

A long-exposure photograph of a waterfall, creating a soft, ethereal, and blurred effect. The water flows from the top, cascading down in various directions, with some areas appearing as white foam and others as smooth, teal-green streaks. The overall tone is natural and serene.

 ITALPREZIOSI®

Sustainability Report

2022



WELCOME TO OUR SUSTAINABILITY REPORT

The Report was digitized not only to facilitate more interactive data reading, but also to allow the data to be constantly updated and to reduce by 80% the paper that would have been dedicated to printing it.

This Sustainability Report therefore not only represents a symbol of constant transparency, but also a more sustainable response to unnecessary paper printing.

The choice of this year's cover is meant to raise awareness among shareholder and stakeholders on the growing critical issue of the water crisis. The flowing of water, whether slow or rushing, symbolically refers to the change and evolution, and our wish is that progress will be increasingly careful and sustainable in this and many other directions. In addition, the image is part of a collection of photos by a local artist, Tommaso Rubechi, selected to valorize the art of the area.



GO TO THE SUSTAINABILITY REPORT WEBSITE AND STAY UPDATED

Cover photo: "Feel the Flow" by Tommaso Rubechi.

*"The attempt to dominate events goes against the tide.
Let it flow, and when you feel it flow again, ride it."*



Printed on "Fenice" recycled paper

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LETTER TO PARTNERS

Dear collaborators,

The year 2022 was complex, still characterized by many uncertainties, due in particular to the conflict between Ukraine and Russia, which disrupted an economic system that had yet to stabilize itself from the pandemic. Additionally, inflation increased sharply, rates increased exponentially, deglobalization continues at a fast pace, the blockade of China began, raw material prices increased, and the climate crisis has worsened. In 2022, in a massive destruction of wealth, more than thirty trillion dollars in stocks and cryptocurrencies were wiped out. It was also a year characterized by history-making milestones, such as the Earth's population reaching eight billion inhabitants and the world economy exceeding one hundred trillion dollars.

This has been a demanding and uncertain period, marked by a series of events that led to the "great transition" characterized by changes in society, finance, culture and technology. We are increasingly motivated with pride to continue on our sustainable journey, also with new investments, to create new possibilities for our company and for the community.

We are proud to share with you our 2022 Sustainability Report, which continues to progress every year, including more data and initiatives. Much has been done and much more remains to be done, but challenges are part of our history. Together every day, with great determination and passion, we contribute to building a better future.

From this perspective, 2022 was a year of goals achieved and new goals set, and above all of confirmations and awards. We won the Export Capital 2022 award aimed at companies that represent a pillar of the national economy in international markets. The Sustainability Award promoted by Kon Group and Credit Suisse recognized us among the top hundred Italian sustainable companies for our constant commitment to ESG objectives. As evidence of the path Italtrepreneur has taken toward sustainability and ethics, Women in Mining UK included me in the ranking of the world's one hundred most sustainable women in the mining sector (WiM100 2022).

We have continued to place gender equality at the center of our vision and sustainability policies, sponsoring, organizing and attending women's empowerment and gender equality initiatives. We created and organized a panel on the role in the mining sector of women who are concerned with sustainability, dealing with topics such as combating inequalities, climate change, safeguarding biodiversity and valuing gender equality. Experienced women committed to building a more sustainable and egalitarian industry participated in the Vicenzaoro event. We also started the process of certifying gender equality (reference practice PdR UNI 125:2022), to demonstrate our commitment and seriousness about gender equality. We

obtained this certification in early 2023, demonstrating the consistency of our values and our commitment to a more gender-responsive industry.

Faced with the advancing climate crisis and the resulting environmental and social challenges, we have committed ourselves to setting ever more ambitious mitigation goals. For this reason, we started to measure our carbon footprint, then to report and monitor our impact, with the aim of improving our environmental performance. We are working to obtain the Carbon Footprint certification and continue to improve on this front.

At the supply chain level, we have worked to improve our Chain of Information website dedicated to our counterparts. We extended its access to all our stakeholders, to increasingly contribute through training to a more responsible and sustainable supply chain. With this in mind, we have continued partnerships and activities with international institutions, in particular the collaboration with planetGOLD. This is a partnership involving international organizations such as the United Nations and the OECD, colleagues from the public and private sectors and NGOs. We became certified Fairmined Authorized Supplier partners in support of an ethical and transparent supply chain, for the benefit of workers, the community and the environment. We also became members of the Watch & Jewellery Initiative 2030, a project that Kering and Cartier launched aimed at watch and jewelry industry members and based on sustainable development goals.

Internally, we have continued to train and update employees on crucial issues such as due diligence, to ensure awareness, responsibility, maximum control of the entire supply chain, and environmental and social sustainability principles for business and personal growth consistent with our values. To ensure maximum participation, we also established an internal competition, "Sustainability Champion," to bring everyone closer to everyday eco-sustainable actions and involve them in various good habits for the environment and the community. Special thanks to all those on our sustainable journey for their commitment and determination. We are confident that all together we can contribute in some way to improvement, even if small, of humans' economic and moral conditions.

I am convinced that our journey, uniting economy, individual, environment and society, can be the basis of a new culture. In it, business is recognized as not only sustainable and responsible but innovative and transparent.

Heartfelt thanks to all of you,

Ivana Ciabatti,
Italtrepreneur Board of Directors Chairperson



"I have always imagined making a profit, but with ethics, dignity, morals and personal energy".

Ivana Ciabatti
Italtrepreneur Board of Directors Chairperson

SUSTAINABILITY

according to our CEO,
Ivana Ciabatti

*“In my journey as an entrepreneur, I have always been guided by the **sustainable path and humanistic capitalism.**”*

With our sustainable path, we want to promote a fairer and more harmonious future, respectful of the environment, the planet’s resources and human dignity, valuing education and raising awareness with particular attention to an increase in training. I believe that sustainability is a social pact with future generations because with this journey, in our small way, we want to satisfy the current generation’s needs without compromising future generations’ ability to meet their needs. Sustainability, in our sector in particular, is a complex journey and takes a great deal of determination and courage to find new solutions.

Ethical gold, as already mentioned before, represents a very dear topic for me. I would like to remind you that through GoldLake IP, already in 2008, we were among the first in world to address these issues, and above all, to put them into practice with total traceability of gold from extraction to finished jewel. Ethics represent a way of acting, a concrete act in everyday reality. I realize that ethics is a word often used inappropriately; it is much easier to say than to put it into practice.

My vision of “human capitalism” places humans at the center, giving them economic and moral dignity. At the same time, I try to promote these practices so that more people become aware of them. We always place the person at the center of our work, guaranteeing the excellence of the services we offer to our customers and suppliers, keeping particular attention on the dialogue with the communities in which we are present, aware that our work’s true value lies in the resulting improvement in people’s quality of life.”

