

Fair and equal opportunity

We aim to eliminate discrimination and encourage diversity throughout our workforce. Factors such as gender, race, ethnicity, disability, religion, sexual orientation or age may not be used to unfairly discriminate against individuals.

We support:

Equal opportunity and remuneration for women and men and no discrimination regarding sex, age, nationality, religion or sexual orientation.

Diversity

We believe that diversity is an important business benefit, allowing for a broad range of views, experience and backgrounds to be drawn upon.

We do not tolerate discrimination and are committed to fair employment practices, meaning that these criteria are not used to discriminate against individuals, and this is reflected as well in equitable remuneration benefits.

Health and safety

The health, safety and well-being of all people remains our overriding priority and we are continuously striving to improve the systems and processes already in place to support our aspiration of a zero harm, working environment. Following the outbreak of the COVID-19 pandemic we immediately established and implemented systems and strategies to mitigate the spread of the disease as far as possible in order to protect our employees, contractors, the population and other stakeholders.

We are committed to preventing and mitigating any negative safety event or impact and also to identifying and capturing opportunities that deliver positive impacts.

Our health and safety strategy relies on improving our ability to proactively identify and prevent harm to our people. We provide safe working conditions and aim to prevent work-related injuries, through the effective management of strategic risks, safety, and other risks and opportunities. We also continuously communicate and engage with employees on health and safety-related issues in order to obtain their input and co-operation with regards to future planning and developments. Leading from the front and setting the example in the workplace is of paramount importance to ultimately achieving the objective of zero harm. Our goal of achieving and maintaining safe and healthy operations is based on the commitment and involvement of all levels of personnel in our operations.

Agriculture & Mining can present health and safety hazards related to ergonomics (the handling of large volumes of material), use of chemicals, exposure to physical agents (noise, optical radiation) and extreme temperature.

Our safety target remains to achieve a zero Incidents rate. For this, our suppliers' employees receive training on an ongoing basis.

Responsible sourcing, traceability and material origin

We are very well aware of the potential risks existing in the precious metals sector. Violations of human rights, environmental degradation, corruption, and lack of health and safety standards are not uncommon in the industry. It is our responsibility to ensure that we do not directly or indirectly contribute to any of these negative activities, and that we also act to end their perpetration.

To ensure the soundness of our supply chain, we conduct thorough due diligence looking at all aspects of our counterparties' practices, following our internal processes and procedures, and conducting regular counterparties' site visits. Our due diligence is aligned and goes beyond internationally accepted standards and responsible business practices, including the OECD Due Diligence Guidance (DDG), LBMA Responsible Gold Guidance, the RJC Chain-of-Custody and Dodd-Frank Act Section 1502.

Our business partners are agricultural farmers & processing businesses, miners and mining companies, refiners & metal traders. From the beginning, a philosophy of risk assessment, evaluation, and risk monitoring and control has been at the core of our business culture. All material and potential risks are monitored and mitigated in everything we do, from sourcing our Agri-products & precious metals feedstock, to refining, trading or delivering the of finished products.

Our Supply Chain Policy clearly articulates to its counterparties the Company's processes and rules related to its Agri-products & precious metals supply chains and expectations. It is designed and implemented to ensure that our engagements and operations are in accordance with the OECD Due Diligence Guidance for Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (DDG), the OECD DDG Supplement on Gold, the Fairtrade standard, the LBMA Responsible Gold Guidance, the LBMA Responsible Silver Guidance and the LPPM Responsible Platinum/Palladium Guidance in order to combat abuses of human rights, to avoid contributing to conflict and to avoid contributing to white-collar crimes. This includes compliance with standards on Anti-Money Laundering (AML) and Combatting the Financing of Terrorism (CFT).

Key to doing our work is building trusting relationships with our counterparties together with doing regular site visits. Because we cannot always be on the ground, we work in close collaboration with organisations, NGOs and other industry experts like SGS, that are in-country and can verify first-hand the sustainability of the responsible practices of our sources, and provide support to address any potential gaps.

Whichever products & materials we source, we know the origin and can provide proof of provenance to our clients, often verified by independent assessors like SGS. The large majority of our mined materials sourcing is directly from Artisanal & Small Mines (ASM). We guarantee the integrity and origin of the products materials our clients receive.

