



# **CORPORATE POLICY**

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**Rev. 01**

ECOMETAL SA operates in the refining of precious metals and in the treatment of production waste containing noble metals.

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

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

The CORPORATE POLICY has been formulated taking into consideration the management requirements contained in certain international standards, in particular:

- the requirements of a Quality Management System UNI EN ISO 9001;
- the requirements of an Environmental Management System UNI EN ISO 14001;
- the requirements of an Occupational Health and Safety Management System ISO 45001;
- the requirements of a Social Accountability Management System SA8000;
- the requirements of the Responsible Jewellery Council COP 2024 Standard;

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

- that the products manufactured are capable of satisfy mandatory requirements and customers' contractual requirements;
- that workplace risks are identified, assessed, and that all necessary actions are taken to prevent and/or limit accidents;
- that factors capable of causing environmental impacts are identified and systematically monitored in order to limit their consequences.

The policy relating to the quality of products/services establishes the following objectives:

- increase customer satisfaction by delivering products compliant with the required specifications and current regulations;
- promote awareness throughout the organization of the importance of customer requirements;
- increase the company's competitiveness by containing operating costs and improving organizational effectiveness and efficiency;
- involve suppliers in sharing the same management principles.

To achieve these objectives, the management undertakes to:

- establish and update processes according to organizational, technical, technological, and regulatory developments;
- plan, implement, and monitor production to ensure compliance with contractual requirements and delivery times;
- organize staff training programs in order to improve competencies;
- periodically review the policy and objectives in order to identify and implement improvement actions.

The policy regarding environmental protection has identified the following objectives:

- ensure compliance with legal requirements and other environmental commitments subscribed to by the company;
- monitor the effects of processes on the environment through systematic analysis of environmental impacts;
- promote at every organizational level a sense of responsibility towards environmental protection;
- provide full cooperation to competent authorities by ensuring proper and complete transparency of information.

To achieve these objectives, the management undertakes to:

- periodically review compliance with legal requirements and other commitments subscribed to by the company;
- improve waste management by promoting recovery and/or recycling;
- effectively use the natural resources required for production processes;
- promote staff information and training in order to involve employees in environmental prevention and protection activities.

The policy concerning occupational health and safety has identified the following objectives:

- prompt and systematic application of laws and regulations by adopting all preventive measures necessary to safeguard workers' health and safety;
- encourage consultation and participation of workers and interested parties in risk assessment and in identifying preventive measures;
- provide full cooperation to local communities and competent authorities by ensuring proper and complete information;
- establish and keep updated procedures and instructions defining activities and controls necessary to maintain workers' safety under control.

To achieve these objectives, the management undertakes to:

- identify hazards, assess risks, and establish appropriate measures to limit accidents;
- define roles, responsibilities, and authorities of personnel involved in safety management;
- ensure information and training of workers regarding safety in compliance with current regulations;
- periodically verify the implementation of the measures adopted to ensure workplace safety.

Aware of the social responsibility that companies must meet in order to achieve a sustainable growth, ECOMETAL SA is committed to promoting ethics, respect for human rights, and social practices in compliance with the Responsible Jewellery Council COP 2024 Standard.

In particular, the management undertakes to:

#### Responsible supply chain

- ✓ conduct its activities in full compliance with ethical standards, ensuring integrity, transparency, and compliance with applicable laws;
- ✓ do not tolerate any form of corruption or money laundering, in compliance with all national and international regulations;
- ✓ prevent any form of abuse for the purposes of money laundering and terrorist financing;
- ✓ verify each counterparty and ascertain the lawful origin of precious metals sent for refining;
- ✓ terminate any business transaction deemed suspicious and promptly report it to the competent authorities;
- ✓ refrain from entering into business relationships with organizations whose beneficiaries cannot be identified;
- ✓ fully and clearly disclose the characteristics of products and services

#### Human rights

- ✓ support the Universal Declaration of Human Rights established by the United Nations;
- ✓ not employ child labour or any form of forced labour;
- ✓ not engage in any form of discrimination or apply degrading treatment, harassment, abuse, coercion, or intimidation of any kind;
- ✓ not tolerate any form of abuse against employees and persons working on behalf of the company and report any such occurrence;
- ✓ promote the importance of transparent communication at all levels of the organization, encouraging the reporting of improper conduct by anyone working on behalf of the Organization;
- ✓ comply with current labour legislation

#### Inclusion, diversity, and equal opportunities

Our company promotes a working environment based on respect, inclusion, and the enhancement of diversity. We are committed to ensuring equal opportunities for all individuals, without any discrimination based on gender, age, culture, orientation, origin, or beliefs. We foster fair practices at every stage of the employment relationship and encourage a corporate culture open to dialogue and collaboration. Gender equality is a core principle guiding our organizational, recruitment, and professional development decisions. Any discriminatory behaviour is strictly prohibited and actively opposed.

We also promote internal awareness through dedicated training and initiatives, with the aim of building a truly fair and inclusive workplace.

### Grievance Mechanism

The company provides a transparent and accessible grievance mechanism for all employees, collaborators, and stakeholders, enabling them to safely report any improper behaviour, ethical violation, or suspected non-compliance. We guarantee the utmost confidentiality in the handling of reports and are committed to managing them promptly, impartially, and with proper documentation. Any form of retaliation against individuals who report concerns in good faith is strictly prohibited. The company promotes a corporate culture based on trust, where everyone can express doubts or concerns without fear of negative consequences. The company encourages the responsible use of the reporting channel as a fundamental tool for continuous improvement and for maintaining the integrity of the management system. Reports may be submitted via email at [info@ecometalsa.ch](mailto:info@ecometalsa.ch) or anonymously through any suitable means.

### Management Systems

- ✓ Enforced existing laws strictly and effectively;
- ✓ Implement the corporate policy in compliance with the 2024 Code of Practices and make it publicly available;
- ✓ Assess risks related to ethics and human rights concerning business partners and use our influence to promote relationships based on respect for ethical principles.

The company policy is communicated to all employees, customers, suppliers, consultants, and external collaborators, and is made available to anyone upon request.

During the RJC Code of Practices certification period, no deviations from the Code of Practices were identified, nor were any risk transactions detected within the Supply Chain according to the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA.”

### The Management