

Fremada Gold Sustainability Statement

As a member of the Responsible Jewellery Council (RJC), Fremada Gold is committed to implementation of the Code of Practices (COP) standard and as such we have developed a range of policies and procedures to ensure our ongoing compliance with its requirements.

We are also committed to developing and nurturing strong relationships with suppliers and other business partners to promote responsible business practices throughout our supply chain. This includes taking steps to identify and, where applicable, mitigate negative supply chain impacts with a particular focus on addressing issues related to human rights, child labor and forced labor.

To achieve this, we carry out due diligence on all of our suppliers in alignment with the UN Guiding Principles on Business and Human Rights. This includes:

- Adopting a clear policy stating our commitment to respecting all human rights;
- Developing internal control systems and processes for collecting and recording information on the origin of jewellery materials in our supply chain and the labor practices of our suppliers;
- Implementing a system to respond to potential or actual human rights risks in our supply chain.

2023 Sustainability Statement Update

This year, we have continued to prioritise due diligence in our supply chain management. Our team has worked diligently to ensure that our suppliers are transparent about their labour practices and sourcing of precious metals. Through this process, we have encouraged an open exchange of information, which is crucial for maintaining integrity and ethical standards in our operations.

While we recognise that there are still areas where information is incomplete, we have not identified any confirmed human rights abuses associated with our direct supplier business relationships. We assign higher risk ratings to some of our suppliers based on a number of factors, such as the country where they are based or in cases where information is missing or incomplete. We are following up with some of our suppliers to verify the information provided and will update our risk assessment information and risk mitigation measures accordingly. This may include terminating trade with suppliers that present an unacceptable risk.

We also conducted an internal human rights self-assessment in 2023 to ensure full alignment with the 2019 RJC Code of Practices Standard. This process was useful in helping us to ensure that our internal HR processes were aligned with industry best practices and all legal requirements with regard to how we treat our employees.

This year, we have been successful in identifying almost all of the precious metal refiners in our supply chain. We are pleased to confirm that all but one of these refiners have been certified against a recognised due diligence standard that is aligned with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Where we identify refiners in our supply chain that are not certified against a recognised standard, we take additional risk mitigation steps to ensure that our sourcing practices do not

result in negative human rights impacts in our upstream supply chain. This work is still ongoing and we will provide further updates on specific risk mitigation steps as our conversations with applicable suppliers evolve.

In addition to our supply chain initiatives, we have significantly strengthened our internal practices concerning health, safety, and the environment. A comprehensive health and safety program was implemented in 2023. We have also further developed our Environmental Management System (EMS) to ensure that negative impacts from our direct business operations are minimised as much as possible.

Our commitment to sustainability is a continuous journey. We acknowledge the challenges and remain dedicated to improving and evolving our practices to meet the expectations of our customers and other stakeholders.