly on information provided by third parties and has taken and continues to take commercially reasonable steps to provide representative and accurate information but may not have conducted destructive tests or chemical analysis on incoming material and chemicals. Both Mascot and its suppliers consider certain information to be proprietary and therefore EC/CAS numbers and other limited information is not available for release.

* An updated lists of prohibited and restricted POP substances for Articles is included as an appendix to this document.

EU-Directive 2002/95/EC**(Restriction on use of Hazardous Substances, "RoHS 1"),****EU-Directive 2011/65/EU****(Restriction on use of Hazardous Substances in EEE, "RoHS 2")****EU-Directive 2015/863/EU****(Restriction on use of Hazardous Substances in EEE, "RoHS 3")**

Products produced by Mascot Electronics AS comply with the directives requirement that the concentration of the regulated materials must not exceed:

- Lead (Pb)	0.1% by weight
- Mercury (Hg)	0.1% by weight
- Cadmium (Cd)	0.01% by weight
- hexavalent Chromium (Cr ⁶⁺)	0.1% by weight
- Polybrominated Biphenyls (PBBs)	0.1% by weight
- PolyBrominated Diphenyl Ethers (PBDEs)	0.1% by weight
- Bis(2-ethylhexyl) phthalate (DEHP)	0.1% by weight
- Butyl benzyl phthalate (BBP)	0.1% by weight
- Dibutyl phthalate (DBP)	0.1% by weight
- Diisobutyl phthalate (DIBP)	0.1% by weight
- decaBromoDiphenyl Ethers (decaBDE)	0.1% by weight

Mascot Electronics AS bases its material content knowledge partly on information provided by third parties and has taken and continues to take commercially reasonable steps to provide representative and accurate information.

Mascot has verified compliance to RoHS by third party testing to standard IEC 62321:2008 for the content of the above materials in a product regarded as representative for our product range. Copy of test reports are available on request.

Declaration of Conformity for CE-marking of EEE products to EU-Directive 2015/863/EU may be found at www.mascot.com.

EU-Directive 2012/19/EU**(Waste Electrical and Electronic Equipment, "WEEE")**

Mascot Electronics AS is participating in waste recycling programs in different countries. Details on how to dispose of obsolete equipment carrying the Mascot logo or trademark may be obtained by contacting us.

Specific for Germany: the "WEEE"-Directive is implemented in Germany by the "**Gesetz über das Inverkehrbringen, die Rücknahme und die umweltverträgliche Entsorgung von Elektro- und Elektronikgeräten** (Elektro- und Elektronikgerätegesetz or **ElektroG**)", dated 16. March 2005. Mascot Electronics AS is registred by "Stiftung elektro-altgeräte register" (EAR) under WEEE-Reg.Nr. DE 53232783.

Specific for Norway: Mascot Electronics AS is a member of the Norwegian electronic waste collection system administered by Renas AS (Renas customer no 11972).

A separate document "WEEE - Reuse, Recycling and Treatment Information" containing information for re-use centres and treatment and recycling facilities regarding dismantling and disposal of our products is enclosed with this document.

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EU-Directive 2004/12/EC**(Packaging and Packaging Waste)**

Packaging materials used by Mascot Electronics AS (boxes, trays, filling etc.) are compliant with the directives requirement that the concentration of the regulated heavy metals; Cadmium (Cd), hexavalent Chromium (Cr6+), Lead (Pb) and Mercury (Hg) does not exceed 100ppm.

Specific for Germany: Mascot is a member of "Der Grüne Punkt" (Duales System Deutschland GmbH ref. 2771809).

All packaging material used may be recycled.

EC-Regulation 1005/2009**(Substances that deplete the Ozone Layer)**

Mascot Electronics A/S declare under our sole responsibility that none of the products produced by us contain any Ozone Depleting Substances (ODS) as defined by the above indicated directives/regulations.

EC-Directive 87/217/EEC (amended by 91/692/EEC, 1882/2003/EC and 807/2003/EC)**(Pollution by Asbestos)****and United States Environmental Protection Agency (EPA) Code 40 CFR Part 763**

We declare under our sole responsibility that none of the products produced by Mascot contain any:

- crocidolite (blue asbestos or riebeckite) (CAS No. 12001-28-4)
- actinolite (CAS No. 77536-66-4)
- anthophyllite (CAS No. 77536-67-5)
- chrysotile (white asbestos or serpentine) (CAS No. 12001-29-5)
- amosite (brown asbestos, cummingtonite or grunerite) (CAS No. 12172-73-5)
- tremolite (CAS No. 77536-68-6)

all defined as "asbestos" by the above indicated directives/regulations.

U.S. Environmental Protection Agency (EPA) Regulation of Persistent, Bioaccumulative, and Toxic Chemicals under Toxic Substances Control Act (TSCA) Section 6(h) (also called "TSCA 2021")

We declare under our sole responsibility that none of the products produced by Mascot contain any of the five persistent, bioaccumulative, and toxic (PBT) chemicals controlled under "TSCA 2021:

- PIP (3:1) (phenol, isopropylated phosphate (3:1), CAS 68937-41-7, EC 273-066-3).
- DecaBDE (decabromodiphenyl ether, CAS 1163-19-5, EC 214-604-9).
- 2,4,6 TTBP (2,4,6-tris(tert-butyl)phenol, CAS 732-26-3, EC 211-989-5).
- HCBd (hexachlorobutadiene, CAS 87-68-3, EC 201-765-5).
- PCTP (pentachlorothiophenol, CAS 133-49-3, EC 205-107-8).