OUR COMMITMENT

For over 39 years, our mission has been to be a point of reference for our stakeholders within the precious metals supply chain, offering excellence, quality, safety, innovation and reliability.

Our **stakeholders** include employees, local communities, customers, suppliers, institutions, members, organizations, companies, associations and competitors. We want to continue to create value with products and services of the highest quality and reliability, with the aim of contributing to a better precious metals industry for everyone. In fact, it is important for us to value every part of the supply chain, from the miner to the supplier, to our people, to the end customer, and more. For us, the environment, biodiversity, water and climate are fundamental actors and must be preserved and valued not only for us, but above all for future generations.

For this reason, we work daily to continue to be a leading company in sale, recovery and refining of precious metals, strengthening our position and international competitiveness through integration, cooperation and acquisition processes. Synergy with our stakeholders is and will be fundamental to advance our sustainable agenda.

Our standards and policies are in line with the United Nations 2030 Agenda, on the **Sustainable Development Goals (SDGs)**, which have always characterized our business, today more than ever. We talk and collaborate with our colleagues to share and enhance the standards that we voluntarily follow and which we are convinced can change the industry’s trend, making it even more responsible. This will be possible only through sincere collaboration and transparent information, which will allow the increase of best practices.

For us, the Sustainability Report represents the tool through which to communicate to our stakeholders the results of our sustainability journey.

Our Sustainability Report is based on the Global Reporting Initiative (GRI), Core version, and is in line with the United Nations Global Compact and the SDGs. References to the GRI Standards are shown in final GRI Content Index table.



THE SUSTAINABLE DEVELOPMENT GOALS GLOBAL GOALS FOR SUSTAINABLE DEVELOPMENT

The United Nations’ 2030 Agenda for Sustainable Development, presented in September 2015, identifies the **17 Sustainable Development Goals (SDGs)** that represent common sustainable development objectives on today’s complex social challenges and are a reference for ISPRA’s activities.

1

THE ENTERPRISE

1.1 Governance

1.2 Story

1.3 Italtreziiosi In The World

1.4 Our Services

1.5 Certifications And Accreditations

1.6 Our Supply Chain

The company was founded

1984

The headquarters are in Arezzo, Tuscany, in the district of San Zeno
39 YEARS OF EXPERIENCE

We are a Joint Stock Company (SPA)

With the acquisition of a new *Italtreziiosi* division in **2022**, new services include:

heat treatment/incineration of goldsmith scrap, sludge and residues from gold-silver processing

treatment and recovery of precious metals of various kinds
(e.g., liquids and wastes from the chemical and galvanic industries, chemical and automotive catalysts; waste from the electronic industry)

Our services include:

recovery, analysis and refining of precious metals
production and trade of gold and silver products and production and trade of investment gold for banks, individuals and industry
services to support the trading of precious metals
logistics, transport and storage services

PRODUCTION CAPACITY

290

tons of silver per year

60

tons of gold

We have customers and suppliers all over the world including:

Banks

Mines

Jewelers and industry operators

Private entities and people

New division
PRODUCTION CAPACITY

215

tons of silver per year

35

tons of gold

1.1 GOVERNANCE

Ethics and Integrity

231 ORGANIZATIONAL MODEL

Italpreziosi adopts the Organization, Management and Control Model pursuant to Legislative Decree 231/2001.



Board of directors

The Italpreziosi Board of Directors is composed of five members, including the CEO of Italpreziosi. The board members are selected based on their commitment to sustainability, because it is an integrated aspect of the company business strategy and therefore the Board of Directors' vision must be aligned with high standards in this regard. The Board of Directors' task is to set up and supervise the business strategy with organization, control of the activity and corporate sustainability.



Management

Italpreziosi's CEO, with Senior Management's support, represented by each department's managers, organizes and supervises implementation of the business strategy and corporate sustainability.



Due diligence Commission

The Due Diligence Commission is composed of Senior Management; the Chairperson is the corporate Legal Officer. The Due Diligence Commission's role is to supervise the Compliance and Sustainability Officer's work, strengthening the corporate Compliance department.



Sustainability committee

For Italpreziosi, Sustainability is the driving force behind its business. The Due Diligence Commission supports the Sustainability Commission's work, as compliance and sustainability must go hand in hand. This synergy aims to make adequate verification work even closer to all stakeholders, integrating it into a sustainability path designed to collaborate and support in the field of Compliance with its suppliers and customers.



Board of statutory auditors

Its task is supervising the directors' activities and verifying that the company management and administration are conducted in compliance with the law and the articles of association, further guaranteeing its quality.



Supervisory body

The Supervisory Body consists of 3 members and is responsible for supervising the implementation of Model 231 and its compliance by its recipients. It also checks the Model's adequacy and ensures that the staff is properly educated and trained on it.

