

# CONFLICT MINERALS POLICY

As a socially responsible company, Zip Industries Ltd has concern for the well-being of people and communities. We conduct business fairly and ethically, respect human rights, comply with laws and regulations, and follow a rigorous Code of Conduct.

Zipper produced at Zip Industries Ltd to best of our knowledge which does not contain Tantalum, Tin, Tungsten and Gold or its derivatives, and if these are detected, it is only due to an impurities present in the ore itself.

Zip Industries Ltd supports the efforts of human rights organizations to end violence and atrocities in Central Africa (the Democratic Republic of Congo (DRC) and nine adjoining countries: Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda).

Zip Industries Ltd strives to provide DRC conflict free products by supporting industry-wide efforts to drive transparency in the supply chain and by expecting that our suppliers obtain materials from environmentally and socially responsible sources, including conflict free sources within the DRC and adjoining countries

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In support of Zip Industries Ltd's policy on conflict minerals, suppliers are expected to supply materials to Zip Industries Ltd that are "DRC Conflict-Free". DRC includes the countries of Democratic Republic of Congo, Republic of Congo, Central Africa Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda.

Zip Industries Ltd expects suppliers to establish their own due diligence program to ensure conflict free supply chains.

Under the definition of "DRC Conflict-Free," products supplied to Zip Industries Ltd should be as follows:

1. Do not contain Tantalum, Tin, Tungsten or Gold (3TG) as elements necessary to their production or functionality, or,
2. If products supplied to Zip Industries Ltd do contain these minerals, the minerals must originate outside the DRC, come from scrap or recycled sources, or be supplied from smelters that have been validated by an independent private sector party to be conflict-free. Certified conflict-free smelters are validated as compliant to the EICC (Electronic Industry Citizenship Coalition) conflict free smelter (CFS) protocol using the CFS Compliant Smelter List. Through the CFS protocol, smelters are audited globally; the list of compliant smelters and refiners is posted at [www.conflictreesmelter.org](http://www.conflictreesmelter.org)

Zip Industries Ltd will survey direct suppliers as a part of our conflict minerals due diligence program. Suppliers are expected to respond in to survey requests in a timely manner, and with full disclosure, following the specific instructions provided.

In the event Zip Industries Ltd determines that a supplier's efforts to comply with this Policy have been deficient and the supplier fails to cooperate in developing and implementing reasonable remedial steps, Zip Industries Ltd reserves the right to take appropriate actions up to and including discontinuing purchases from the supplier.

**Place : Chengalpattu**

**Signed**