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## Conflict Minerals Policy

### Policy Statement

Recognizing the risks of significant adverse impacts which may be associated with extracting, trading, handling and exporting minerals from conflict-affected and high-risk areas, and recognizing that Fike Corporation has the responsibility to respect human rights and avoid contributing to conflict, Fike Corporation hereby adopts and will widely disseminate this policy on responsible sourcing of minerals from conflict affected and high-risk areas, as representing a common reference for conflict-sensitive sourcing practices and suppliers' risk awareness from the point of extraction until the end user. Fike Corporation commits to refraining from any action which contributes to the financing of conflict and commits to complying with relevant United Nations sanctions, resolutions or, where applicable, domestic laws implementing such resolutions.

### 1. Objective

The objective is to provide Fike Corporation with a policy on the responsible sourcing of materials to prevent the unintentional procurement of material as defined in the Dodd-Frank Act, 17 CFR.

### 2. Scope

This policy applies to all Fike Corporation business units.

### 3. Responsibility

The Executive Director of Global Supply Chain is responsible for the implementation and maintenance of this policy.

The Strategic Business Unit (SBU) leaders are responsible to develop procedures and processes to support this policy at their respective locations. They are also responsible for providing their staff with awareness and training to this policy.

### 4. Knowledge of this policy

Corporate functional area officers, SBU Leaders, and business unit senior management officials should have knowledge of this policy.

### 5. Procedure

5.1. Fike Corporation and its subsidiaries will notify approved and prospective suppliers of raw materials about the laws and regulations relating to conflict minerals and Fike Corporation procedures for compliance.

5.2. Fike Corporation and its subsidiaries will include language in each purchase order sent to a supplier of raw materials which will confirm that the product supplied pursuant to the relevant purchase order does not contain conflict minerals, was not sourced from the Democratic Republic of Congo or any of the surrounding countries or was from scrap or recycled sources. Fike's purchase order provides for audit rights, and Fike Corporation may periodically audit suppliers for compliance with the conflict minerals law and regulations.

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- 5.3. Fike Corporation and its subsidiaries will obtain certification from each supplier of raw materials with each shipment that the product supplied does not contain conflict minerals, was not sourced from the Democratic Republic of Congo or any of the surrounding countries or was from scrap or recycled sources.