

RJC POLICY

American Gem Corp. was founded in 1991 with the aim of marketing diamonds and precious stones.

Over the years the company has developed its business becoming a trusted partner for many companies in the gold and jewellery sector.

American Gem Corp. is a member of the Responsible Jewellery Council (RJC).

The RJC is an organization that sets standards to promote ethical behaviour, human rights, social rights and environmental practices throughout the diamonds, gemstones, gold, silver and platinum group metal jewellery supply chain.

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

As an RJC Member, American Gem Corp. is committed to operating its business in accordance with the RJC Code of Practice. It is also committed to integrating ethical, human rights, 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.

These principles can generally be summarized as follows:

- **Compliance with good commercial practices (absence of corruption)**
- **Absence of child labour**
- **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 applied employment contract**
- **Respect for the environment and promotion of reduced consumption and good practices in the management of waste and non-reproducible resources**
- **Condemnation and rejection 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, diamonds and precious stones supply chain and the abuses associated with their extraction, transport and trade

- Commitment not to offer, promise or request bribes and opposition to the solicitation of bribes, request to hide, disguise the origin of gold, silver, diamonds, and precious stones, declare falsely regarding taxes, duties, tariffs and royalties paid to governments for the purposes of mining, trading, handling, transporting and exporting gold, silver, diamonds and precious stones.

- Commitment to ensure that all private security activities and security measures to defend assets comply with national laws while respecting the dignity of the worker.

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

- To the RJC CoP- 2019 voluntary standard
- At 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 national and international laws regarding health and safety in the workplace, confidentiality and processing of personal data and environmental matters.
- To the OECD Guideline on Due Diligence for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

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American Gem Corp.
