

Policy of the Heimerle + Meule GmbH regarding laws, human rights, environment and health

Heimerle + Meule GmbH is the leading company of the 2013-formed Heimerle + Meule Group with more than 700 employees in seven European countries.

Heimerle + Meule GmbH is Germany's oldest gold and silver refinery employs more than 260 employees at three sites in Pforzheim, Germany (*Dennigstraße 16, Dennigstraße 8 and Am Mühlkanal 3*), and one site in *Vienna/Austria*.

Heimerle + Meule GmbH is a member of the Responsible Jewelry Council (RJC) since 2015. The RJC was founded to ensure compliance with ethical and social standards in the supply chain of gold, diamonds and platinum group metals. To achieve this, RJC has developed guidelines of high standards that are the base of 'Third Party Audit' that are conducted to monitor compliance of member companies with RJC standards.

As a member or an aspiring certified member of the RJC we commit to conduct our business activities in accordance with the provisions of these guidelines, the "Code of Practice".

This means for us and our suppliers:

- Compliance with the existing general legislation, in particular regarding:
 - VAT tax fraud
 - Money laundering
 - Fight against corruption
 - Safety and Environmental Protection
 - Minimum wages
- obligation to comply with the basic principles of business ethics in particular:
 - Outlawing any kind of human rights violations
 - Outlawing any kind of human trafficking
 - Zero tolerance of child labor and exploitation
 - Zero tolerance to all forms of discrimination
 - Protection of the right to freedom of expression and coalition
 - Tolerance towards other cultures
- Active operation of environmental and health protection. Laws regarding either of these topics (water, waste, immission, H&S, etc.) must be strictly adhered to.
- Resources (energy, water, etc.) are to spare. In general, the stress on the environment has to be kept as low as possible.
- Compatibility to social responsibility by protecting jobs and fair pay

sgd. Thomas Frey
Managing Director

sgd. Georg Steiner
Managing Director

Heimerle + Meule GmbH has anchored the requirements to comply with her duties of care deeply in her internal procedures. The employees are trained and stakeholders informed accordingly. This policy is validated annually on timeliness and appropriateness and adjusted if necessary.