

## **COMPANY POLICY**

ECOMETAL SA operates in the field of precious metal refining and the treatment of processing waste containing noble metals.

The management policy that has enabled the achievement of these results has been based on customer satisfaction and the continuous improvement of its organization to effectively and efficiently respond to the changing demands of the market.

This policy represents the evidence of Management's commitment to creating an environment in which people are fully engaged and aware of the importance of their role in achieving the established objectives.

The COMPANY POLICY has been formulated considering the management requirements contained in various international standards, particularly:

- The guidelines of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA;
- The requirements of a Quality Management System according to UNI EN ISO 9001;
- The requirements of an Environmental Management System according to UNI EN ISO 14001;
- The requirements of a Health and Safety Management System in the workplace;
- The requirements of a Social Responsibility Management System according to SA8000;
- The requirements of the Responsible Jewellery Council COP 2019 Standard.

Consequently, the management system adopted by ECOMETAL SA aims to ensure:

- That the products manufactured meet regulatory requirements and customers' contractual obligations;
- That workplace risks are identified, assessed, and necessary actions are taken to prevent and/or mitigate accidents;
- That environmental impact factors are identified and systematically monitored to limit their consequences.

## **QUALITY POLICY**

The company's quality policy for products and services aims to:

- Increase customer satisfaction by producing compliant products that meet legal requirements;
- Promote awareness throughout the organization of the importance of meeting customer requirements;
- Enhance the company's competitiveness by controlling operating costs and improving efficiency and effectiveness;
- Involve suppliers in adopting the same management criteria.

To achieve these objectives, the management is committed to:

- Establishing and updating processes based on organizational, technical, technological, and regulatory developments;
- Planning, implementing, and verifying that products comply with contractual requirements and delivery deadlines;

- Conducting training cycles to improve employee skills;
- Periodically reviewing the policy and objectives to identify and implement improvements.

## **ENVIRONMENTAL POLICY**

The company's environmental policy aims to:

- Ensure compliance with legal and other environmental requirements the company subscribes to;
- Monitor the environmental impact of processes through systematic impact analyses;
- Promote a sense of environmental responsibility at all organizational levels;
- Provide full cooperation to competent authorities, ensuring accurate and complete transparency of information.

To achieve these objectives, the management is committed to:

- Periodically reviewing the application of legal and other subscribed environmental requirements;
- Improving waste management by promoting recovery and/or recycling;
- Efficiently using natural resources necessary for production processes;
- Promoting employee education and training to encourage environmental protection and prevention.

## **HEALTH AND SAFETY POLICY**

The company's health and safety policy in the workplace aims to:

- Promptly and systematically apply laws and regulations by adopting all necessary preventive measures for worker safety and health;
- Encourage employee and stakeholder participation in risk assessment and preventive action planning;
- Provide full cooperation to local communities and competent authorities, ensuring correct and complete information;
- Establish and update procedures and instructions that define activities and controls necessary to maintain workplace safety.

To achieve these objectives, the management is committed to:

- Identifying hazards, assessing risks, and implementing appropriate measures to limit accidents;
- Defining roles, responsibilities, and authority for personnel involved in safety management;
- Ensuring worker training and education in compliance with current safety regulations;
- Periodically verifying the application of the adopted safety measures taken to ensure safety in the workplace.

Aware of the social responsibility that companies must uphold for sustainable and long-term growth, ECOMETAL SA is committed to promoting ethics, human rights, and responsible social practices in accordance with the Responsible Jewellery Council COP 2019 Standard.

The management commits to:

### **RESPONSIBLE SUPPLY CHAIN**

- Conducting operations with the highest ethical standards, ensuring integrity, transparency, and compliance with applicable laws;
- Not tolerating any form of corruption or money laundering, complying with national and international regulations;
- Preventing any form of abuse related to money laundering and terrorism financing;
- Verifying each business partner and ensuring the lawful origin of precious metals intended for refining;
- Terminating any business transaction deemed suspicious and promptly reporting it to relevant authorities;
- Not engaging in business relationships with organizations whose beneficiaries cannot be identified;
- Providing full and detailed disclosure of the characteristics of products and services;
- Refusing any transactions originating from conflict-affected or high-risk areas as defined by the United Nations.

### **HUMAN RIGHTS**

- Supporting the Universal Declaration of Human Rights by the United Nations;
- Not employing child labor or any form of forced labor;
- Not engaging in discrimination or applying degrading treatment, harassment, abuse, coercion, or intimidation in any form;
- Not tolerating any abuse against employees or individuals working on behalf of the company and reporting any occurrences;
- Promoting transparent communication at all organizational levels and encouraging reports of inappropriate conduct;
- Complying with current labor legislation.

### **MANAGEMENT SYSTEMS**

- Strictly and effectively applying current legislation;
- Implementing the company policy in accordance with the Code of Practices 2019 and make it publicly available;
- Evaluating ethical and human rights risks among business partners and using its influence to promote relationships based on ethical principles.

The Company Policy is communicated to all employees, customers, suppliers, consultants, and external collaborators and is available to anyone upon request.

During the RJC Code of Practices certification period, no deviations from the Code of Practices procedure were detected, nor were any risks identified in the supply chain based on the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA."

Due to the nature of the company's activities, sourcing from conflict-affected or high-risk areas is not expected. Based on the risk assessment conducted, all our sources are classified as low-risk.

Furthermore, no direct or indirect violations of human rights have been identified within our operations.

Ecometal SA

Numa Rusconi  
CEO

