RESPONSIBLE JEWELLERY COUNCIL (RJC) POLICY

Al Etihad Gold FZCO is a gold and silver refinery based in Dubai, United Arab Emirates. We are committed to conducting our business responsibly and ethically, in accordance with applicable laws and the applicable requirements of the Responsible Jewellery Council Code of Practices and Chain of Custody Standards.

We integrate ethical, human rights, social and environmental considerations into our operations, business relationships and decision-making. In doing so, we commit to:

- Respect internationally recognised human rights and prevent and address adverse impacts associated with our operations and supply chains. We do not tolerate child labour, forced labour, human trafficking, harassment or discrimination.
- Provide fair employment conditions and promote diversity, equity and inclusion, dignity and respect for all workers, including their rights to lawful representation and collective bargaining.
- Maintain safe and healthy workplaces, prevent work-related injury and ill health, and prioritise the health and safety of workers and visitors.
- Protect the environment, prevent pollution, manage chemicals, waste and emissions responsibly, and improve the efficient use of energy, water and other resources.
- Source gold and silver responsibly through risk-based due diligence consistent with the OECD Due Diligence Guidance and its Annex II. We shall not tolerate serious human rights abuses, support to armed groups, bribery, money laundering or fraudulent misrepresentation of origin in our supply chains.
- Maintain the integrity and traceability of precious metals, verify eligibility before making Chain of Custody declarations, and ensure that product descriptions, sourcing claims and certification statements are accurate and supported by evidence.
- Prevent corruption, comply with applicable sanctions and financial crime requirements, and promote responsible business practices among our suppliers, customers, contractors and other significant business partners.
- Provide accessible channels for concerns and grievances, protect those raising concerns in good faith from retaliation, and support fair investigation, corrective action and appropriate remedy.

Management shall provide oversight, resources and training to implement these commitments. We shall communicate this policy to workers and relevant stakeholders, make it publicly available, report on our responsible business practices and review our performance and this policy at least annually to support continual improvement

Approved By: .....

Rhyna Lee Martinez
Compliance Officer