

# M e t a l f i n

## General Policy

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**Metalfin srl**, operating in the precious metals recovery and refining sector, declares its commitment to manage and develop its activities with a constant focus and continuous improvement of quality services in respect of Human Rights, Business Ethics, health and safety in the workplace and environmental protection.

Therefore, in the implementation and management of its Organisational System, it is committed to adopting the principles of the Responsible Jewellery Council for the responsible management of its company.

The Organisational System, extended to all activities, is based on the commitment of the Management:

nell'ascolto proattivo delle esigenze dei clienti;

- in meeting defined standards and orientation towards continuous improvement;
- proactively listening to customers' needs;
- in ensuring the quality level of products over time, responding to the needs and expectations of customers and other stakeholders while ensuring maximum compliance with requirements;
- in the sharing at all levels of awareness of the importance of the System through the dissemination of operational documentation for the planning and implementation of services;
- in systematically guaranteeing the environmental compatibility and occupational safety of its activities and services in compliance with national and international regulations;
- in seeking to optimise business processes to achieve the highest level of effectiveness and efficiency;
- in complying with all applicable international, national, regional and municipal legal requirements concerning the environment and workplace safety and any other requirements to which it may voluntarily adhere;
- in pursuing continuous improvement in its environmental performance;
- in ensuring the transparency and correctness of information made available to internal and external parties;

Aware of the social responsibility to which companies must respond for lasting and sustainable growth, Management applies the management requirements of the Responsible Jewellery Council and is committed to applying and promoting ethics, respect for human rights and social practices in a transparent and responsible manner.

The application of the Responsible Jewellery Council Standard entails a number of commitments identified in:

- **Business Ethics.**

In particular, the company commits itself to:

- conduct its activities with the utmost respect for ethical standards by ensuring integrity, transparency and compliance with applicable laws;
- not tolerating any kind of corruption and money laundering and monitoring so that any suspicious practices are made known and countered;
- make clear in full and in detail the characteristics of its products and services;
- ensure the traceability of the gold used in our processes to guarantee the exclusive use of gold that does not come from illicit sources or from areas of armed conflict fuelled by the proceeds of the sale of the precious metal;
- ensuring compliance with our supply chain through direct and constant monitoring of suppliers involved in processing;
- spread awareness of the importance of a responsible and carefully managed supply chain.

- **Human rights**

In particular, the company commits itself to:

- support the UN Universal Declaration of Human Rights;
- not to use child labour or any form of forced or coercive labour;
- ensure high safety standards in the workplace in accordance with national and international regulations;
- not engage in any form of discrimination or degrading treatment, harassment, abuse, coercion or intimidation of any form;
- promote the importance of transparent communication at all levels of the organisation by encouraging the possible reporting of misconduct by anyone working in the name and on behalf of the organisation;
- comply with current labour legislation and ensure compliance with it.

Reviewing the overall system performance, during the RJC Code of practices Certification period, no deviations from the Code of practices were noted, nor were there any high risks in the Supply Chain according to 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 or high-risk areas is not contemplated. Based on the risk assessment performed, all our sources are rated as acceptable risk.

In addition, there have been no direct or indirect violations of human rights caused by us.

Any comments, recommendations, reports or complaints regarding the management system adopted by Metalfin srl can be sent to the following e-mail address: [info@metalfin-italy.it](mailto:info@metalfin-italy.it)

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