



## RJC POLICY

Cormas s.p.a. is a refinery operating in Creazzo (VI) – ITALY since 1985.

The company carries out processing, recovery and refining of precious metals and commercial activities of gold, silver and PGM in the local, national and international markets.

Cormas s.p.a. has decided to be certified to the RJC COP (chain of practice) and COC (chain of custody) standards.

The RJC is an organization that sets standards to promote ethical behavior, human rights, social rights and environmental practices throughout the diamond, gold, silver and PGM jewelry supply chain.

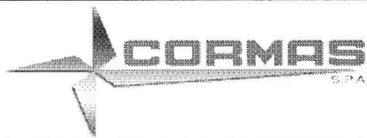
RJC has developed a gold standard for the jewelry supply chain and credible mechanisms to verify responsible business practices through third party audits.

As RJC Certified Members, CORMAS SPA undertakes to manage its business in accordance with the RJC code of practice. It also undertakes to integrate ethical, human, social and environmental considerations into daily operations, business planning activities and decision-making processes.

In the Sustainability Report that the company issues each year, the company performance is defined in relation to specific targets that the company sets itself from year to year.

In particular, these principles can generally be summarized as follows:

- **Respect for good business practices (absence of corruption)**
- **Absence of child labor (children under 16 years of age)**
- **Absence of forced labor**
- **Compliance with health and safety requirements**
- **Freedom of association**
- **Absence of discrimination, promotion of equal opportunities and fair treatment;**
- **Promoting diversity, equity and inclusiveness of workers at all levels of the organization and in all functions**
- **Correct management of disciplinary practices in compliance with mandatory requirements and correct management of workers**
- **Fair and decent remuneration**
- **Working hours consistent with the requirements dictated by the applicable National Labor Contract**
- **Respect for the environment and promotion of the reduction of consumption and good practices in the management of waste and non-reproducible resources**
- **Condemnation and rejection of any activity related to war crimes, violations of international humanitarian law, crimes against humanity or genocide**
- **Commitment not to give any direct or indirect support to armed groups, to fight corruption or bad practices in the gold, silver and pgm chain and the abuses associated with their extraction, transport and trade**
- **Commitment not to offer, promise or request bribes and oppose the solicitation of bribes, request to conceal, disguise the origin of gold, silver and pgm or misrepresent taxes, duties, fees and royalties paid to governments to purpose of extraction, trade, handling, transport and export of gold, silver and pgm.**



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- Commitment to ensure that all private security activities and security measures in defense of assets comply with national laws while respecting the dignity of the worker.

In compliance with these requirements, the company declares to comply with the following regulations and conventions:

- To the voluntary RJC CoP- 2024 standard
- To the RJC Voluntary RJC – Coc 2024 Standard
- To the Conventions of the International Labor Organization (ILO)
- To the United Nations Convention on the Rights of the Child
- To the Universal Declaration of Human Rights
- To the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and All Forms of Racial Discrimination
- To the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- To all relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and the European Regulation 679/2016 relating to the confidentiality and processing of personal data and to Legislative Decree 152/2006 on environmental matters and subsequent amendments
- The requirements of Legislative Decree 231/2001 on corporate administrative liability
- The OECD Guideline on Due Diligence for Responsible Supply Chains of Minerals from Conflict and High Risk Areas.

Creazzo, 10<sup>nd</sup> September 2025

CORMAS SPA