UN res. 1952 (2010) & U.S. Congress Act H.R.4173 Title XV Sec.1502 of 2010 ("Dodd-Frank Act")**(Minerals from Conflict-Affected and High-Risk Areas)**

Mascot Electronics AS do, as practically possible, follow the recommendation of the OECD Council on Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, supported by United Nations Security Council resolution 1952 (2010), and the U.S. Congress Act H.R.4173 Title XV Sec.1502 of 2010 (the "Dodd-Frank Act") by doing our best to establish the smelter source for the following minerals and their derivatives, which are defined as conflict minerals:

- Columbite-tantalite (Coltan) refined into tantalum (Ta)
- Cassiterite refined into tin (Sn)
- Wolframite refined into tungsten (W)
- Gold (Au)

Please find our Conflict Minerals Reporting Template (CMRT) at mascot.no => [Downloads](#) => [Other documents](#) => [mascot_cmrt_601.xlsx](#).

Please also see the declaration regarding CMRT annexed to this declaration.

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EAEU TR/ 037/2016

("EAC RoHS")

Technical Regulation of Eurasian Economic Union on Restriction of the Use of Hazardous Substances in Electrotechnical and Radio-electronic Products

The Board of Eurasian Economic Commission approved the above Technical Regulation by Decision No 113, 10 October 2016, and implemented it from 01.03.2020 by Decision No 24, 28 February 2017.

The Regulation apply in following countries: Republic of Armenia, Republic of Belarus, Republic of Kazakhstan, the Kyrgyz Republic and the Russian Federation.

All products marked with the EAC-mark comply with above regulation.

IMO SOLAS II-1 Regulation 3-5, MSC.1/Circ.1379 (2010) & ICAS SC249 (2011)

(Prohibition of asbestos in Ships)

We declare under our sole responsibility that none of the products produced by us contain any materials defined as "asbestos" by the above indicated regulations.

Chinese Ministry of Industry and Information Technology (MIIT), Order No. 32 "Administrative Measures for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products"

("China RoHS2", applicable from 01 July 2016)

Products produced by Mascot Electronics AS comply with the "China RoHS2" requirement that the concentration of the regulated materials must not exceed (standard GB/T 26572-2011):

- Lead (Pb) and its compounds 0.1% by weight
- Mercury (Hg) and its compounds 0.1% by weight
- Cadmium (Cd) and its compounds 0.01% by weight
- hexavalent Chromium (Cr⁶⁺) and its compounds 0.1% by weight
- Polybrominated Biphenyls (PBBs) 0.1% by weight
- PolyBrominated Diphenyl Ethers (PBDEs) 0.1% by weight
- Other harmful substances as regulated by the State (not yet defined)

产品中有毒有害物质的名称及含量 / China RoHS declaration:

部件名称 / Component Part	有毒有害物质或元素 / Hazardous substance					
	铅 Lead (Pb)	汞 Mercury (Hg)	镉 Cadmium (Cd)	六价铬 Hexavalent Chromium (Cr (VI))	多溴联苯 Polybrominated biphenyls (PBB)	多溴二苯醚 Polybrominated diphenyl ethers (PBDE)
由Mascot生产的所有 产品 / All products produced by Mascot	O	O	O	O	O	O
<p>O : 表示该有毒有害物质在该部件所有均质材料中的含量均在 GB/T 26572-2011 标准规定的限量要求 以下。 O: Indicate that the content of the harmful substance in all homogeneous materials of the component part is below the limit defined in GB/T 26572-2011.</p> <p>X : 表示该有毒有害物质至少在该部件的某一均质材料中的含量超出 GB/T 26572-2011 标准规定的限 量要求。 X: Indicate that the content of the harmful substance in at least one homogeneous material of the component part exceeds the limit defined in GB/T 26572-2011.</p>						

When sold in China the product(s) shall be marked with the symbol (ref. SJ/T 11364-2014):



China Ministry of Environmental Protection 'Measures for Environmental Administration of New Chemical Substances (MEP Order 7, 2010)' **("China REACH")**

China Ministry of Ecology and Environment (MEE) 'Measures of Environmental Management & Registration of New Chemical Substances (MEE Order 12)' **("China REACH2")**

will from 1 January 2021 replace MEP Order 7.

See comments to "EU REACH" on page 1.

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State of California "Regulation 65"**(Safe Drinking Water and Toxic Enforcement Act)**

The State of California has implemented a legislation known commonly as "Proposition 65".

The official name of Proposition 65 is the Safe Drinking Water and Toxic Enforcement Act of 1986. (Reference: California Health and Safety Code - HSC, Division 20. Miscellaneous Health and Safety Provisions [24000 - 26217] Chapter 6.6. Safe Drinking Water and Toxic Enforcement Act of 1986 [25249.5 - 25249.13]).

Any company that operates in California, sells products in California, or manufactures products that may be sold in or brought into California is subject to "Proposition 65" and since our products may be sold in or brought into California (although bought outside), "Proposition 65" may apply to our products.

"Proposition 65" requires warning labels on any product that may contain any of 600-plus elements the California Air Resources Board considers a carcinogen or a reproductive toxicant. Many of the elements listed under "Proposition 65" are common everyday items and the list includes various elements contained in electronic products and a multitude of other everyday products.

The list of elements keeps changing and is periodically updated and elements may be added to or removed from the list. Included elements used in electronic equipment mostly corresponds to the RoHS and REACH Directives of the European Union, see pages 1 & 2 of this declaration.

The regulation for warnings, "Title 27 California Code of Regulations Article 6 Clear and Reasonable Warnings Subarticle 1. General", require manufacturers of Consumer Products containing elements present in the list of "Proposition 65" to mark the products.

Based on the above you may see the following marking on our products or in accompanying documents:



WARNING and the appropriate text: "**Cancer - www.P65Warnings.ca.gov**", "**Reproductive Harm - www.P65Warnings.ca.gov**" or "**Cancer and Reproductive Harm - www.P65Warnings.ca.gov**".

Please be aware that this warning does not indicate that our products will cause you to contract cancer or reproductive harm if used as intended.

For more information about "Proposition 65" and the complete list of elements please contact the California Office of Environmental Health Hazard Assessment: <https://oehha.ca.gov/proposition-65/law/proposition-65-law-and-regulations>.

Code of Conduct & Corporate Social Responsibility and Accountability.

