

PETRAMUNDI
G E M E S S E N C E

PETRAMUNDI SRL
RJC COP - ANNUAL REPORT



YEAR 2022

- INTRODUCTION AND OBJECTIVES -

The Report on CSR is a public information document on the social and environmental effects of Petramundi's activities, providing an account of the actions taken by the company.

The CSR report has a dual value:

- It is a management tool for the Direction as it measures its Social Responsibility and Sustainability Policy and other policies and procedures adopted to apply the Standard and performance results, with a view to continuous improvement.
- It is a means of communication because it informs and gathers information from interested parties who, in this way, participate in our goal.



- INTRODUCTION AND OBJECTIVES -

This document is electronically transmitted to all Petramundi employees and stakeholders through the company website: <http://www.petramundi.com>.

The goal of the CSR Report is to provide a report on the initiatives developed by Petramundi srl and to communicate, in a clear and transparent manner to all interested parties, the results achieved in the field of social responsibility and sustainability.

This document is produced annually, it is written by the Management in collaboration with the internal RJC Manager, in compliance with the RJC CoP standards used as guidelines for addressing these aspects systematically.



1.

- Legal compliance -

Petramundi's legal compliance is closely monitored through internal operating practices that involve consulting external legal advisors. Petramundi is in full compliance with the applicable law in the Italian territory and is constantly updated with respect to the evolution of the legal system

2.

- Policy and implementation -

Petramundi keeps implementing its responsible policies and practices. Policies on gold chain of custody have been implemented in the past year, permitting us to achieve the COC certification.

3.

- Report -

Annual reporting of the evolution and performance of responsible operating practices is scheduled to be uploaded to the what's new section of the website.



4.

- Financial Accounts -

Financial account control in the presence of the accountant and an external consultant did not present any critical issues

5.

- Business Partners -

In 2020 to promote the adoption of responsible operating practices within the sector's supply chain, Petramundi has requested the adherence of its suppliers to the Petramundi Code of Ethics. The Ethical Code imposes social responsibility standards on suppliers that align with our principles of ethical and responsible business.

6.

- Human Rights -

Through careful risk monitoring and the use of preventive tools to exclude such risks, the Management has assessed the risk of direct or indirect violation of human rights as minimal. No violations of human rights have occurred in the past year or in previous years.



7.

- Due diligence for responsible sourcing in conflict affected or high-risk areas -

Thanks to risk assessment activities, precautionary procedures of know your counterparty and the application of OECD guidelines, no high-risk transactions were carried out. Business relationships with Afghanistan and Russia have been interrupted.

8

- Corruption and facilitation payments -

0 cases of corruption or facilitation payments were recorded this year.

9

- Know Your Counterparty -

KYC procedures have been implemented. We aim to enlarge the application of kyc policies to all our suppliers including all colored gemstones

10

- Security -

No theft, replacement, or damage to products occurred.



11

- Working hours and remuneration -

Petramundi adheres to Italian law on working hours and also respects the legal terms for overtime work. There have been no breaches of applicable law by Petramundi.

12

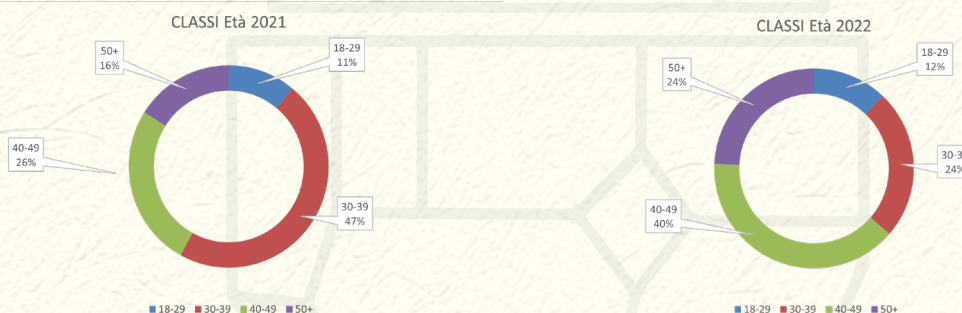
- Harassment -

The company has implemented policies and procedures to prevent harassment, and there have been no reported incidents of harassment.

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- Child Labor and Forced Labor -

The absence of child labor is also verified throughout the supply chain. There are no forms of forced labor. Overtime work is chosen freely and is not mandatory. The company does not withhold any documents or money as a deposit to force the worker to remain in the company. Therefore, the related cases are equal to 0.