BOARD OF DIRECTORS

IVANA CIABATTI

Chairperson and
Chief executive officer

**CARLO
FERRINI**

Vice Chairperson

**FILIPPO
DAMI**

Board
Member

**GIUSEPPE
FERRARA**

Board
Member

**ALICE
VANNI**

Board
Member

BOARD OF STATUTORY AUDITORS

GABRIELE NARDI

Statutory Auditors
Chairperson

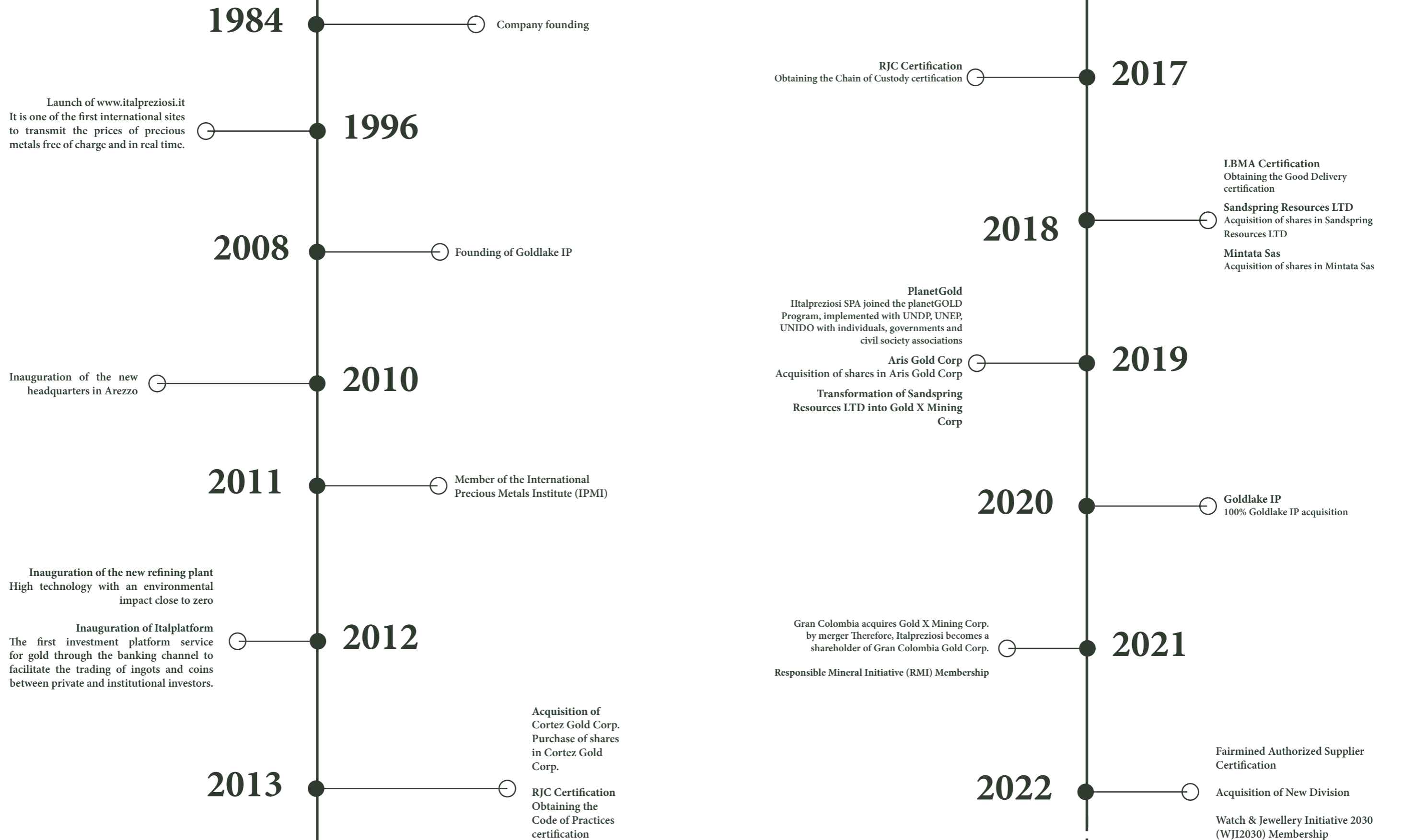
**CRISTIANA
CHIERICONI**

Statutory Auditors

**LUCA
VARIGNANI**

Statutory Auditors

1.2 STORY



Italpreziosi works and collaborates with stakeholders in more than

25 countries around the world

and has shares in various companies active in the precious metals supply chain.

HERE ARE SOME OF THE MAIN INVESTMENTS

Starcore International Mines Ltd

Starcore International Mines Ltd is a Canadian mining exploration, development and production company. Its main property is the San Martin mine, which includes mining concessions covering an area of more than 12000 hectares located in Queretaro, Mexico. The company has mining concessions that have not yet been exploited or capitalized.



Gran Colombia Gold Corp

Gran Colombia Gold Corp is a mining company listed in Canada on TSX - Toronto. In addition to being the largest mine in Colombia, it also has some mining concessions in Central and South America. In particular, in English Guiana, it is developing what is now considered one of South America's largest gold mining projects.



Aris Mining Corp

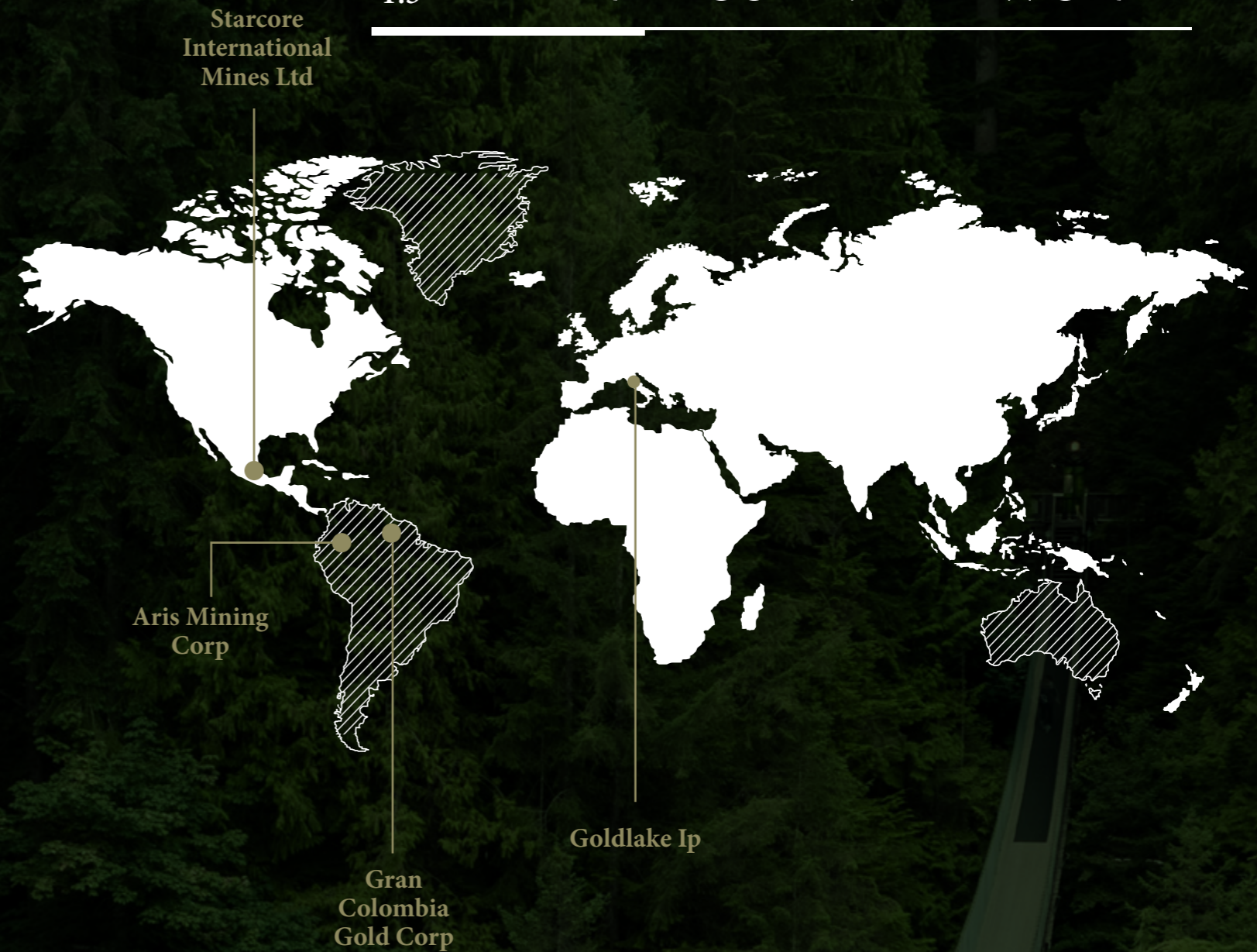
Company listed on TSX - Toronto, active in gold mining in Colombia. The company has acquired part of the Gran Colombia Gold Corp (Marmato) mining concessions with the prospect of a significant expansion of the extraction phase, which is currently in place.