Mascot respect and follow all relevant and applicable national and international laws and regulations. We also follow the guidelines given in the SA8000 Standard which is based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and various national laws.

Products manufactured by Mascot are produced under quality systems certified according to the latest edition of standard EN-ISO 29001 (ISO 9001). Copies of our most recent certificates are available at our website ("mascot.no => [Downloads](#) => [Certificates](#)")

Place of issue:
Fredrikstad, Norway

Date of issue:
26 May, 2021


Finn-Erik Wallin
Compliance Manager
Mascot Electronics AS

APPENDIX:

Candidate List of Substances of Very High Concern (SVHC) for inclusion in Annex XIV of REACH, issued by European Chemicals Agency (ECHA) as per. 19.01.2021 (211 substances).

(Ref: <http://echa.europa.eu/web/guest/candidate-list-table>)

<u>Substance name</u>	<u>EC No.</u>	<u>Date of inclusion</u>
Acetic acid, lead salt, basic	257-175-3	19.12.2012
Acids generated from chromium trioxide and their oligomers:		
Chromic acid, Oligomers of chromic acid	231-801-5	15.12.2010
Dichromic acid, Oligomers of dichromic acid	236-881-5	15.12.2010
Acrylamide	201-173-7	30.03.2010
Alkanes, C10-13, chloro (Short Chain Chlorinated Paraffins)	287-476-5	28.10.2008
Aluminosilicate, Refractory Ceramic Fibers ^{A) & B)}	-	19.12.2011
Ammonium dichromate	232-143-1	18.06.2010
Ammonium pentadecafluorooctanoate (APFO)	223-320-4	20.06.2013
Anthracene	204-371-1	28.10.2008
Anthracene oil ¹⁾	292-602-7	13.01.2010
Anthracene oil, anthracene-low ^{2) 3)}	292-604-8	13.01.2010
Anthracene oil, anthracene paste ^{2) 3)}	292-603-2	13.01.2010
Anthracene oil, anthracene paste, anthracene fraction ^{2) 3)}	295-275-9	13.01.2010
Anthracene oil, anthracene paste, distn. lights ^{2) 3)}	295-278-5	13.01.2010
Arsenic acid	231-901-9	19.12.2011
Benz[a]anthracene	200-280-6	15.01.2018
Benzene-1,2,4-tricarboxylic acid 1,2 anhydride trimellitic anhydride; TMA	209-008-0	27.06.2018
Benzo[def]chrysene	200-028-5	20.06.2016
Benzo[ghi]perylene	205-883-8	27.06.2018
Benzo[k]fluoranthene	205-916-6	15.01.2019
Benzyl butyl phthalate (BBP)	201-622-7	28.10.2008
Biphenyl-4-ylamine	202-177-1	19.12.2012
Bis(pentabromophenyl) ether (decabromodiphenyl ether; DecaBDE)	214-604-9	19.12.2012
Bis(tributyltin)oxide (TBTO)	200-268-0	28.10.2008
Bis(2-(2-methoxyethoxy)ethyl)ether	205-594-7	19.01.2021
Bis(2-ethylhexyl)phthalate (DEHP)	204-211-0	17.12.2014
Bis(2-methoxyethyl)ether	203-924-4	19.12.2011
Bis(2-methoxyethyl)phthalate	204-212-6	19.12.2011
Boric acid	233-139-2 & 234-343-4	18.06.2010
Butyl 4-hydroxybenzoate	202-318-7	25.06.2020
Cadmium	231-152-8	20.06.2013
Cadmium carbonate	208-168-9	15.01.2018
Cadmium chloride	233-296-7	16.06.2014
Cadmium fluoride	232-222-0	17.12.2014
Cadmium hydroxide	244-168-5	15.01.2018
Cadmium nitrate	233-710-6	15.01.2018
Cadmium oxide	215-146-2	20.06.2013
Cadmium sulphate	233-331-6	17.12.2014
Cadmium sulphide	215-147-8	16.12.2013
Calcium arsenate	231-904-5	19.12.2011
Chromium trioxide	215-607-8	15.12.2010
Chrysene	205-923-4	15.01.2018
Cobalt dichloride	231-589-4	20.06.2011
Cobalt(II) carbonate	208-169-4	15.12.2010
Cobalt(II) diacetate	200-755-8	15.12.2010
Cobalt(II) dinitrate	233-402-1	15.12.2010
Cobalt(II) sulphate	233-334-2	15.12.2010

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Candidate List of Substances of Very High Concern (SVHC) (per. 19.01.2021, 211 substances), Continued:

Substance name	EC No.	Date of inclusion
Cyclohexane-1,2-dicarboxylic anhydride [1],	201-604-9	19.12.2012
<i>cis</i> -cyclohexane-1,2-dicarboxylic anhydride [2],	236-086-3	19.12.2012
<i>trans</i> -cyclohexane-1,2-dicarboxylic anhydride [3]	238-009-9	19.12.2012
<small>[The individual <i>cis</i>- [2] and <i>trans</i>- [3] isomer substances and all possible combinations of the <i>cis</i>- and <i>trans</i>-isomers [1] are covered by this entry]</small>		
Decamethylcyclopentasiloxane (D5)	208-764-9	27.06.2018
Diarsenic pentaoxide	215-116-9	28.10.2008
Diarsenic trioxide	215-481-4	28.10.2008
Diazene-1,2-dicarboxamide (C,C'-azodi(formamide))	204-650-8	19.12.2012
Diboron trioxide	215-125-8	18.06.2012
Dibutyl phthalate (DBP)	201-557-4	28.10.2008
Dibutylbis(pentane-2,4-dionato-O,O')tin	245-152-0	25.06.2020
Dibutyltin dichloride (DBTC)	211-670-0	19.12.2012
Dichromium tris(chromate)	246-356-2	19.12.2011
Dicyclohexyl phthalate (DCHP)	201-545-9	27.06.2018
Diethyl sulphate	200-589-6	19.12.2012
Dihexyl phthalate	201-559-5	16.12.2013
Diisobutyl phthalate	201-553-2	13.01.2010
Diisohexyl phthalate	276-090-2	16.01.2020
Diisopentyl phthalate	210-088-4	19.12.2012
Dimethyl sulphate	201-058-1	19.12.2012
Dinoseb (6- <i>sec</i> -butyl-2,4-dinitrophenol)	201-861-7	19.12.2012
Diocetyl tin dilaurate, stannane, dioctyl-, bis(coco acyloxy) derivs., and any other stannane, dioctyl-, bis(fatty acyloxy) derivs. wherein C12 is the predominant carbon number of the fatty acyloxy moiety:		19.01.2021
Diocetyl tin dilaurate	222-883-3	
dioctyltin dilaurate; stannane, dioctyl-, bis(coco acyloxy) derivs.	-	
Stannane, dioctyl-, bis(coco acyloxy) derivs.	293-901-5	
Dioxobis(stearato)trilead	235-702-8	19.12.2012
Dipentyl phthalate (DPP)	205-017-9	20.06.2013
Disodium octaborate	234-541-0	27.06.2018
Disodium tetraborate, anhydrous	215-540-4	18.06.2010
Disodium 3,3'-[[1,1'-biphenyl]-4,4'-diylbis(azo)]bis(4-aminonaphthalene-1-sulphonate)	209-358-4	16.12.2013
<small>(C.I. Direct Red 28)</small>		
Disodium 4-amino-3-[[4'-[(2,4-diaminophenyl)azo][1,1'-biphenyl]-4-yl]azo]-5-hydroxy-6-(phenylazo)naphthalene-2,7-disulphonate	217-710-3	16.12.2013
<small>(C.I. Direct Black 38)</small>		
Dodecamethylcyclohexasiloxane (D6)	208-762-8	27.06.2018
Ethylenediamine (EDA)	203-468-6	27.06.2018
Fatty acids, C16-18, lead salts	292-966-7	19.12.2012
Fluoranthene	205-912-4	15.01.2019
Formaldehyde, oligomeric reaction products with aniline	500-036-1	19.12.2011
Formamide	200-842-0	18.06.2012
Furan	203-727-3	19.12.2012
Henicosaflluoroundecanoic acid	218-165-4	19.12.2012
Heptacosaflluorotetradecanoic acid	206-803-4	19.12.2012
Hexabromocyclododecane (HBCDD) and all major diastereoisomers identified; (Alpha- / Beta- / Gamma-hexabromocyclododecane)	247-148-4	28.10.2008
	221-695-9	28.10.2008
Hexahydromethylphthalic anhydride [1],	247-094-1	19.12.2012
Hexahydro-4-methylphthalic anhydride [2],	243-072-0	19.12.2012
Hexahydro-1-methylphthalic anhydride [3],	256-356-4	19.12.2012
Hexahydro-3-methylphthalic anhydride [4]	260-566-1	19.12.2012
<small>[The individual isomers [2], [3] and [4] (including their <i>cis</i>- and <i>trans</i>- stereo isomeric forms) and all possible combinations of the isomers [1] are covered by this entry]</small>		
Hydrazine	206-114-9	20.06.2011
Imidazolidine-2-thione; (2-imidazoline-2-thiol)	202-506-9	16.12.2013

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Candidate List of Substances of Very High Concern (SVHC) (per. 19.01.2021, 211 substances), Continued:

<u>Substance name</u>	<u>EC No.</u>	<u>Date of inclusion</u>
Lead	231-100-4	27.06.2018
Lead bis(tetrafluoroborate)	237-486-0	19.12.2012
Lead chromate	231-846-0	13.01.2010
Lead chromate molybdate sulphate red (C.I. Pigment Red 104)	235-759-9	13.01.2010
Lead cyanamidate	244-073-9	19.12.2012
Lead di(acetate)	206-104-4	16.12.2013
Lead diazide, Lead azide	236-542-1	19.12.2011
Lead dinitrate	233-245-9	19.12.2012
Lead dipicrate	229-335-2	19.12.2011
Lead hydrogen arsenate	232-064-2	28.10.2008
Lead monoxide (lead oxide)	215-267-0	19.12.2012
Lead oxide sulfate	234-853-7	19.12.2012
Lead styphnate	239-290-0	19.12.2011
Lead sulfochromate yellow (C.I. Pigment Yellow 34)	215-693-7	13.01.2010
Lead titanium trioxide	235-038-9	19.12.2012
Lead titanium zirconium oxide	235-727-4	19.12.2012
Lead(II) bis(methanesulfonate)	401-750-5	18.06.2012
Methyloxirane (Propylene oxide)	200-879-2	19.12.2012
Methoxyacetic acid	210-894-6	19.12.2012
N-methylacetamide	201-182-6	19.12.2012
N-pentyl-isopentylphthalate	-	19.12.2012
N,N-dimethylacetamide	204-826-4	19.12.2011
N,N-dimethylformamide	200-679-5	19.12.2012
N,N,N',N'-tetramethyl-4,4'-methylenedianiline (Michler's base)	202-959-2	18.06.2012
Nitrobenzene	202-716-0	17.12.2015
Nonadecafluorodecanoic acid (PFDA) and its sodium and ammonium salts		12.01.2017
<small>Nonadecafluorodecanoic acid EC no.: 206-400-3 Decanoic acid, nonadecafluoro-, sodium salt EC no.: - Ammonium nonadecafluorodecanoate EC no.:221-470-5</small>		
Octamethylcyclotetrasiloxane (D4)	209-136-7	27.06.2018
Orange lead (lead tetroxide)	215-235-6	19.12.2012
o-aminoazotoluene	202-591-2	19.12.2012
o-Toluidine	202-429-0	19.12.2012
p-(1,1-dimethylpropyl)phenol	201-280-9	12.01.2017
Pentacosafuorotridecanoic acid	276-745-2	19.12.2012
Pentadecafluorooctanoic acid (PFOA)	206-397-9	20.06.2013
Pentalead tetraoxide sulphate	235-067-7	19.12.2012
Pentazinc chromate octahydroxide	256-418-0	19.12.2011
Perfluorobutane sulfonic acid (PFBS) and its salts	-	20.01.2020
Perfluorohexane-1-sulphonic acid and its salts (PFHxS)	-	07.07.2017
Perfluorononan-1-oi-c-acid and its sodium and ammonium salts	206-801-3	17.12.2015
Phenanthrene	201-581-5	15.01.2019
Phenolphthalein	201-004-7	19.12.2011
[Phthalato(2-)]dioxotrilead	273-688-5	19.12.2012
Pitch, coal tar, high temp.	266-028-2	13.01.2010
Pyrene	204-927-3	15.01.2019
Pyrochlore, antimony lead yellow	232-382-1	19.12.2012
Potassium chromate	232-140-5	18.06.2010
Potassium dichromate	231-906-6	18.06.2010
Potassium hydroxyoctaoxodizincatedichromate	234-329-8	19.12.2011
Silicic acid (H ₂ Si ₂ O ₅), barium salt (1:1), lead-doped	272-271-5	19.12.2012
<small>[with lead (Pb) content above the applicable generic concentration limit for 'toxicity for reproduction' Repr. 1A (CLP) or category 1 (DSD); the substance is a member of the group entry of lead compounds, with index number 082-001-00-6 in Regulation (EC) No 1272/2008]</small>		
Silicic acid, lead salt	234-363-3	19.12.2012
Sodium chromate	231-889-5	18.06.2010
Sodium dichromate	234-190-3	28.10.2008

