

CHIMET SUSTAINABILITY POLICY

Chimet S.p.A., which carries out for over forty years in Badia al Pino plant waste treatment, recovery and refining of precious metals, production and sale of pure precious metals and their salts, in Vicinaggio plant catalysts and thick film pastes, in Vicenza office sale of pure precious metals and their salts, considers sustainability as the key to maintain its position as a leading company providing state of the art industrial services for precious metals and precious metals based products by a closed-loop system of recovery, refining and fine chemicals manufacture.

The three fundamental principles that define our policy are:

Minimizing the impact of our activities on the environment.

Conduct our business in a socially responsible and ethical manner.

Consolidate and grow the company's assets in order to ensure re-investment of capital and the introduction of innovative technologies for continuous improvement.

In particular Chimet S.p.A. actively pursues:

- The compliance with all binding legislation, national and international, applicable to corporate activities and compliance with voluntary commitments
- Protection of the natural environment and prevention of pollution of water, air and soil
- The creation of working conditions which ensure that employees and partners carry out the tasks satisfactorily and are equitably remunerated, without distinction of race, sex, politics or religion, in healthy and non-hazardous environments, according to national and international legislation on health and safety at work and workers' rights.
- Enhancement of human resources through continuous training;
- Collaboration with qualified suppliers that operate with principles, policies in line with the principles of legality, transparency, respect for the environment and human rights of Chimet S.p.A.,
- Improvement in relations with the local community and institutions
- The achievement and maintenance of a major share of the market through continuous research of customer needs and development of our products and services
- Care, protection and enhancement of the company's assets in terms of tangible values and knowledge;
- The prevention of robbery of corporate assets and dangerous goods, also in order to prevent the improper use of them that can cause dangers to the environment, people or goods
- Establishing mechanisms and business systems that enable the highest levels of efficiency and transparency with our suppliers and customers;
- Confidentiality and reliability in relationships with customers and suppliers;

These principles are effectively pursued by the company through:

- Maintaining the management and operating procedures that ensure systematic controls on business processes, improving the flexibility of production and performing continuous research and development
- Maintaining an integrated management system on quality and environment under the voluntary certification ISO 9001, ISO 14001 and EMAS for Badia al Pino e Viciomaggio plants and implementation of programs for continuous improvement also for health and safety in the workplace. Furthermore in Badia al Pino plant is implemented a management system for Preventing major accidents.
- Involvement of all staff and improvement through continuous training and information regarding internal procedures, documentations and the applicable rules
- Investment in human resources, equipment and services in order to achieve the objectives set for the continuous improvement of the quality of our products and services, environment and safety
- The reduction of the emission of pollutants into the atmosphere, of the consumption and discharges of water resources and raw materials, reduction of waste production and the increase of their recovery , the improvement of energy efficiency, through the application of best available techniques and the development of new processes / systems.
- Voluntarily follow the LBMA Responsible Gold Guidance and Silver Guidance and LPPM Responsible Platinum /Palladium Guidance for the responsible sourcing of Gold and its extension to other precious metals
- Voluntarily follow the code of Practice COP and Chain of Custody COC of Responsible Jewellery Council, to warrant traceability of gold, silver, platinum, palladium and rhodium pure and salts for jewellery and fashion sectors.
- Continuous communication with our stakeholders to stimulate the adoption of the sustainability policy of Chimet S.p.A.
- The promotion of visits and meetings with the community and local authorities in order to improve the understanding of business processes and control systems put in place by Chimet S.p.A. that guarantees the protection of the environment. This will also enable Chimet S.p.A. to respond proactively to changes in the expectations and needs of the community.

Badia al Pino, 6 September 2020

Chief Executive Officer

Chimet S.p.A.

Dr. Luca Benvenuti