



Corporate Social Responsibility (CSR) Policy

In terms of what Corporate Social Responsibility means to Jewelcast Limited, this is how we impact and engage with employees, the community, suppliers and the environment. Jewelcast Limited undertakes significant activities in these areas.

- **We value our Employees**

Jewelcast Limited is an inclusive organisation committed to fairness, equality of opportunity and diversity in all its employment practices, policies and procedures. We strive to provide a dynamic and open workplace where the rights, needs and unique contributions of every member of our diverse teams are respected and valued. In return, we expect our colleagues to contribute to our company culture by embodying our common values and provide our customers with a best in class experience. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected. We nurture ambition and ensure that all employees can develop relevant skills and knowledge to enrich their contribution and carve their own career path.

- **We value our Community**

We are committed to building where possible relationships with the wider community including national and local concerns. At Jewelcast Limited we encourage charitable giving and for our staff to engage in this process.

- **We value our Suppliers**

We are committed to ensure that all our suppliers have good business ethics and they meet and exceed the standards required. We aim to develop relationships built on shared trust and communal responsibility.

Through our Supply Chain Policy, we require all suppliers to adhere to Human Rights principles, including:

- Ensuring employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour is never used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- No harsh or inhumane treatment is allowed

- **We value our Environment**

We strive to conduct our business in a responsible, sustainable manner in order to protect the environment. We have committed to ensure that we reduce our environmental impact and continue to improve our environmental performance as an integral part of our business strategy and operating methods.

Name: Karen Murphy

Position: Director

Signature:

Date:



Supply Chain Policy

1. Jewelcast Limited is a precious metal casting company. This policy confirms Jewelcast's commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions and laws.

2. Jewelcast commit to proving, through independent third-party verification, that we:

- a. respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Declaration on Fundamental Principles and Rights at Work;
- b. do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
- c. support transparency of government payments and rights-compatible security forces in the extractives industry;
- d. do not provide direct or indirect support to illegal armed groups;
- e. enable stakeholders to voice concerns about the jewellery supply chain; and
- f. are implementing the OECD five-step framework as a management process for risk-based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

3. We also commit to using our influence to prevent abuses by others. We carry out regular due diligence on our supply chain to ensure compliance with the Kimberley Process and WDC System of Warranties via Know Your Counterparty. Concerns regarding our supply chain can be raised by contacting karen@jewelcast.co.uk

4. Regarding serious abuses associated with the extraction, transport or trade of diamonds: We will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

- a. torture, cruel, inhuman and degrading treatment;
- b. forced or compulsory labour;
- c. child labour;
- d. human rights violations and abuses; or
- e. war crimes, violations of international humanitarian law, crimes against humanity or genocide.

5. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described in paragraph 4 or are sourcing from, or linked to, any party committing these abuses.

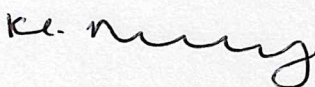
6. Regarding direct or indirect support to non-state armed groups: We will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring diamonds from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally: a. control mine sites, transportation routes, points where diamonds is traded and upstream actors in the supply chain; or b. tax or extort money, or diamonds at mine sites, along transportation routes or at points where diamonds are traded, or from intermediaries, export companies or international traders.

7. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in paragraph 6.

8. Regarding public or private security forces: We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment and property in accordance with the rule of law, including law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in paragraph 4, or that act illegally as described in paragraph 6.

9. Regarding bribery and fraudulent misrepresentation of the origin of diamonds: We will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of diamonds, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of diamonds.

10. Regarding money laundering: We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport or export of diamonds.

Signed: 

Date: 19.07.24