Continues...

Candidate List of Substances of Very High Concern (SVHC) (per. 19.01.2021, 211 substances), Continued:

<u>Substance name</u>	<u>EC No.</u>	<u>Date of inclusion</u>
Sodium perborate; perboric acid, sodium salt	239-172-9; 234-390-0	16.06.2014
Sodium peroxometaborate	231-556-4	16.06.2014
Strontium chromate	232-142-6	20.06.2011
Sulfurous acid, lead salt, dibasic	263-467-1	19.12.2012
Terphenyl, hydrogenated	262-967-7	27.06.2018
Tetraboron disodium heptaoxide, hydrate	235-541-3	18.06.2010
Tetraethyllead	201-075-4	19.12.2012
Tetralead trioxide sulphate	235-380-9	19.12.2012
Trichloroethylene	201-167-4	18.06.2010
Tricosafuorododecanoic acid	206-203-2	19.12.2012
Triethyl arsenate	427-700-2	28.10.2008
Trilead bis(carbonate)dihydroxide	215-290-6	19.12.2012
Trilead diarsenate	222-979-5	19.12.2011
Trilead dioxide phosphonate	235-252-2	19.12.2012
Tris(2-chloroethyl)phosphate	204-118-5	13.01.2010
Tris(4-nonylphenyl, branched and linear) phosphite (TNPP) with $\geq 0.1\%$ w/w of 4-nonylphenol, branched and linear (4-NP):		
Phenol, 4-nonyl-, phosphite (3:1)	608-492-4	16.07.2019
Tris(nonylphenyl) phosphite	247-759-6	16.07.2019
Tris(4-nonylphenyl, branched) phosphite	701-028-2	16.07.2019
Trixylyl phosphate	246-677-8	16.12.2013
Zirconia Aluminosilicate Refractory Ceramic Fibres ^{C) & D)}	-	19.12.2011
α, α -Bis[4-(dimethylamino)phenyl]-4 (phenylamino)naphthalene-1-methanol (C.I. Solvent Blue 4) [with $\geq 0.1\%$ of Michler's ketone (EC No. 202-027-5) or Michler's base (EC No. 202-959-2)]	229-851-8	18.06.2012
1-Bromopropane (n-propyl bromide)	203-445-0	19.12.2012
1-Methyl-2-pyrrolidone	212-828-1	20.06.2011
1-vinylimidazole	214-012-0	25.06.2020
1,2-Benzenedicarboxylic acid, di-C6-8-branched alkyl esters, C7-rich	276-158-1	20.06.2011
1,2-Benzenedicarboxylic acid, di-C6-10-alkyl esters; <small>1,2-benzenedicarboxylic acid, mixed decyl and hexyl and octyl diesters & 272-013-1 with $\geq 0.3\%$ of dihexyl phthalate (EC No. 201-559-5)</small>	271-094-0	15.06.2015
1,2-Benzenedicarboxylic acid, di-C7-11-branched and linear alkyl esters	271-084-6	20.06.2011
1,2-Benzenedicarboxylic acid, dihexyl ester, branched and linear	271-093-5	16.06.2014
1,2-Benzenedicarboxylic acid, dipentylester, branched and linear	284-032-2	19.12.2012
1,2-Bis(2-methoxyethoxy)ethane (TEGDME; triglyme)	203-977-3	18.06.2012
1,2-Dichloroethane	203-458-1	19.12.2011
1,2-Diethoxyethane	211-076-1	19.12.2012
1,2-Dimethoxyethane; ethylene glycol dimethyl ether (EGDME)	203-794-9	18.06.2012
1,3-Propanesultone	214-317-9	17.12.2015
1,2,3-Trichloropropane	202-486-1	20.06.2011
1,3,4-Thiadiazolidine-2,5-dithione, formaldehyde and 4-heptylphenol, <small>Reaction products, branched and linear (RP-HP) with $\geq 0.1\%$ w/w 4-heptylphenol, branched and linear (4-HPbl)</small>		15.01.2018
1,3,5-Tris(oxiran-2-ylmethyl)-1,3,5-triazinane-2,4,6-trione (TGIC)	219-514-3	18.06.2012
1,3,5-Tris[(2S and 2R)-2,3-epoxypropyl]-1,3,5-triazine-2,4,6-(1H,3H,5H)-trione (β -TGIC)	423-400-0	18.06.2012
1,6,7,8,9,14,15,16,17,17,18,18-Dodecachloropentacyclo [12.2.1.16,9.02,13.05,10]octadeca-7,15-diene <small>("Dechlorane Plus™" covering any of its individual anti- and syn-isomers or any combination thereof)</small>		15.01.2018
1,7,7-trimethyl-3-(phenylmethylene)bicyclo[2.2.1]heptan-2-one 3-benzylidene camphor; 3-BC	239-139-9	15.01.2019
2-Benzotriazol-2-yl-4,6-di-tert-butylphenol (UV-320)	223-346-6	17.12.2014
2-benzyl-2-dimethylamino-4'-morpholinobutyrophenone	404-360-3	16.01.2020
2-Ethoxyethanol	203-804-1	15.12.2010
2-Ethoxyethyl acetate	203-839-2	20.06.2011
2-Ethylhexyl 10-ethyl-4,4-dioctyl-7-oxo-8-oxa-3,5-dithia-4-stannatetradecanoate (DOTE)	239-622-4	17.12.2014