Goldlake IP

Goldlake IP has conducted a supply chain traceability project since 2008, among the first in world, from mining, to refining and subsequent exclusive sale to Cartier of ethical gold, in compliance with high environmental protection standards, investing in social and integration with local communities, which manages to combine profit and innovation, respect for humans and for the ecosystem.

1.3 ITALPREZIOSI IN THE WORLD



1.4 OUR SERVICES



Recovery, analysis and refining of precious metals

We use the most advanced refining techniques to recover gold, silver, and other precious metals at the highest levels of purity. LBMA's Good Delivery certification verifies the standards achieved and maintained within the entire process.



Production of gold and silver products for banks and industry

Using the latest generation, technologically advanced machinery and optimizing all processes internally, the company creates gold bars and ingots certified with Good Delivery certification and pure silver in grains or bars.



Online precious metals trading support services

We offer a full range of services related to the precious metals market and share daily spot or forward prices of gold, silver, platinum and palladium in main currencies. We developed a digital platform for brokerage of physical metal: Italplatform. Through this system, all our customers and suppliers have access to international markets and can set the price in real time or at the fixture and place orders.



Sale of investment gold in the retail market

Our Precious Metals Sales department sells both coins and its own production of Good Delivery ingots, all equipped with a guarantee certificate. Additionally, we also launched the PAC Tesoro physical gold investment service, aimed at all customers interested in diversifying their portfolio on a regular basis.



Logistics, transport and storage

We provide our customers and suppliers with efficient, safe, and fast transport solutions for industrial, banking and private sectors. We work exclusively with the main international couriers that comply with the OECD Due Diligence guidance for Responsible Supply Chain. In addition to logistics and transport services, our colleagues are able to purchase investment gold, without physically handling the products, opting to transfer them directly into Italdeposito's insured warehouse.



New division

Thanks to the *New Division*, we provide additional services that vary depending on the customer's needs. These include heat treatment/incineration of goldsmith garbage, sludge and residues from gold-silver processing and treatment and recovery of precious metals from liquids and wastes of various types. Additionally, colleagues are assisted throughout the life cycle of the product containing precious metals to be recovered and they are supported in issues related to the handling and treatment of industrial waste containing precious metals to be processed.

1.5 CERTIFICATIONS AND ACCREDITATIONS

RESPONSIBLE JEWELLERY COUNCIL (RJC)



We are members of the Responsible Jewellery Council, RJC (the association uniting more than 400 of the world's most important companies that represent the entire gold supply chain, from mines to major jewelry manufacturers such as Cartier, Bulgari, Tiffany, etc.). Ivana Ciabatti served on its Board of Directors. In 2013, Italtrepreziosi received the voluntary certification of the Code of Practice CoP and the "Provenance Claim" certification, and in 2017 the Chain of Custody CoC certification.

LONDON BULLION MARKET ASSOCIATION (LBMA)



On September 1, 2008, we became Associate Shareholders of the London Bullion Market Association (LBMA). We have received the Good Delivery certification since 2018. LBMA is the London-based association that represents the world's largest OTC (over the counter) market for physical gold and silver exchanges. The Association brings together most of the central banks, producers, refineries, producers and traders, regulating various sectors, including the definition of refining standards, commercial documentation and promoting best business practices.

FAIRMINED



We are certified as a 'Fairmined Supplier.' We participate in projects in collaboration with international organizations and industry associations to improve the conditions of artisanal miners' small communities while respecting the environment in various countries around the world. The gold produced by these projects is Fairmined certified. With your purchase, you contribute to small mining communities' socio-economic development and environmental protection.

BANK OF ITALY

We are registered at no. 5000120 as a professional operator on the gold market with the Bank of Italy, pursuant to Italian laws and in particular with Law 7/2000, which allowed, among other things, investment gold trading between individuals.

RESPONSIBLE MINERAL INITIATIVE (RMI)



In addition to being part of their list of certified refinements worldwide, we are members of the Responsible Mineral Initiative (RMI). Founded in 2008 by members of the Responsible Business Alliance and the Global e-Sustainability Initiative, the Responsible Minerals Initiative has become one of companies' most used and respected resources in various sectors that work in responsible mineral supply chains.

INTERNATIONAL PRECIOUS METALS INSTITUTE (IPMI)



Italtrepreziosi is a member of IPMI, the International Precious Metals Institute, the largest association focused on precious metals in world. IPMI is an international association of producers, refiners, manufacturers, scientists, users, financial institutions, traders, private and public sector groups, formed to provide a forum for the exchange of information and technology.

WATCH & JEWELLERY INITIATIVE 2030 (WJI2030)

