

## **RJC POLICY**

### ***Business ethics***

We are committed to carrying out and conducting our business with the utmost respect for ethical standards, guaranteeing integrity, transparency and compliance with applicable laws.

We will not practice corruption.

We will not tolerate money laundering and / or financing of terrorist activities.

We are committed to the activity of Know Your Customer and in compliance with the laws and regulations in force.

We are committed to making the characteristics of the products we sell fully and fully known.

We are committed to taking appropriate measures to ensure the integrity and safety of shipments of the products.

We are committed to respecting the principles of confidentiality and protection of confidential data.

We will exercise maximum vigilance on our supply chain, specifically for the supply of gold and platinum.

We are committed to ensuring measures for the safety of the product within the offices of Via Pitagora 11 in Pero e via Mazzini 16 in Milan and during shipments, to prevent theft, damage or replacements.

We are committed to maintaining the safety and well-being of Employees, Visitors and other relevant Partners in Business.

### ***Social performance***

We believe and are committed to respecting fundamental human rights and the dignity of the individual, according to the *Universal Declaration of Human Rights* sanctioned by the United Nations.

We do not tolerate the use of child labor.

We undertake not to resort to any form of forced labor, on bail, with a tied contract, or of detainees, and not to restrict the freedom of movement of employees and subordinate workers.

We are committed to ensuring high health and safety standards in our offices and in our business.

We undertake not to discriminate in race, ethnicity, caste, country of origin, religion, disability, sex, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, age or other restriction not allowed in the workplace, so that to all persons "fit for work" are granted equal opportunities without discrimination based on non-factors correlated to their ability to perform the intended task.

We undertake not to practice corporal punishment under any circumstances and to prohibit the use of treatments degrading, harassment, abuse, coercion or intimidation in any form.

We are committed to defining a procedure for handling disciplinary disputes with respect to non-behavior adequate with respect to the COP and COC standards.

We are committed to respecting the current legislation, in terms of working hours and remuneration, in the absence of such legal requirements, to adopt the prevailing standards in the industry.

We are committed to supporting the development of the communities in which we operate, contributing to well-being economic and social.

### ***Environmental performance***

We undertake to eliminate and if possible not reduce the use of toxic substances in the operations of production.

We are committed to minimizing the negative impact of our activities on the environment.

We are committed to disposing of waste responsibly.

We are committed to reducing paper, water and energy consumption.

### ***Management systems***

We intend to comply with applicable laws and relevant technical standards.

We publicly declare our commitment to comply with the RJC Principles and Procedures and respect of the CoC Procedure (Chain of Custody).

We intend to assess our risks, including the risks to our business arising from our business partners, creating systems capable of managing and improving ethical standards and procedures, respecting human rights, of social and environmental principles.

8853 SpA already operates with a certified quality system aimed at customer and customer satisfaction interested stakeholders.

**8853** spa

<b>8853 Spa</b>	<b>INTRODUZIONE</b>	<b>P-P01</b>
	<b>PRINCIPI RJC_ POLICY AZIENDALE</b>	Rev. 0
		Pag. 3 di 3