

## Politica aziendale

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**Plusvalenza srl** operating in the field of trade and production of precious metals, declares its commitment to manage and develop its activities in a constant attention and continuous improvement of quality services with respect to Human Rights, Business Ethics, health and safety in the workplace and environmental protection. Therefore in the implementation and management of its Organizational System, it has committed itself to the principles of the Responsible Jewellery Council for responsible management of its business. Aware of the social responsibility to which businesses 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.

Application of the Responsible Jewellery Council Standard involves a number of commitments identified in:

### **Business ethics:**

In particular, the company is committed to:

- Conduct its activities with the utmost respect for ethical standards by ensuring integrity, transparency and compliance with applicable laws;
- Not tolerate any kind of corruption and money laundering and monitor so that any suspicious practices are disclosed and countered;
- Make clear in full and in detail the characteristics of its products and services.
- Ensure the traceability of precious metals related to our processing to guarantee their exclusive use not from illicit sources or areas of armed conflict fueled by the proceeds of precious metal sales;
- Ensure compliance with our supply chain through direct and constant monitoring of counterparts;
- Spreading awareness of the importance of a responsible and carefully managed supply chain.

### **Human Rights Respect**

In particular, the company is committed to:

- Uphold the United Nations Universal Declaration of Human Rights;
- Not to use child labor or any form of forced or coercive labor;
- Ensure high standards of safety in the workplace in accordance with national and international regulations;
- Do not engage in any form of discrimination or apply degrading treatment, harassment, abuse, coercion or intimidation of any form;
- Promote the importance of transparent communication at all levels of the organization by stimulating the possible reporting of improper behavior caused by anyone working in the name and on behalf of the Organization;
- Comply with current labor legislation and monitor compliance with it;

### ▪ **Responsible supply chain**

In particular, the company is committed to:

- Conduct its activities with the utmost respect for ethical standards by ensuring integrity, transparency and compliance with applicable laws;
- Not tolerate any kind of corruption and money laundering in compliance with all national and international standards;
- Prevent any kind of abuse for the purpose of money laundering and financing of terrorism;
- Fulfilling all required due diligence obligations to counterparties by strictly applying the dictates of KYC;
- Verify each counterparty and ascertain the lawfulness of the origin of the materials to be recovered;
- Discontinue any business transaction deemed suspicious and make timely reports to the relevant authorities;
- Not engage in any business relationship with organizations whose beneficiaries are not identifiable;
- Disclose fully and in detail the characteristics of products and services;

Rendering the overall system performance, during the RJC Code of Practices Application period, there were no deviations to the Code of Procedures, nor were there any risks detected 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 conducted, all sources are within a documented level of acceptability. In addition, there have been no direct or indirect human rights violations caused by us.

Any comments, recommendations, reports or complaints regarding the management system adopted by our company can be sent to the e-mail address: [b.ballan@plusvalenza.gold](mailto:b.ballan@plusvalenza.gold) or [odv@plusvalenza.it](mailto:odv@plusvalenza.it)