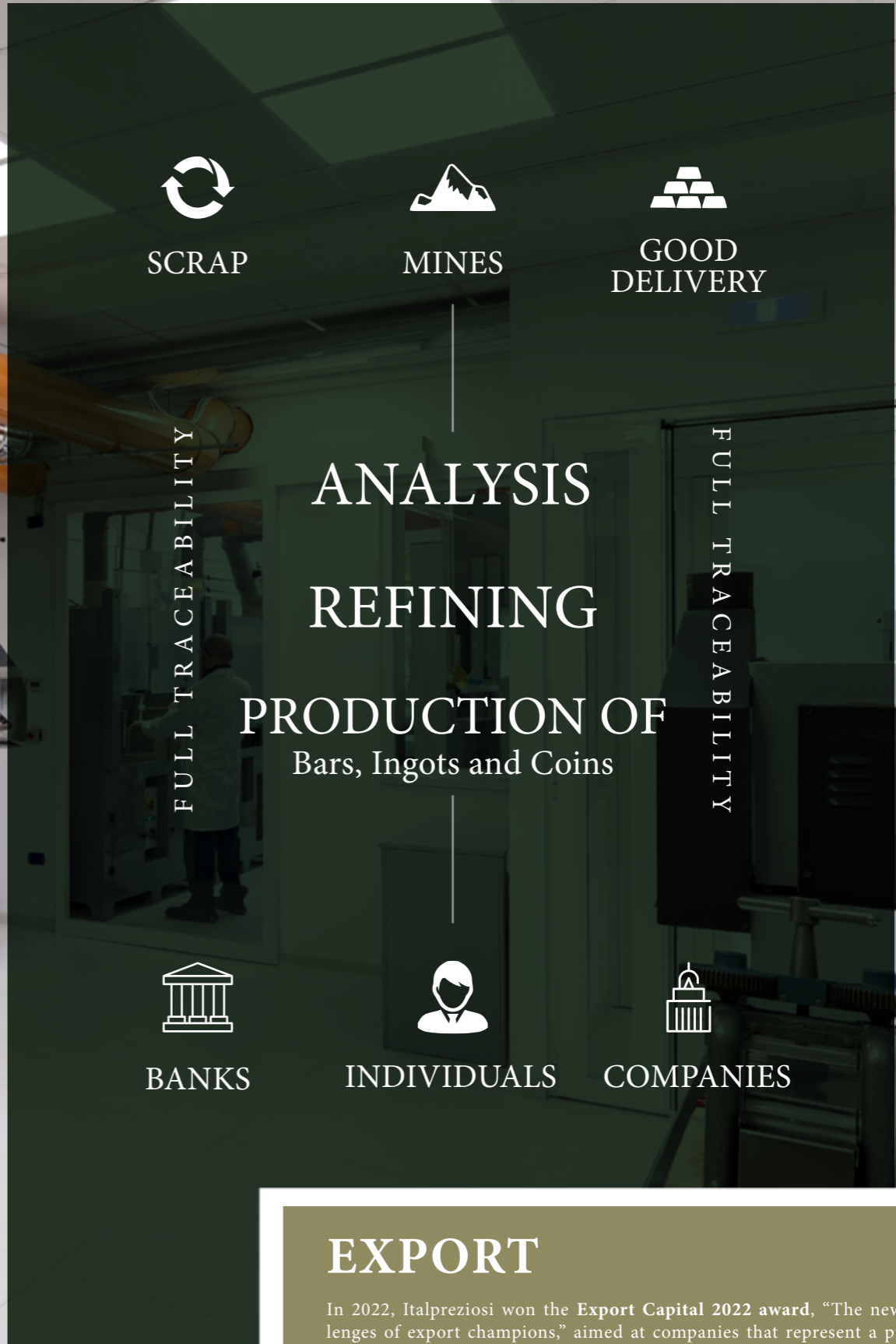


Italtrepreziosi is a member of the Watch & Jewellery Initiative 2030, a project that Kering and Cartier launched, aimed at Watch and Jewelry industry members, based on three shared objectives: building a climate resilience plan, preserving natural resources and encouraging inclusiveness.





1.6 OUR SUPPLY CHAIN



EXPORT

In 2022, Italtrepreziosi won the **Export Capital 2022 award**, “The new challenges of export champions,” aimed at companies that represent a pillar of the national economy in international markets and that achieved the highest increases in foreign sales of their products between 2019 and 2021. Capital organized the prize and the award is based on data certified by the Customs Agency. Italtrepreziosi received an award in the category of best absolute values, export excellence in precious metals sector and goldsmithery.

2

SUSTAINABILITY AS A HOLISTIC VISION

2.1 Materiality Assessment

2.2 Stakeholder Involvement

2.3 Sustainability Governance

2.4 Topics Of Common Relevance

2.5 Main Activities Involving Our Stakeholders

For over 39 years, our mission has been to be our customers' reference point within the precious metals supply chain, offering excellence, quality, safety, innovation and reliability.

We are inspired by the principles of compliance, ethics, transparency, confidentiality and integrity, adopting the highest international standards and guidelines in management of our activities in all the contexts in which we operate.

We consider sustainability as the engine of a continuous improvement process that guarantees results over time and the strengthening of economic performance and our reputation.

The protection of the environment, protection and promotion of human rights, respect for safe and equitable labor standards, also through technological innovation, represent the founding principles of our way of operating, in line with the United Nations 2030 Agenda.

The United Nations 2030 Agenda for Sustainable Development was presented in 2015. It represents an important awareness among the entire international community, which has finally committed itself to collaborating and working every day to achieve the 17 common goals.

This is why we support the initiative, in line with our company's values in a holistic vision of sustainability, where every single objective must be considered.

The objectives are the basis of the **new 2020-2025 Business Plan**, which will accompany Italtrepreziosi on a path to excellence thanks to its Sustainable Business Model, based on four pillars.

“Italtrepreziosi is a totally innovative company from a technological point of view, which focuses on humans, their dignity, continuous improvement and well-being, capable of integrating economic value with human value, attentive and motivated by ethical principles with great attention and respect for the environment, with emissions close to 0, respect for the planet's resources, to help leave it in good condition for the next generations, investing and valuing the surrounding territory with social and cultural events”

*Ivana Ciabatti
CEO of Italtrepreziosi*

MATERIALITY ASSESSMENT

At Italtreppiosi, we are aware of the centrality of all 17 Sustainable Development Goals (SDGs). Therefore, we consider it necessary to address them holistically and not individually. Each objective influences the other, and it is therefore necessary, within the limits set by our scope of action, to include the 17 objectives in all of our activities.

The **Materiality Assessment** process is central to drafting the Sustainability Report. The methodological process integrated the following steps:

● Identification

significant topics are identified by conducting an analysis of the context of activity and our Business Plan;

● Prioritization

the primary topics were identified that will have a fundamental impact both within and outside of business activities. In doing so, our stakeholders' involvement and the inclusion of their visions in ours is essential;

● Validation

all topics and aspects identified and prioritized in compliance with the principle of "completeness."

All these values, in addition to having been fundamental in drafting the Report, were the crucial themes for developing the 2020-2025 Business Plan.



STAKEHOLDER INVOLVEMENT

Involving our stakeholders represents a fundamental and constructive step for Italtreppiosi to understand its current and future performance, but also to seek solutions for all those challenges that our industry is facing. The evaluation of our performance, with an updated assessment of common fundamental issues and dialogue, are the basis of our daily work and the creation of shared value in the long term. We regularly involve our stakeholders, from staff to suppliers, customers, local communities, institutions, associations, industry groups, the press, with the aim of transparently transmitting our values and establishing relationships of trust and promoting the sustainable development of our sector.

An anonymous survey was conducted involving all our stakeholders to identify and implement common objectives. The survey parameters are updated every year.



In 2022
82 COLLEAGUES
responded to the survey
84 in 2023

2.3 SUSTAINABILITY GOVERNANCE

As highlighted in corporate introduction, our governance's **integrity** and **ethics** are defined by a solid structure that can enhance and adequately monitor our values in the company. The Sustainability Commission's presence is essential to define, monitor and apply the business strategy.

The Due Diligence Commission supports the **Sustainability Commission's** work, as compliance and sustainability must go hand in hand. This synergy aims to make the work of adequate verification even closer to all stakeholders, integrating it into a sustainability path designed to collaborate and support its suppliers and customers with Compliance.

Shareholders of Corporate **Senior Management** are part of the Sustainability Committee, with experiences and key roles in business activity. The Commission's most important objective is to define and update Italtrepreziosi's sustainable strategy in the short and long term. Among the Commission's other fundamental activities are written coordination of the Sustainability Report and assessment of the company's environmental and social

impact. Consequently, this includes the definition of a strategy aligned with corporate values and management, with other business departments, of the process of involving and monitoring suppliers for sustainability issues, and the design, management and monitoring of sustainability projects.

