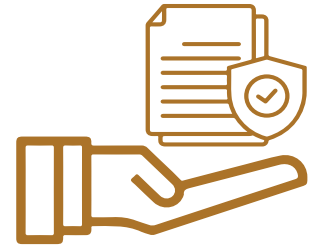


supplier code of conduct





PRINCIPLE OF ACTING IN COMPLIANCE WITH THE LAW

Our suppliers are required to comply with all applicable local, national and international laws and regulations.

ETHICAL BUSINESS

- Suppliers provide their employees and collaborators with training that guarantees proper implementation of ethical business principles and full understanding of this Code and international standards.
- We expect our Suppliers to act ethically, honestly and transparently.
- In particular, Suppliers must not offer or accept things of value, bribes or other forms of corruption.
- Suppliers of the Elemental Group ensure that precious metals supplied do not come from conflict zones that finance or bring any other benefit to armed groups and may lead to violations of human rights.
- Suppliers do not cooperate with high-risk countries included in the black and gray lists published by the Financial Action Task Force (FATF) at <https://www.fatf-gafi.org/en/countries/black-and-grey-lists.html> or countries subject to sanctions imposed by the European Union (<https://www.sanctionsmap.eu>) or the United States (<https://sanctionssearch.ofac.treas.gov/>)

We encourage you to report corrupt-like behavior according to our Whistleblowing Procedure published on the www.elemental.biz website.





ENVIRONMENTAL PROTECTION

We expect Suppliers of the Elemental Group to act in a sustainable and environmentally responsible way, while minimizing the negative impact of their operations on the environment. We expect Suppliers to take systemic measures for the effective use of natural resources, sustainable transport, production and minimization of harmful emissions to air, water and soil.

Our Suppliers are obliged to properly manage waste, in particular to ensure the highest possible levels of recycling of waste they generate.

We expect our Suppliers to apply proper management systems to ensure that products supplied by them meet applicable quality and safety requirements, and that they have been produced in a sustainable manner and with as little harm to the environment as possible.

Our Suppliers take care of natural resources by minimizing their negative impact on biodiversity, climate change and water scarcity, in particular, they take proactive measures to reduce their carbon footprint.





ETHICAL WORK

Suppliers of the Elemental Group should respect diversity and ensure their work environment is free from discrimination and harassment.

In particular, our Suppliers should provide equal opportunities irrespective of age, gender, race, origin, religion or nationality, disability, identity, gender expression, trade union membership, political opinions.

The use of child labor and forced labor in any way whatsoever is strictly prohibited.

CONDITIONS OF WORK

Suppliers are required to ensure safe and healthy conditions of work to all their employees and collaborators, as required by applicable occupational health and safety standards. In particular, suppliers should ensure occupational health and safety standards adopted in **the Health and Safety Policy** effective in the Elemental Group.

Suppliers must provide their employees and collaborators with minimum wages and working hours consistent with applicable laws and local living conditions.

LOCAL COMMUNITIES

Suppliers care about the well-being, identity, culture, and religion of indigenous peoples and local communities.

Suppliers monitor the impact of their operations on the health and safety of the local community.





CONFIDENTIALITY AND DATA PROTECTION

Suppliers are required to protect any and all personal data and confidential information they receive, such as for example analyses, contracts, financial data, and to apply measures required to minimize the risk of breaching security of these data and information.

In the event of a suspected or detected breach of data and information security, it should be reported immediately according to the Whistleblowing Procedure published on the website www.elemental.biz

AUDIT AND ENFORCEMENT OF PRINCIPLES

The Elemental Group reserves itself the right to carry out audits to verify whether the Supplier acts in compliance with this Code.

CONSEQUENCES OF NON-COMPLIANCE

Failure to comply with the rules of this Code may result in termination of cooperation with the Elemental Group.

UPDATES AND REVISIONS

The Elemental Group reserves itself the right to update and revise this Code.



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