Continues...

Candidate List of Substances of Very High Concern (SVHC) (per. 19.01.2021, 211 substances), Continued:

Substance name	EC No.	Date of inclusion
2-Ethylhexyl 10-ethyl-4,4-dioctyl-7-oxo-8-oxa-3,5-dithia-4-stannatetradecanoate and 2-ethylhexyl 10-ethyl-4-[[2-[(2-ethylhexyl)oxy]-2-oxoethyl]thio]-4-octyl-7-oxo-8-oxa-3,5-dithia-4-stannatetradecanoate (reaction mass of DOTE and MOTE)	-	17.12.2014
2-Methoxyaniline; o-Anisidine	201-963-1	19.12.2011
2-Methoxyethanol	203-713-7	15.12.2010
2-Methoxyethyl acetate	203-772-9	16.07.2019
2-methyl-1-(4-methylthiophenyl)-2-morpholinopropan-1-one	400-600-6	16.01.2020
2-methylimidazole	211-765-7	25.06.2020
2,2-bis(4'-hydroxyphenyl)-4-methylpentane	401-720-1	15.01.2019
2,2'-Dichloro-4,4'-methylenedianiline	202-918-9	19.12.2011
2,3,3,3-tetrafluoro-2-(heptafluoropropoxy)propionic acid, its salts and its acyl halides covering any of their individual isomers and combinations thereof:		
Potassium 2,3,3,3-tetrafluoro-2-(heptafluoropropoxy)propionate	266-578-3	16.07.2019
2,3,3,3-tetrafluoro-2-(heptafluoropropoxy)propionyl fluoride	218-173-8	16.07.2019
2,3,3,3-tetrafluoro-2-(heptafluoropropoxy)propionic acid	236-236-8	16.07.2019
Ammonium 2,3,3,3-tetrafluoro-2-(heptafluoropropoxy)propanoate	700-242-3	16.07.2019
2,4-Dinitrotoluene	204-450-0	13.01.2011
2,4-Di-tert-butyl-6-(5-chlorobenzotriazol-2-yl)phenol (UV-327)	223-383-8	17.12.2015
2-(2H-benzotriazol-2-yl)-4-(tert-butyl)-6-(sec-butyl)phenol (UV-350)	253-037-1	17.12.2015
2-(2H-benzotriazol-2-yl)-4,6-ditertpentylphenol (UV-328)	247-384-8	17.12.2014
3-Ethyl-2-methyl-2-(3-methylbutyl)-1,3-oxazolidine	421-150-7	19.12.2012
4-Aminoazobenzene	200-453-6	19.12.2012
4-Heptylphenol, branched and linear <small>[substances with a linear and/or branched alkyl chain with a carbon number of 7 covalently bound predominantly in position 4 to phenol, covering also UVCB- and well-defined substances which include any of the individual isomers or a combination thereof]</small>	-	12.01.2017
4-Methyl-m-phenylenediamine (toluene-2,4-diamine)	202-453-1	19.12.2012
4-Nonylphenol, branched and linear <small>[substances with a linear and/or branched alkyl chain with a carbon number of 9 covalently bound in position 4 to phenol, covering also UVCB- and well-defined substances which include any of the individual isomers or a combination thereof]</small>	-	19.12.2012
4-Nonylphenol, branched and linear, ethoxylated <small>[substances with a linear and/or branched alkyl chain with a carbon number of 9 covalently bound in position 4 to phenol, ethoxylated covering UVCB- and well-defined substances, polymers and homologues, which include any of the individual isomers and/or combinations thereof]</small>	-	20.06.2013
4-tert-butylphenol	202-679-0	16.07.2019
4-(1,1,3,3-tetramethylbutyl)phenol	205-426-2	19.12.2011
4,4'-Bis(dimethylamino)-4''-(methylamino)trityl alcohol <small>[with ≥ 0.1% of Michler's ketone (EC No. 202-027-5) or Michler's base (EC No. 202-959-2)]</small>	209-218-2	18.06.2012
4,4'-Bis(dimethylamino)benzophenone (Michler's ketone)	202-027-5	18.06.2012
4,4' Diaminodiphenylmethane (MDA)	202-974-4	28.10.2008
4,4'-Isopropylidenediphenol	201-245-8	12.01.2017
4,4'-Methylenedi-o-toluidine	212-658-8	19.12.2012
4,4'-Oxydianiline and its salts	202-977-0	19.12.2012
4-(1,1,3,3-tetramethylbutyl)phenol, ethoxylated <small>[covering well-defined substances and UVCB substances, polymers and homologues]</small>	-	19.12.2012
5-Sec-butyl-2-(2,4-dimethylcyclohex-3-en-1-yl)-5-methyl-1,3-dioxane [1], 5-sec-butyl-2-(4,6-dimethylcyclohex-3-en-1-yl)-5-methyl-1,3-dioxane [2] <small>[covering any of the individual stereoisomers of [1] and [2] or any combination thereof]</small>	-	15.06.2015
5-Tert-butyl-2,4,6-trinitro-m-xylene (musk xylene)	201-329-4	28.10.2008
6-Methoxy-m-toluidine (p-cresidine)	204-419-1	19.12.2012
[4-[4,4'-Bis(dimethylamino) benzhydrylidene]cyclohexa-2,5-dien-1-ylidene] dimethylammonium chloride (C.I. Basic Violet 3) ^E	208-953-6	18.06.2012
[4-[[4-Anilino-1-naphthyl][4-(dimethylamino)phenyl]methylene]cyclohexa-2,5-dien-1-ylidene] dimethylammonium chloride (C.I. Basic Blue 26) <small>[with ≥ 0.1% of Michler's ketone (EC No. 202-027-5) or Michler's base (EC No. 202-959-2)]</small>	219-943-6	18.06.2012

Continues...

