# RP-PO-01 RJC POLICY

**GZM Mfg. Co. LLC** is a jewelry manufacturing company, serving wholesalers, importers & retailers around the world.

The company is located in Al Salt, Jordan, and employs more than 250 employees. The production cycle is completely internally managed, from the melting of the raw material to the creation of the finished product.

GZM Mfg. Co. LLC is a member of the Responsible Jewellery Council (RJC), in addition the company joined the UN Global Compact.

The RJC is an organization that sets standards to promote ethical behavior, human rights, social rights and environmental good practices through the supply chain of diamond jewelry, gold, silver platinum metal groups and some coloured gemstones (sapphires, emeralds and rubies).

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

Being an RJC Certified Member, GZM Mfg. Co. LLC is committed to operate its business in accordance with the RJC code of practice (COP). It is also committed to integrating ethical, human rights, social and environmental considerations into day-to-day operations, business planning activities and decision-making processes.

The Sustainability Report that the company issues every year defines the company's performance with regard 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 business practices (absence of corruption)**
- **Absence of child labour**
- **No forced labor**
- **Compliance with health and safety requirements**
- **Freedom of association**
- **Non-discrimiation**
- **Correct management of disciplinary practices in compliance with mandatory requirements and correct management of workers**
- **Fair and decent pay**
- **Working hours consistent with the requirements stated by the applicable CBA**
- **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 rejection of any activities 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 combat corruption or bad practices in the gold, silver and diamond and precious stone supply chain and abuses associated with the mining, transport and trade of them**
- **Commitment not to offer, promise or solicit bribes and to object to the solicitation of bribes, to request to conceal, conceal the origin of gold or to misrepresent the taxes, duties, tariffs and royalties paid to governments for the purpose of mining, trading, handling, transporting and exporting gold**
- **Commitment to ensure that all private security activities and security measures to protect 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 voluntary standard RJC CoP- 2019
- To the Conventions of the International Labour 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 of All Forms of Racial Discrimination
- The International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- To all national and international laws on the subject, relating to health and safety in the workplace, to the applicable regulations concerning confidentiality and processing of personal data and to environmental matters and environment protection
- To local and international laws/regulations about corporate administrative liability.
- The OECD Guideline on due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

Al Salt, Jordan.

February 9th, 2025

The General Manager

Jack Momjian

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GZM Gold Manufacturing Co. LLC

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