

# Corporate Social Responsibility Policy

## Scope of policy

The purpose of this policy is to set out a clear standard to ensure that all business operations are carried out in a social, ethical and environmental responsible manner. The policy applies to all subsidiaries in the K.A. Rasmussen Group.

## Objectives

K.A. Rasmussen aim to have a positive reputation in all aspects of its business. Compliance with national and international rules, laws and conventions must always be achieved in addition to our own standards and ethics. We reserve the right to suspend or disengage from business activity with any suppliers or customers where we identify a reasonable risk that they are sourcing from or are linked to operations which may violate this policy or our policy for Responsible Metals Trading.

## Human rights

We are dedicated to protecting human rights and consider our employees our greatest strength. Recruiting is based on a person's merit irrespectively of their religion, gender, national and ethnic origins or age. We are committed to create a safe environment by following applicable health and safety laws and practises, incl. risk assessment. Harassment and/or other improper conducts are not tolerated.

We neither tolerate, nor profit from human rights violation or use of child labour and have routines in place to assure that none of our associates, business partners or customers benefits from this.

## Anti-bribery and corruption

We are committed to a strong work ethic and prohibits employees from engaging in bribery, money laundering and corruption. We expect the same high ethics from our associates, business partners and customers and have through our Responsible Metals Trading Policy routines in place to ensure this and, if necessary, to respond to any violation of national or international laws.

## Conflict-Affected and High-Risk Areas

As a general rule we do not source precious metals or other raw materials from conflict-affected and high-risk areas.

If sourcing from conflict-affected and/or high-risk areas, we will neither tolerate nor by any means profit from, contribute to, assist with or facilitate the commission by any party of human rights violation, use of child labour, war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

We will not tolerate any direct or indirect support to non-state armed groups.

## Environment

We are committed to minimizing the impact on the environment and are continuously working to comply with laws and regulation. We shall act responsible, and our ambition is to reduce negative impact on the external environment both locally and international. We require that our business partners and customers also comply with national and international environmental laws.

Our manufacturing site shall at all-times be certified according to the Environmental Management system based upon the ISO 14001 standard which includes a QHSE policy, risk assessment and updated goals and actions for continuous improvements.

## Supporting local community

We believe in physical activity and support local sports clubs, as well as encourage our own employees to keep active.

We aim to use local contractors and service providers when possible.