Having governance based on sustainability principles also means being directed by guidelines consistent with a holistic vision of sustainable development. Thanks to the implementation of its policies, Italtrepreziosi pursues this consistency in performing its activities and in relations with all its colleagues.

OUR POLICY

- Diversity and Inclusion Policy
- Code of Ethics
- Whistleblowing & Grievance Policy
- Environmental Policy
- Supply Chain Policy



2.4 TOPICS OF COMMON RELEVANCE

On the following page, we can summarize all topics of primary interest common with our stakeholders. Material issues are always rationalized and updated, considering Italtrepreziosi's evolution and the context in which it operates. For this reason, new parameters were inserted within the macro-areas.

THE FOUR MACRO-AREAS ARE AS FOLLOWS:

1. CREATING VALUE FOR OUR STAKEHOLDERS



2. PROTECTION OF THE ENVIRONMENT IN WHICH WE LIVE AND WORK



3. CONSTANT APPRECIATION OF OUR PEOPLE



4. TRANSPARENCY AND SUSTAINABILITY IN OUR SUPPLY CHAIN



There are specific indicators with regard to important issues, such as **gender equality, zero tolerance against discrimination of any kind, sustainable transport**. These indicators are highly relevant, confirming these issues' importance to our stakeholders, aligned with ours.

As indicated in the paragraph dedicated to Materiality Assessment, every year we send and share the anonymous survey to all our stakeholders. Through this, they indicate their recognition of the importance of social, environmental and economic aspects that we have identified.

Compared to the previous year, we have seen a substantial alignment with regard to the importance of issues dear to us and our stakeholders. This is a fundamental aspect because it confirms awareness and centrality on the crucial issue of sustainability in various fields of application, from social to environment. The indicators that saw the greatest increase in relevance for our stakeholders for this year were: **the fight against child and forced labor; health and safety; working conditions; corruption control; ethics and integrity**.



MAIN ACTIVITIES

2.4 INVOLVING OUR STAKEHOLDERS

Shareholders

- PERIODIC MEETINGS
- SHAREHOLDERS' MEETING
- SUSTAINABILITY REPORT
- ANNUAL REPORT
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

National and international institutions and authorities

- MEETINGS WITH LOCAL, NATIONAL AND INTERNATIONAL POLITICAL AND INSTITUTIONAL REPRESENTATIVES ON SECTOR ISSUES
- PERIODIC COMMUNICATIONS
- CONSTANT COLLABORATION
- VISITS TO OUR HEADQUARTERS
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

Voluntary organizations and trade associations

- SUPPORT, MEMBERSHIP AND PARTICIPATION IN LBMA, RJC, RMI, IPMI, UN GLOBAL COMPACT, EITI, WGC
- COLLABORATIONS AND PARTNERSHIPS IN MULTI-STAKEHOLDER PROJECTS, FOR IMPLEMENTATION OF SUSTAINABILITY PROJECTS
- PARTICIPATION IN ROUND TABLES ON INDUSTRY TOPICS
- PERIODIC COMMUNICATIONS
- EVENTS, CONFERENCES, SEMINARS AND TRAINING INITIATIVES ON SUSTAINABILITY ISSUES: CREATION OF GUIDELINES AND SHARING OF BEST PRACTICES
- CONSTANT COLLABORATION
- COMPANY VISITS
- SUSTAINABILITY REPORT
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

Competitors

- MEETINGS ORGANIZED BY INDUSTRY ASSOCIATIONS
- VISITS AND COMMUNICATIONS
- COLLABORATIONS IN PROJECTS AND ROUND TABLES FOR CREATION OF A MORE SUSTAINABLE SUPPLY CHAIN
- SUSTAINABILITY REPORT
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

Management

- MONTHLY MEETINGS WITH THE CEO AND DEPARTMENT MANAGERS
- DUE DILIGENCE COMMISSION
- SUSTAINABILITY COMMISSION
- SUPERVISION AND APPLICATION OF SUSTAINABILITY AND BUSINESS STRATEGY
- SUSTAINABILITY REPORT
- ANNUAL REPORT

Universities and institutes

- SCIENTIFIC RESEARCH SUPPORT WITH UNIVERSITIES
- SUPPORT FOR LOCAL SECTOR TRAINING COURSES
- MEETINGS BETWEEN OUR CEO AND LOCAL TRAINING INSTITUTIONS
- SOCIAL NETWORK AND WEBSITE
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

Board of directors

- PERIODIC MEETINGS
- SUSTAINABILITY REPORT
- ANNUAL REPORT

Public services

- COLLABORATIONS ON SECURITY
- ENVIRONMENTAL IMPACT
- REGULAR SAFETY EXERCISES
- SUSTAINABILITY REPORT
- PERIODIC COMMUNICATIONS

Local communities

- SUPPORT FOR LOCAL AND NATIONAL INITIATIVES AND EVENTS IN VARIOUS FIELDS
- SUSTAINABILITY REPORT
- SOCIAL NETWORK AND WEBSITE

Customers and suppliers

- BUSINESS COMMUNICATIONS
- PERIODIC APPROVAL POLL
- DUE DILIGENCE PROCESS ON BOARDING
- RELATIONSHIPS AND COMPARISONS THROUGH INDUSTRY ASSOCIATION
- SUSTAINABILITY REPORT
- SOCIAL NETWORK AND WEBSITE
- VISITS TO OUR HEADQUARTERS
- VISITS TO OUR CUSTOMERS AND SUPPLIERS
- CLEAR AND TIMELY, UP-TO-DATE COMMUNICATION
- COLLABORATION FOR BETTER SUSTAINABILITY IN THE SUPPLY CHAIN
- CODE OF ETHICS AND SUPPLY CHAIN POLICY
- CUSTOMER AND SUPPLIER SERVICE
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

Staff

- INTERNAL COMMUNICATION INITIATIVES DEDICATED TO HEALTH AND SAFETY ISSUES FOR MANAGING THE COVID-19 EMERGENCY, SUCH AS NEWSLETTERS, TRAINING SESSIONS
- PERIODIC CLIMATE WORK SURVEY
- REFRESHER AND EDUCATIONAL TRAINING
- COORDINATION MEETING BETWEEN VARIOUS DEPARTMENTS
- PERIODIC CORPORATE EVENTS FOR TEAM BUILDING AND HEALTHY OUTDOOR ACTIVITIES
- SUSTAINABILITY REPORT
- SOCIAL NETWORK AND WEBSITE
- CODE OF ETHICS
- WELFARE SYSTEM
- DIGITAL BULLETIN BOARD

Press

- PRESS RELATIONS OFFICE
- SOCIAL NETWORK AND WEBSITE
- SUSTAINABILITY REPORT
- INFORMATION CHAIN: WEBSITE DEDICATED TO TRAINING ON RESPONSIBLE SOURCING, DUE DILIGENCE AND SUSTAINABILITY

