

RJC POLICY



Vicenza Precious Metals is specialized in the purchase and sale of precious metals and is aimed at both the national and international markets, with spot or fixed price fixing.

Vicenza Precious Metals has decided to adhere to the RJC COP (chain of practice) and COC (chain of custody) standards, obtaining this important international recognition.

The RJC is an organization that sets standards to promote ethical behavior, human rights, social rights, and environmental practices throughout the supply chain of diamond, gold, silver and platinum metal group jewelry.

The RJC has developed a gold standard for the jewelry supply chain and credible mechanisms for verifying responsible business practices through third party audits.

To obtain RJC Membership and subsequent certification by an independent RJC accredited third party, Vicenza Precious Metals is committed to conducting its business in accordance with the RJC code of practice. It also undertakes to integrate ethical, human, social and environmental considerations into daily operations, business planning activities and decision-making processes.

In the Sustainability Report that the company issues every year, company performance is defined in relation to specific objectives that the company sets itself from year to year.

In particular, these principles can generally be summarized as follows:

- Compliance with good commercial practices (absence of corruption)
- Absence of child labor (work of children under 16 years of age)
- Absence of forced labour
- Compliance with health and safety requirements
- Freedom of association
- Absence of discrimination
- Correct management of disciplinary practices in compliance with mandatory requirements and correct management of workers
- Correct and dignified remuneration

- Working hours consistent with the requirements dictated by the applicable CCNL
- Respect for the environment and promotion of the reduction of consumption and good practices in the management of waste and non-reproducible resources
- Condemnation and denial of any activity related to war crimes, violations of international humanitarian law, crimes against humanity or genocide
- Commitment not to give any direct or indirect support to armed groups, to fight corruption or bad practices in the gold, silver and platinum metal chain and the abuses associated with their extraction, transport and trade
- Commitment not to offer, promise or solicit bribes and object to the solicitation of bribes, requests to conceal, misrepresent the origin of gold, silver and PGM or misrepresent taxes, levies, tariffs and royalties paid to governments to purpose of mining, trading, handling, transporting and exporting gold, silver and PGMs.
- Commitment to ensure that all private security activities and security measures to protect assets comply with national laws in respect of the dignity of the worker.

In compliance with these requirements, the company declares to comply with the following regulations and Conventions:

- The RJC CoP-2019 voluntary standard
- To the RJC Voluntary Standard – Coc 2017
- The Conventions of the International Labor Organization (ILO)
- To the United Nations Convention on the Rights of the Child
- To the Universal Declaration of Human Rights
- To the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and All Forms of Racial Discrimination
- To the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- All relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and European Regulation 679/2016 relating to the confidentiality and processing of personal data and to Legislative Decree 152/2006 on environmental matters and subsequent amendments
- The provisions of Legislative Decree 231/2001 on corporate administrative liability

- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Vicenza , 20/02/2023

VICENZA PRECIOUS METALS