

|                                                                                  |                                        |                     |                     |                 |                             |
|----------------------------------------------------------------------------------|----------------------------------------|---------------------|---------------------|-----------------|-----------------------------|
|  | Title: <b>Conflict Minerals Policy</b> |                     |                     |                 | Document No.:<br>HMS-01.002 |
|                                                                                  | Prepared by:<br>LØJ                    | Approved by:<br>SAA | Date:<br>16.04.2020 | Rev. No.:<br>01 | Page:<br>1 of 1             |

Schive AS is committed to insuring that "Conflict Minerals" which may be contained in our products are sourced with due respect for human rights, and that our supply chain purchases do not contribute to armed conflicts. It is our policy to source products from suppliers that share our values with respect to human rights, ethics, and social and environmental responsibility.

"Conflict Minerals" refers to certain minerals or other derivatives mined in the eastern provinces of the Democratic Republic of the Congo (DRC) or in countries adjoining the DRC (the "Conflict Region"), where revenues may be directly or indirectly used to finance armed groups engaged in civil war or other armed conflicts. These conflicts are resulting in serious social, human rights and environmental abuses.

In order to comply with the terms of the 2010 U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act, Article 1502, our policy prohibit use of conflict minerals, unless the minerals are bought from responsible sources in the region. The conflict minerals are called the "3TGs" and defined as **Tin, Tantalum, Tungsten and Gold** (including their derivatives).

Schive also have the same concerns regarding **Cobalt** from the same region as the "3TGs", which is used in the majority of Li-Ion batteries.

We are committed not to knowingly procure products that contain Conflict Minerals if we determine that the products are not "DRC Conflict Free". Products are "DRC Conflict Free" if they contain only Conflict Minerals (including Cobalt) that did not originate in the Conflict Region, are from recycled or scrap sources, or have not benefited the armed groups identified as perpetrators of the abuses that are the subject of the Dodd-Frank Bill. We require and depend on the cooperation of our suppliers in the implementation of this Policy, and we ask our suppliers to certify that products sold to us are DRC Conflict Free. In addition, we ask all of our suppliers to undertake steps to ensure the same compliance within their supply chains. We have the following expectations of our suppliers:

Our suppliers should not include in any product sold to us any Conflict Minerals (including Cobalt) that are not DRC Conflict Free; and

Our suppliers should develop their own Conflict Minerals (including Cobalt) policies and undertake appropriate due diligence in an effort to prevent Conflict Minerals that are not DRC Conflict Free from being included in products they manufacture or sell to us.

Schive AS use the GeSI / EICC Conflict Minerals Reporting Templates. We ask all our suppliers to please use these templates when reporting back to us:

\*RMI\_CMRT for the "3TGs"

\*RMI\_CRT for Cobalt

These templates are free and available at [www.responsiblemineralsinitiative.org](http://www.responsiblemineralsinitiative.org)

April 16<sup>th</sup>, 2020



Sven Andre Aarseth  
CEO