3

CREATING VALUE

FOR OUR SHAREHOLDERS AND
STAKEHOLDERS

3.1 Distributed added value

3.2 Investing in sustainable initiatives



Creating value for our shareholders and stakeholders

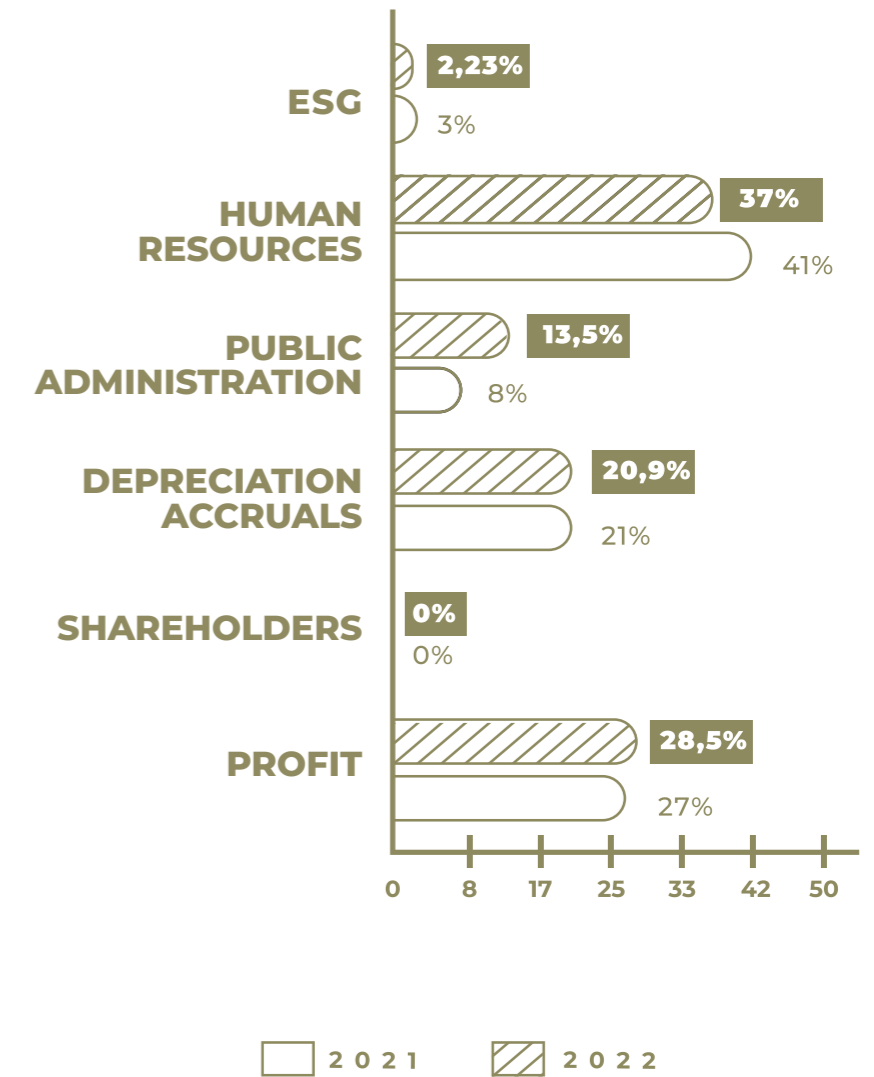
is an important factor for our business. Our constant objectives include creating added value and supporting local development where we live and operate.

Creation and distribution of economic value are important values to define wealth creation for our stakeholders. As a company, we aim to create sustainable value for shareholders, stakeholders, collaborators, and the communities in which we operate, in compliance with the ethical principles that characterize our business model.

DISTRIBUTED ADDED VALUE

In 2022, Italtreppioni generated net economic value of 6,137,050 euros, compared to 6,079,204 euros in 2021. In 2022, the distribution of added value affected the following percentages:

3.1 DISTRIBUTED ADDED VALUE



As can be seen from the values indicated above, in 2022 the added value generated by characteristic management was invested significantly between Human Resources for development of the sustainable strategy, support of ESG initiatives, new state-of-the-art high-tech machinery,

maximum efficiency and minimum environmental impact, and plants characterized by processes with emissions close to zero. With regard to the ESG issue, the company has consolidated the projects and activities developed in previous years, increasing both dedicated human and financial resources.



INVESTING IN SUSTAINABLE 3.2 INITIATIVES

It is important for us to support the local community both through social and environmental initiatives, and directly through our business.

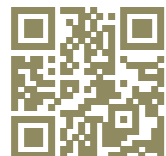
We strongly believe in **peace building**, in **gender equality** and in **power of culture** in all its facets, from music to art and literature. We believe that culture is a crucial means for development of a healthy and equitable society, locally, nationally and internationally.

During 2022, we continued to support our employees and our local community with our supply chain through social and environmental initiatives and projects.

In 2022 we FUNDED the following *initiatives*:



PEACEBUILDING



RONDINE CITTADELLA DELLA PACE

Rondine Cittadella della Pace is a unique organization, committed to reducing armed conflicts around the world and spreading its method for creative transformation of conflicts in any context. Our CEO, Ivana Ciabatti, is the chairperson of the Entrepreneurs of Peace and the chairperson of the Rondine Cittadella della Pace Foundation.

GENDER EQUALITY QUALITY EDUCATION



ADESSO DEVELOPMENT INITIATIVE

With Rondine Cittadella della Pace, we supported the TECH4GIRLS NIGERIA project, a training program for acquisition of competencies and skills, designed to bridge the digital divide between boys and girls in Nigerian communities.



INNOVATION AND RESEARCH



UNIVERSITY OF FLORENCE

We are funding a doctoral research project in collaboration with the University of Florence and the Department of Chemistry "Ugo Schiff". The research in question is "the study of problems related to the process of melting, refining, treatment of precious metals and their chemical and physical characterization" and will last for three years.



UNIVERSITY OF NAPLES

We have helped to finance a scholarship and other initiatives within the Department of Political Science of the University of Naples Federico II for research about sustainability based on two conceptual nuclei: the ideas of vulnerability and of care. This is in a perspective aimed at outlining these concepts' philosophical roots.

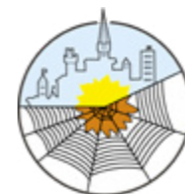
WOMEN EMPOWERMENT



WOMEN FOR WOMEN *against violence*

Camomilla Prize is an event organized by the Umanitas Onlus Consortium Association to promote the fight against gender violence and the well-being of women battling breast cancer. The event has the triple purpose of raising public awareness on critical issues, improving initiatives on these two issues and raising funds for associations involved in support activities.