Artisanal and Small-Scale Mining – ASM

Supporting responsible Artisanal and Small-Scale Mining, sourcing sustainable and responsible gold means taking action that leads to better outcomes for local sustainable development and improved working and living conditions for the many communities that produce the precious metals we source.

To this end, we support ASM to improve their mining practices so they can access international markets under fair conditions, and improve their working conditions and livelihood. We do this in close collaboration with other organisations including, local Government Departments, the European Partnership for Responsible Minerals, Fairtrade and Fairmined.

We recognise more needs to be done and encourage companies to join our efforts in supporting ASM and including the gold responsible miners extract as part of their value chains.

Human Rights

We acknowledge the global problem with regard to human rights abuses, such as slavery, gender-based violence, child labour and other abuses committed against vulnerable members of society. We are fully committed to upholding the human rights of all of our stakeholders, as set out in our Code and Modern Slavery Statement. Doing risk assessments in the working environment are critical to respect local communities, as well as to promote and protect human rights.

Our commitment includes all applicable internationally recognised human rights principles, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Areas. We comply with the GRI Sustainability Reporting Standards and uphold the framework set by the 2030 Agenda for Sustainable Development, and with relevant sector standards such as the LBMA Gold Guidance.

We have zero tolerance for child labour, forced labour or discrimination, and we respect the right of our workers to form unions. To assess, prevent and mitigate the risk of the use of child labor, slavery or human trafficking in activities linked to its supply chain, we conduct stringent checks and due diligence; mining and site visits.

Our environment

Managing our environmental impact is a priority for us. The rationalisation of energy usage is an operational necessity as well as an environmental prerogative in order to combat climate change. Our suppliers operations are water and energy intensive and therefore we are committed to utilizing water and energy responsibly and efficiently. In addition, we are committed to minimise the use of chemical products, and monitor and reduce our emissions.

Our commitment to protecting the environment goes beyond our own operations. We expect our suppliers to actively contribute to reducing the environmental impact their activities have, and we only work with counterparties which can demonstrate that they seek optimal solutions in the areas of shipping, transportation and processing. For this reason, all new suppliers are being screened using environmental criteria. On the upstream side, we have long recognised the potential negative impacts agriculture, gold & mineral mining can have on the environment and are actively involved in supporting various programmes and projects that aim at driving environmentally documented responsible practices.

We are periodically monitored by local authorities to which we regularly report our results, and we carry out internal controls on a regular basis.

Emissions

We use the Greenhouse Gas Protocol (GGP) on the reporting of greenhouse gas (GHC) to calculate and report on our carbon footprint. This provides us with confidence that the correct information is portrayed to our stakeholders and enables us to be held accountable for the figures presented.

We believe that air quality is a crucial issue, which is why we monitor our emissions regularly, working with the best abatement systems, always kept in the best conditions, and periodically our emissions are monitored by the cantonal authorities.

According to the Greenhouse Gas Protocol (GGP), direct and indirect emissions can be categorised as follows:

Scope 1: greenhouse gas emissions from sources owned or controlled by the organisation.

Scope 2: indirect emissions of greenhouse gases deriving from the generation of electricity purchased by the organisation.



Scope 3: other indirect greenhouse gas emissions that are a consequence of an organisation's operations but are not directly owned or controlled by the organisation, such as commuting employees, business trips, production of purchased goods, and emissions from use of products sold.

Energy

Our approach is to minimise overall energy usage wherever possible. We do this by evaluating opportunities to implement initiatives to reduce energy consumption and by designing all new projects to be as efficient, where possible we advise on the implementation of new renewable sources like solar pv, wind turbines & hydro electric schemes wherever possible. We recognise the growing importance of climate change, both to our Company and to our stakeholders. By better evaluating and understanding the risks and uncertainties that climate change represents to our business, we will be able to manage our assets in the most economically and environmentally-sustainable manner possible.

Sustainable Development

We continue to actively support small scale farming, Artisanal and Small-Scale Miners and their communities to improve their living conditions by collaborating with organisations including, the European Partnership for Responsible Minerals, Fairtrade, Fairmined and Solidaridad.

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