Comments and Notes to substances included in the Candidate List of SVHC:

Aluminosilicate, Refractory Ceramic Fibres (^{A)}: 13.01.2010, ^{B)}: 19.12.2011):

- A) are fibres covered by index number 650-017-00-8 in Annex VI, part 3, table 3.2 of Regulation (EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, and fulfil the two following conditions:
- Al₂O₃ and SiO₂ are present within the following concentration ranges:
Al₂O₃: 43.5 – 47 % w/w, and SiO₂: 49.5 – 53.5 % w/w or
Al₂O₃: 45.5 – 50.5 % w/w, and SiO₂: 48.5 – 54 % w/w,
 - fibres have a length weighted geometric mean diameter less two standard geometric errors of 6 or less micrometers (µm)
- B) are fibres covered by index number 650-017-00-8 in Annex VI, part 3, table 3.1 of Regulation (EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, and fulfil the three following conditions: a) oxides of aluminium and silicon are the main components present (in the fibres) within variable concentration ranges b) fibres have a length weighted geometric mean diameter less two standard geometric errors of 6 or less micrometres (µm) c) alkaline oxide and alkali earth oxide (Na₂O+K₂O+CaO+MgO+BaO) content less or equal to 18% by weight.

Anthracene oil:

- The substance does not meet the criteria for identification as a carcinogen in situations where it contains less than 0.005 % (w/w) benzo[a]pyrene (EINECS No 200-028-5)
- The substance does not meet the criteria for identification as a carcinogen in situations where it contains less than 0.005 % (w/w) benzo[a]pyrene (EINECS No 200-028-5) and less than 0,1 % w/w benzene (EINECS No 200-753-7).]
- The substance does not meet the criteria for identification as a mutagen in situations where it contains less than 0,1 % w/w benzene (EINECS No 200-753-7).]

Zirconia Aluminosilicate Refractory Ceramic Fibres (^{C)}: 13.01.2010, ^{D)}: 19.12.2011):

- C) are fibres covered by index number 650-017-00-8 in Annex VI, part 3, table 3.2 of Regulation (EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, and fulfil the two following conditions:
- Al₂O₃, SiO₂ and ZrO₂ are present within the following concentration ranges:
Al₂O₃: 35 – 36 % w/w, and
SiO₂: 47.5 – 50 % w/w, and
ZrO₂: 15 - 17 % w/w,
 - fibres have a length weighted geometric mean diameter less two standard geometric errors of 6 or less micrometres (µm).
- D) are fibres covered by index number 650-017-00-8 in Annex VI, part 3, table 3.1 of Regulation (EC) No 1272/2008 of the European Parliament and of the Council of 16 December 2008 on classification, labelling and packaging of substances and mixtures, and fulfil the three following conditions: a) oxides of aluminium, silicon and zirconium are the main components present (in the fibres) within variable concentration ranges b) fibres have a length weighted geometric mean diameter less two standard geometric errors of 6 or less micrometres (µm). c) alkaline oxide and alkali earth oxide (Na₂O+K₂O+CaO+MgO+BaO) content less or equal to 18% by weight.

From December 27, 2015, Regulation (EC) 1272/2013 introduced an amendment to Annex XVII of Regulation (EC) No. 1907/2006 "REACH":

Articles shall not be placed on the market for supply to the general public, if any of their rubber or plastic components that come into direct as well as prolonged or short-term repetitive contact with the human skin or the oral cavity, under normal or reasonably foreseeable conditions of use, contain more than 1 mg/kg (0,0001 % by weight of this component) of any of the listed PAHs (Polycyclic-aromatic hydrocarbons):

- Benzo[a]pyrene (BaP) (CAS No 50-32-8)
- Benzo[e]pyrene (BeP) (CAS No 192-97-2)
- Benzo[a]anthracene (BaA) (CAS No 56-55-3)
- Chrysen (CHR) (CAS No 218-01-9)
- Benzo[b]fluoranthene (BbFA) (CAS No 205-99-2)
- Benzo[j]fluoranthene (BjFA) (CAS No 205-82-3)
- Benzo[k]fluoranthene (BkFA) (CAS No 207-08-9)
- Dibenzo[a,h]anthracene (DBA_hA) (CAS No 53-70-3)

The following products, among others, are affected:

Cable, cords and plugs (external parts only), any kind of household equipment, power tools, tools, water connection sets, consumer products in general, medical devices, power supplies, battery housings (in all cases just for functionally touchable parts) and components which are functionally touchable by the end user.

This Declaration cover also this amended requirement (Regulation (EC) 1272/2013), as indicated on page 1.

