

## CONFLICT FREE MINERALS POLICY

Covis is committed to a policy prohibiting the use of conflict minerals, such as gold, tantalum, tungsten and tin, whose mining and trade support the conflict in the Democratic Republic of Congo and adjoining countries, and contribute to violence, human rights violations and environmental degradation in the “Conflict Region”.

We are adopting rules to develop and implement this policy, in particular:

- We will not knowingly procure material supplies and components that contain minerals which directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo (DRC) or an adjoining country;
- We urge our suppliers to support this policy in their own procurement guidelines and provide us with accurate information;
- Empower all suppliers, vendors and contractors to take ownership in complying with the Conflict Free Minerals Policy and to escalate risks in the supply chain to management’s attention;
- Effectively communicate to all employees this Conflict Free Minerals Policy and our Conflict Free Minerals Program;
- We ask our suppliers to cooperate with us in our efforts to assure the procurement of non-conflict minerals.

Carrè, April 3<sup>rd</sup>, 2015

A blue ink signature of Pietro Vissa, consisting of a stylized 'P' and 'V' followed by a horizontal line.

Pietro Vissa  
*Managing Director*

A blue ink signature of Mirko Schiavo, featuring a stylized 'M' and 'S' with a horizontal line.

Mirko Schiavo  
*Quality Manager*

A blue ink signature of Samuele Borgato, showing a stylized 'S' and 'B' with a horizontal line.

Samuele Borgato  
*Operations Manager*