



HUMAN RIGHTS POLICY

Statement:

This human rights policy outlines **Emirates Minting Factory L.L.C's** commitment to respecting and promoting internationally recognized human rights standards throughout our operation and supply chain in alignment with the RJC Code of Practice and UN Guiding Principles on Business and Human Rights.

Scope:

This policy applies to all employees, contractors, suppliers and business partners associated with **Emirates Minting Factory L.L.C** across all jurisdictions operated.

Our principles:

Emirates Minting Factory L.L.C is fully committed to maintaining its Human Rights policy as below:

- Respect for human rights across operations and supply chain.
- Avoid complicity in human rights abuses, promote rights fulfillment.
- Prioritization of human rights impact management in labor.
- Committed to continual improvement through employee training programs.
- Human rights due diligence in risk assessment, including high-risk markets.
- Engage through collaborations, advocacy, and stakeholder dialogues. Work collectively to promote human rights respect.
- Ensuring as safe and hygienic work environment, taking proactive measures to prevent accidents and injuries.
- Committed to maintaining the highest standards of ethical conduct and adhering to industry-specific guidelines. This includes a firm stance against child labor, forced labor, sexual harassment, and other abuses as outlined in the Responsible Jewellery Council (RJC) -Code of Practices (CoP).

Implementation and due diligence

We implement this policy through human rights risk assessment and due diligence, supplier code of conduct and contractual obligations, training for employees and key stakeholders, grievance mechanism for affected individuals and communities.



Chairman

Date: 15.01.2025

