

## **CHIMET SUSTAINABILITY POLICY**

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

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.**

**Consolidating and increasing 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, which is applicable to corporate activities and compliance with voluntary environmental and ethics commitments.
- The protection of the natural environment and the prevention of pollution of water, air and soil.
- The creation of working conditions which ensure that employees and collaborators carry out their activities in a satisfactory way, to be fairly remunerated, without race, sex, politics, or religion discrimination, in healthy and non-hazardous environments, according to the national and international legislation on health and safety at work and the workers' rights.
- The enhancement of human resources through constant training.
- The 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.
- The improvement in relations with the local community and institutions.
- The achievement and maintenance of an important market share through the continuous research of customer needs and the development of our products and services, according to fair and free competition standard, without relying on behavior that can generate any kind of corruption in the economic and institutional system.
- The care, the protection and the defense of the company's assets in terms of tangible values and knowledge.
- The prevention of unlawful appropriation of corporate assets and dangerous goods, also to prevent the improper use of them that can cause dangers to the environment, people or goods.
- Confidentiality and reliability in relationships with customers and suppliers.

**These principles are effectively pursued by the company through:**

- The maintenance of the management and operating procedures that ensure systematic controls on business processes, improving the flexibility of production and performing continuous research and development.
- The maintenance of an integrated management system on quality and environment under the voluntary certification ISO 9001, ISO 14001 and EMAS in the whole organization, and the implementation of programs for continuous improvement also for health and safety in the workplace. Furthermore, in the site of Badia al Pino plant is implemented a management system to Prevent major accidents hazards involving dangerous substances.
- The adoption and maintenance of procedures that guarantee compliance with the national regulation governing employment contracts and respect for human rights, the provisions on the prevention of money laundering, and all the activities aimed at obtaining advantages through bribery of institutional or commercial partners.
- The involvement of all the staff and the improvement through a continuous training and information regarding internal procedures, documentations, and the applicable rules.
- The 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, the 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 adherence to 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 adherence to 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.
- The steady communication with our stakeholders to stimulate the adoption of the sustainability, legitimacy and ethics policy of Chimet S.p.A.
- The promotion of visits and meetings with the community and local authorities 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, 13 April 2023

*Chief Executive Officer*

*Chimet S.p.A.*

*Dr. Luca Benvenuti*

