



Conflict Mineral Policy

This document describes Servi Group's Conflict Mineral Policy. Our goal is to avoid supporting violence and human rights violations in conjunction with the mining of certain minerals from areas referred to as the "conflict region," primarily located in the Democratic Republic of the Congo and its adjoining countries. The minerals defined as conflict minerals consist of gold, tantalum, tin and tungsten, along with their derivatives (often referred to as 3TG).

The U.S. Securities and Exchange Commission (SEC), the European Parliament and the OECD have adopted rules and guidelines for the reporting and disclosure of Conflict Minerals. As a responsible company, Servi Group is obliged to comply with the Conflict Mineral Rules. To enable us to do this, we require all our suppliers to complete a form in which they report their use of Conflict Minerals and any progress made in their Conflict Minerals Due Diligence Program - with annual updates.

We use the Conflict Minerals Reporting Template (CMRT) from the CFSI web site: <http://www.conflictreesourcing.org/>

We keep up-to-date on any changes in the template through a subscription service.

The most recent version of the completed Conflict Mineral Reporting Template for Servi Group is available on request.

Servi Group wishes to support any measures that help reduce the use of Conflict Minerals, and therefore the ability to deliver this type of documentation shall affect our choice of suppliers.