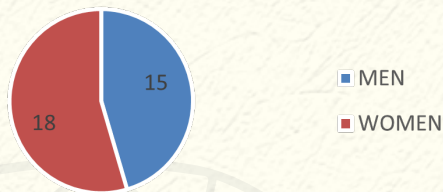


14.

- Non-discrimination -

Equality and non-discrimination are fundamental principles of Petramundi's code of ethics. In the company, there is no form of discrimination in hiring, compensation, access to training, promotion, termination of employment or retirement, based on race, nationality, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination. No cases of discrimination have been identified.

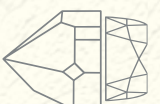
2022



15.

- Health and Safety -

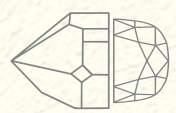
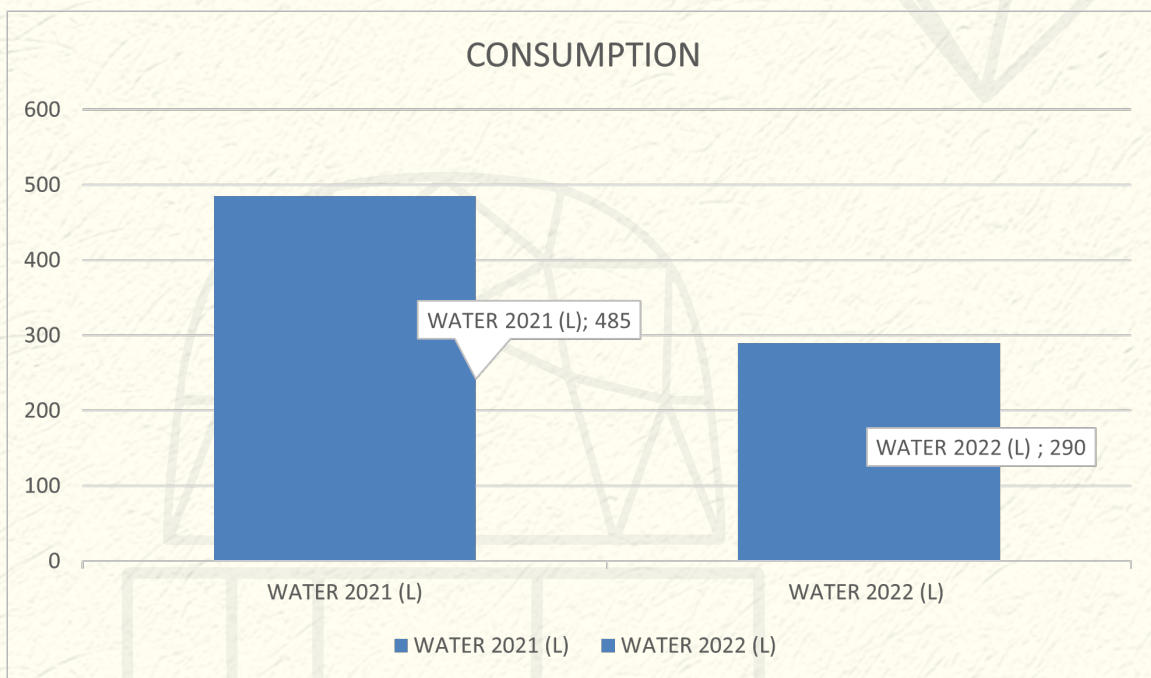
Petramundi's safety management is aligned and compliant with Legislative Decree 81/2008 and Legislative Decree 106/2009. No accidents have been reported



16.

- Environmental Management -

The company does not have a significant environmental impact, as it does not produce acoustic, soil, or atmospheric emissions. The consumption of major resources, such as water and electricity, is regularly monitored. The company produces waste in paper/cardboard and plastic, which are generally intended for recycling. Disposal of hazardous substances follows the relevant procedure according to agreements with manufacturers. The heating system is regularly checked.



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-Hazardous Substances-

The use of hazardous substances is minimal. No products containing such substances have been produced or sold.

18.

Product Information:

No misleading, untrue, or deceptive statements have been made.

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-Responsible Sourcing-

During the observation period, no deviations were detected from what is defined in the “OECD Due Diligence Guidelines for Responsible Supply Chain of Minerals from Conflict-Affected and High-Risk Areas”.

