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### **Conflict Minerals Policy**

In order to comply with the terms of the 2010 U.S. Dodd-Frank, our policy prohibit use of conflict minerals\*, unless the minerals are bought from responsible sources in the region. Melbye as a group are committed to being “Conflict-free” according to CMRT and EMRT.

In Melbye Group we are committed to corporate responsibility and respecting human rights in our own operations and in our supply chain. We expect our suppliers to support and respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

Melbye Group use the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) to do a due diligence of our suppliers.

We will require our suppliers to procure the minerals through that validated supply chain.

We do our most to ensure in co-operation with our suppliers that our products and our processes are not utilizing Conflict Minerals.

#### **Actions:**

- ❖ We expect our suppliers to comply with the requirements of our code of conduct
- ❖ We identify materials / products and suppliers related to the requirement
- ❖ We expect our suppliers to source materials from conflict-free sources (DRC)
- ❖ We expect our suppliers to comply with the Dodd-Frankin regulation and provide the CMRT and the EMRT documentation.

\* Conflict minerals are defined as Tin, Tantalum, Tungsten and Gold / Cobalt and Mica from the Democratic Republic of the Congo (DRC) or neighboring countries or any other conflict area.

### **Melbye Group AS**

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