

CONFLICT MINERALS POLICY

The Management of Eika considers as an essential goal, the respect to and the satisfaction of the PEOPLE and the respect for and the preservation of the environment.

We have strict guidelines by which we conduct our business and the Eika Code of Conduct requires each of us to act responsibly and maintain the highest levels of personal, business, and legal conduct.

The Eika Code of Conduct sets forth the key principles under which we expect to operate. We provide safe, lawful and humane conditions for our workers in accordance with applicable local laws. The Code applies to facilities involved in the production of Eika or any of our subsidiaries, vendors or agents.

Eika supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries.

In selecting suppliers, Eika seeks to do business with reputable business partners who are committed to ethical standards and business practices compatible with those of Eika.

To do so, the following requirements concerning Corporate Social Responsibility and Compliance shall apply for all companies of the EIKA group.

Laws and regulations

In August 2012, as required by section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, the U.S. Securities and Exchange Commission (SEC) approved the final rule ("Conflict Minerals Rule") on the disclosure of conflict minerals. This rule requires publicly traded companies subject to SEC regulation to annually report the presence of conflict minerals (tantalum, tin, tungsten and gold) that are necessary to the functionality or production of products they manufacture or contract to manufacture.

Eika complies with the applicable laws and regulations of those countries where we conduct business, requiring disclosure of the use of conflict minerals.

Eika requires that Suppliers comply with all applicable laws and regulations, as well as the principles set out in the Code.

Supply chain

Eika shall promote all their sub suppliers to recognize and respect the requirements of this Code of Conduct.

Eika requires all the suppliers to provide with completed conflict minerals declarations using the EICC/GeSI Conflict Minerals Reporting Template

Eika collaborates with the customers in implementing their conflict minerals programs. We strive to work cooperatively with our customers and supply chain partners in implementing conflict minerals compliance programs.

Consequently, according to the defined objectives, the management is committed to promote, encourage and provide all the resources necessary to meet this POLICY and adapt to changes that go having MARKET, THE PEOPLE AND THE ENVIRONMENT.

General Manager

Aitor Soria
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