

RJC SUSTAINABILITY REPORT



Year 2025

Rev. 0 dated 29.03.2025

INDEX

1. Foreword	3
2. Corporate Identity	3
3. The RJC management system and the RJC Policy	3
4. RJC COP Management System: results of implementation	4
5. Objectives for improvement	5

1. FOREWORD

The management of GZM decided, towards the end of 2024, to implement a management system in compliance with the COP standard of the Responsible Jewellery Council (RJC). This is the first issue of this report, issued in accordance with specific RJC standard provisions. Its purpose is to publicly share with all interested parties the results of the initial implementation of the GZM RJC COP management system, as well as to review the adequacy and effectiveness of its policies and procedures, based on the results achieved during the first short period of implementation.

The RJC system at GZM is still in its early stages, as its formal implementation began only two months ago. We are fully aware that there are many opportunities for improvement, and this will be one of our key objectives in the near future.

2. CORPORATE IDENTITY

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

GZM – Gori Zucchi Momjian is a partnership between one of Italy’s largest and oldest jewelry manufacturers, Gori-Zucchi (Uno-A-Erre, established in 1926 in Arezzo, Italy), and one of the oldest jewelry manufacturing families in Jerusalem, Momjian – the Jerusalem Jewelry (established in 1936 in Jerusalem).

The company has been based in Al Salt, Jordan, since 2003 and employs over 250 people. The entire production cycle is managed internally, from the melting of raw materials to the creation of the finished product.

3. THE RJC MANAGEMENT SYSTEM AND THE RJC POLICY

The Management issued its RJC Policy Rev. 0 on 09.02.2025 (Policy RP-PO-01), which is available on our website at www.1gzm.com.

This is a general policy, but GZM has more specific policies for certain provisions. This is due to our experience in implementing management systems, dating back approximately 10 years when we first built our ISO 9001 management system. In other words, it’s part of our strength to think in terms of policies, procedures, forms, etc. Additionally, we are frequently audited by customers and other parties concerning quality, labor, GMP, and other areas, which has further strengthened our familiarity with management systems.

All policies are reviewed annually according to our internal procedure. This review has been completed for 2025, and the policies were found to be still adequate for their purposes, as well as all RJC system documentation issued to date.

4. RJC COP MANAGEMENT SYSTEM: RESULTS OF IMPLEMENTATION

As mentioned in the foreword, the implementation of GZM's management system for the RJC COP standard commenced at the end of January 2025. Given the short time frame, it is too early to fully assess the effectiveness of the implementation or the adequacy of the policies and procedures. However, as an initial step, we can highlight the following key achievements;

COP 1, 2, 3, 4

The system includes policies and procedures, and considers that assignment of responsibilities and an effective training of managers, employees and worker have a fundamental importance in order to achieve the desired results and effectiveness.

Therefore the responsibilities for key-figures have been assigned and an initial training about RJC COP standard and related policies and procedures has been delivered to all GZM personnel; in addition, an internal audit was conducted to verify the level of implementation of our RJC COP management system, it highlighted some findings/opportunities for improvement, all related to the very recent start of the system implementation.

COP 5, 6, 7, 12

Notwithstanding the recent implementation, we have conducted the main and most important activities, first of all the due diligence process for human rights, responsible sourcing, KYC, bribery, money-laundering and the other aspects related to the COP standard.

The results are positive, no red-flags have been identified, nor high-medium level risk of any kind.

In detail, we communicated our RJC policy to our counterparts, requesting them to share their principles. We then collected the necessary due diligence (DD) and Know Your Customer (KYC) information through the tools provided within our RJC system, which included forms,

questionnaires, and other relevant documentation. This process involved the main suppliers and customers. It is important to highlight that the majority of our customers and suppliers are based in Europe and the USA and are typically wholesalers. In line with our policy, we do not sell directly to consumers.

COP 11

Regarding bribery and facilitation payments, we have established specific policies and procedures that prohibit and prevent such occurrences, including targeted training for high-risk individuals. To date, no such cases have occurred in GZM's history.

COP 15 to 23

Concerning workers' rights, working conditions, and health & safety, no significant issues or critical aspects have been identified. This is also confirmed by the external audits (such as SMETA audits) that we are regularly requested to undergo.

COP 24 to 27

Regarding environmental aspects, we hold ISO 14001 certification.

COP 28

We have verified that the product information communicated to our customers is accurate. As a result, no significant risks have been identified in this regard.

5. OBJECTIVES OF IMPROVEMENT

For 2025, the main objectives related to the RJC Code of Practices (COP) are as follows:

- Consolidation of the implementation of the management system.
- Better integration among policies, procedures, and other management systems within GZM.

Date 29/03/2025

The General Manager

Jack Momjian