APPENDIX:

List of Persistent Organic Pollutant (POP) Substances regulated by Regulation (EU) 2019/1021

Prohibited substances

(Substances listed in the Convention and in the Protocol as well as substances listed only in the Convention, ref. Annex I of Regulation (EU) 2019/1021)

<u>Substance name</u>	<u>EC No.</u>
Tetrabromodiphenyl ether (C ₁₂ H ₆ Br ₄ O)	254-787-2 and others
Pentabromodiphenyl ether (C ₁₂ H ₅ Br ₅ O)	251-084-2 and others
Hexabromodiphenyl ether (C ₁₂ H ₄ Br ₆ O)	253-058-6 and others
Heptabromodiphenyl ether (C ₁₂ H ₃ Br ₇ O)	273-031-2 and others
Bis(pentabromophenyl) ether (decabromodiphenyl ether; decaBDE)	14-604-9
Perfluorooctane sulfonic acid and its derivatives (PFOS) C ₈ F ₁₇ SO ₂ X (X = OH, Metal salt (O-M+), halide, amide, and other derivatives including polymers)	217-179-8, 220-527-1, 249-644-6, 249-415-0, 274-460-8, 260-375-3, 223-980-3, 250-665-8, 216-887-4, 246-262-1, 206-200-6 and others
DDT (1,1,1-trichloro-2,2-bis (4-chlorophenyl)ethane)	200-024-3
Chlordane	200-349-0
Hexachlorocyclohexanes, including lindane	200-401-2, 206-270-8, 206-271-3 & 210-168-9
Dieldrin	200-484-5
Endrin	200-775-7
Heptachlor	200-962-3
Endosulfan	204-079-4
Hexachlorobenzene	204-273-9
Chlordecone	205-601-3
Aldrin	206-215-8
Pentachlorobenzene	210-172-0
Polychlorinated Biphenyls (PCB)	215-648-1 and others
Mirex	219-196-6
Toxaphene	232-283-3
Hexabromobiphenyl	252-994-2
1 Hexabromocyclododecane	247-148-4, 221-695-9
<small>'Hexabromocyclododecane' means: hexabromocyclododecane, 1,2,5,6,9,10-hexabromocyclododecane and its main diastereoisomers: alpha-hexabromocyclododecane; beta-hexabromocyclododecane; and gamma-hexabromocyclododecane</small>	
Hexachlorobutadiene	201-765-5
Pentachlorophenol and its salts and esters	201-778-6 and others
Polychlorinated naphthalenes	274-864-4 and others
Alkanes C ₁₀ -C ₁₃ , chloro (short-chain chlorinated paraffins) (SCCPs)	287-476-5

LIST OF SUBSTANCES SUBJECT TO RESTRICTIONS

(ref. Annex II of Regulation (EU) 2019/1021)

<u>Substance name</u>	<u>EC No.</u>
No substances listed per date	



CMRT Conflict Minerals

Mascot frequently asks for CMRT declarations from our suppliers and we are in the process of confirming that our supply chain is 'conflict free', however, our information is still incomplete.

Our statement regarding the Tin used in our process is complete, but we are unsure about some components that may include Gold – Tantalum and Tungsten. If these components are used, there are only micro grams inside our products. We therefore declare our CMRT for Gold – Tantalum and Tungsten so far as no/unknown.

Our supply chain is complex and in many cases, we are four or more steps removed from the smelter or mine and we depend on information from suppliers that have incomplete information about the origin of the CMs they supply to us. Ensuring that all of our products are 'conflict free' is a significant undertaking and it will take time to verify sources throughout our broad network of suppliers.

Because our knowledge about the origin of all the conflict minerals in our products is incomplete, we are not able to designate the products as 'conflict free', but we are working to improve our level of knowledge by collaborating with our suppliers to get information that is more complete.

Fredrikstad Norway 03.10.2016

Frank Ketil Engebretsen

A handwritten signature in black ink that reads "Frank Ketil Engebretsen".

QA Manager

WEEE

Reuse, Recycling and Treatment Information

Mascot Electronics A/S

Postal address: P.O. Box 177
N-1601 Fredrikstad - Norway

Visiting Address: Mosseveien 109
N-1624 Gressvik - Norway

Phone: +47 69 36 43 00
Fax: +47 69 32 43 01
E-mail: sales@mascot.no
Internet: www.mascot.no

Information for reuse centre and treatment and recycling facilities according to Article 11 of EU-Directive 2012/19/EU (2002/96/EC recast) (Waste Electrical and Electronic Equipment, "WEEE"):

In order to facilitate the reuse and the correct and environmentally sound treatment of WEEE this information identifies the different EEE components and materials, as well as the location of dangerous substances and preparations in products produced by Mascot Electronics AS.

To get a high proportion of reuse or recycling of materials proper dismantling of the product is necessary at its end-of-life.

This manual is generic to all products produced by Mascot Electronics AS and the procedure may differ for different models. If details are required for a specific model, please contact us.

CAUTION: During and after dismantling there may be potential for contact with components having sharp edges etc. please use appropriate tools and protective measures during dismantling and handling

General Dismantling Procedure:

A general Mascot-product consists of; an enclosure (metal or plastics), a Printed Circuit Board and input- and output cables/wires.

Products having a metal enclosure or plastics enclosure secured by screws are dismantled by unscrewing the externally accessible screws using the relevant tool.

Products having a plastics enclosure where the two parts of the enclosure has been ultrasonically welded together require special tooling (a saw, a special jig or the like) for dismantling the enclosure.

Printed circuit boards are either secured by screws that may be unscrewed or by mechanical "lips" that may be bent away with a pliers.

Cables and wires may be cut away from the printed circuit board by using a wire cutter.

General Material Disposal:

All plastics parts marked with the recycling symbol and all pure thermoplastic parts may be recycled.

All metal parts from enclosures, screws etc. (Iron (Fe), Steel, Aluminium (Al) and Copper (Cu)) may be reused or recycled.

All packaging material and user manuals may be reused or recycled.


Cables and wiring may use PVC and may contain chlorides and should be properly disposed of separately.

All Printed Circuit Boards and some plastics parts may contain Flame-Retarding substances and should be properly disposed of separately.

Mascot Electronics AS is participating in waste recycling programs in different countries. Details on how to dispose of obsolete equipment carrying the Mascot logo or trademark may be obtained by contacting our Sales Department (sales@mascot.no).

Place of issue:
Fredrikstad, Norway

Date of issue:
08 March, 2021


Finn-Erik Wehn
Compliance Manager
Mascot Electronics AS