

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 950 employees in seven European countries.

Heimerle + Meule GmbH is Germany's oldest gold and silver refinery and employs more than 280 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 Jewellery 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 is conducted to monitor compliance of member companies with RJC standards.

As certified member of the RJC we commit to conduct our business activities in accordance with the provisions of the guidelines "Code of Practice".

This means for us and our suppliers:

- Compliance with the existing general legislation, in particular regarding:
 - VAT tax fraud
 - Money laundering prevention
 - 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 association
 - 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
- Conservation of resources (energy, water, etc.). In general, the stress on the environment has to be kept as low as possible
- Compatibility to social responsibility by protecting jobs and fair payment

sgd. Thomas Frey
Managing Director

sgd. Georg Steiner
Managing Director

Compiled on 16th July 2018

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.