



CONFLICT MINERAL POLICY

As a socially responsible company, Zot Engineering 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.

Zot Engineering 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).

It has been widely reported that the major driver of this violence is the natural abundance of the minerals tin, tungsten, tantalum and gold, hereon referred to as "conflict minerals." Armed groups fight for control of mines in this region and use forced labour to mine and sell the minerals, which in turn funds ongoing violence.

Expectations from Suppliers

In support of Zot Engineering Ltd's. policy on conflict minerals, suppliers are expected to supply materials to 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.

Suppliers are expected to adopt policies and management systems with respect to conflict minerals and to require their suppliers to adopt similar policies and systems. Zot Engineering Ltd. expects suppliers to establish their own due diligence program to ensure conflict-free supply chains.

In the event that Zot Engineering 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, Zot Engineering Ltd. reserves the right to take appropriate actions up to and including discontinuing purchases from the supplier.

Signed:

Position: Chair

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