



RJC Sustainability Report

An annual management review on sustainability issues has been conducted at PUSHPAM BV and PUSHPAM COLLECTION BV on March 15th 2023.

The following points were reviewed:

1. Relevant personnel have been trained on all RJC Standards.
2. All our Business Partners are screened with regards to AML legislation, Human Rights due diligence and Bribery issues, no major risks have been assessed.
3. We have implemented a Human Rights Due Diligence review and no adverse Human Rights impacts have been observed for the past year.
4. We have continued our implementation of the COP7 standard in line with RJC COP 7, our policy and procedures. No red flags have been raised to date.
5. No direct sourcing from artisanal and small-scale mining has occurred in the past year.
6. The security in our offices is maintained at a satisfactory level and no security breaches have been observed.
7. We understand the need to back-up any provenance claims with supplier guarantees, no red flags to date.
8. No violations to labour rights and working conditions have been observed.
9. There have been no Health & Safety occurrences in the period under review.
10. No breach of product integrity has been observed and all procedures have been followed.

No other risks have been identified.

Antwerp, March 15th 2023

Shailesh D. Shah, Managing Director
PUSHPAM BV