HEALTH AND RESEARCH



CALCIT

"CALCIT" the Autonomous Committee for Fight against Cancer is a voluntary association founded in Arezzo. This association's objectives are to purchase tools for early diagnosis and treatment of cancers and donate them to the Arezzo Hospital; establish scholarships for young doctors involved in oncological specialization to be conducted at the Arezzo Civil Hospital; organize Medical Scientific conferences and seminars related to oncology, and bear all or part of home care costs for cancer patients.



AIRC FOUNDATION

The AIRC Foundation for Cancer Research is a private non-profit organization founded in 1965 under the initiative of researchers from the Milan Cancer Institute, including Prof. Umberto Veronesi, Prof. Giuseppe della Porta. It received support from some Milanese entrepreneurs, including Aldo Borletti (La Rinascente) and Camilla Ciceri Falck (Falck steelworks), who became its chairperson. Initially, the association took the name of the Italian Association for Research on Cancer (AIRC).



TELETHON

The Telethon Foundation engages in medical research to respond to rare genetic diseases.



DOCTORS WITHOUT BORDERS

Doctors Without Borders, a voluntary association, active since 1971, which deals with aid and treatment to people all over the world where the right to health and treatment is not guaranteed.

4

PROTECTION OF THE ENVIRONMENT IN WHICH WE LIVE AND WORK

4.1 Highlights 2022

4.2 Locally

4.3 Planning for the future

4.4 Globally



“THINK GLOBALLY, ACT LOCALLY”

“PENSA A LIVELLO GLOBALE, AGISCI A LIVELLO LOCALE”

describes the challenge that Italtreziosi has undertaken for more than three decades now.

The environment is one of the most fundamental aspects in shaping our activities in places where we live and work

We pursue a **sustainable development** model and consider protecting the environment in which we live and operate a fundamental aspect for our business. We do everything reasonable and effective to minimize our activities’ negative effects on the environment and we comply with environmental protection laws and directives. Our headquarters are located in Tuscany, one of the world’s most beautiful regions for its landscapes and its biodiversity. Here, environmental heritage is a fundamental aspect for which we have always had great respect and care. During our operations, we support the protection and promotion of sustainable practices to avoid the loss of biodiversity and degradation of ecosystems.

Since 2021, Italtreziosi has aligned itself with the principles and guidelines contained in corporate **Environmental Policy**, which aims to outline the internal and external behavioral bases that we will apply to pursue constant and sustainable growth, hand in hand with research and innovation, for social and environmental performance in line with our principles of ethics and integrity.

Our goal is long-term and is in line with the principles of the Paris Agreement and current international and national regulations, and therefore contribute to the achievement of zero carbon emissions by 2050.

This Policy therefore aims to outline the internal and external behavioral bases that we will apply to achieve our goal. Italtreziosi will also encourage customers, suppliers and other stakeholders to do the same.

The plan that we will pursue focuses on the following principle of ‘3R+E’:



The policy defines in detail the objectives and the actions to be taken to execute them:

- BETTER RESOURCE USE
- MORE SUSTAINABLE MOBILITY
- RESPONSIBLE MEALS
- GREEN PURCHASES
- REDUCING EMISSIONS
- PERFORMANCE INCREASE IN REAL ESTATE ASSETS
- CREATION OF A CERTIFIED INTEGRATED ENVIRONMENT AND ENERGY MANAGEMENT SYSTEM
- INFORMATION AND TRAINING
- COMMITMENT AND PARTNERSHIP FOR THE GOAL

GOVERNANCE FOR A CONCRETE IMPACT

Responsibility

The *Sustainability Commission*, consisting of Corporate Senior Management, is responsible for ensuring that environmental policy is implemented.

The *Corporate Social Responsibility Manager* is responsible for coordinating the Sustainability Commission's activities.

Likewise, all employees and collaborators are responsible for ensuring that this policy's goals and objectives are achieved.



To view
our
environmental
policy:

4.1 HIGHLIGHTS 2022

SUSTAINABILITY AWARD

recognized Italtreppiosi as among the



TOP HUNDRED ITALIAN SUSTAINABLE COMPANIES

for its constant commitment to ESG objectives. The award is now in its second edition and promoted by Kon Group and Credit Suisse, in media partnership with Forbes.

The award is dedicated to examples of Italian excellence (Top 100 Excellence) who have distinguished themselves for their commitment to sustainability and ESG issues, expressed in their ability to innovate and renew with a view to sustainable production and growth and in creation of added value for the community.

At the end of 2021, with the desire to begin to quantify the greenhouse gas emissions associated with the activities that Italtreppiosi conducts and then map its carbon footprint



ITALPREZIOSI COMMISSIONED ITS FIRST ANNUAL

CARBON FOOTPRINT REPORT

It was defined based on the reporting guidelines of the ISO 14064-1:2019 standard.
For the analysis for 2021 and 2022, the following were considered:

- direct emissions (Scope 1)
- indirect emissions related to production and consumption of imported energy (Scope 2)
- indirect emissions from transport (Scope 3)
- indirect emissions from products used (Scope 4)

Our goal is to limit impact, mitigating it with specific policies that involve a stricter selection in terms of onboarding of colleagues, a constant eye for production and energy efficiency, and impact on local communities. Italtreppiosi wants to work beyond carbon neutrality, creating policies that can substantially reduce impact..

In 2022, the first edition of the

CORPORATE SUSTAINABILITY CHAMPION COMPETITION

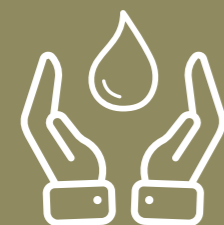
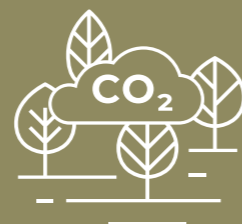
was established, through employees' use of the AWorld app developed by the United Nations

The app content offers access to ideas, videos, and interesting tips for everyday life, to always stay on track and become champions of change. You can also monitor your impact and create sustainable challenges with your family, loved ones, and especially your children or grandchildren, who represent the new generation.

TOGETHER, WE HAVE CONTRIBUTED TO:

5414,64

Kg co2 saved



151147,22

L water saved

3485,96

kWh electricity saved



4.2 LOCALLY

LOOKING TO THE PRESENT

Our plants are state-of-the-art and high-tech, with the aim of maximizing efficiency and minimizing environmental impact, with emissions close to zero.

Minimizing environmental impact is a crucial objective for our company. Considering that greenhouse gas emissions are among the main causes of global warming and climate change, we decided to avoid using one of the main causes of emissions, namely fossil fuels. This is the reason we choose not to use coal and diesel in our refinery, but rather “cold” chemical processes, to reduce emissions considerably.

We have also installed solar photovoltaic technologies in the upper part of our building. This was the first step towards using ever cleaner energy resources.



We are participating in a local

AREZZO HYDROGEN VALLEY

project to redevelop the territory through the restoration and subsequent use of a hydrogen plant for industrial purposes. The energy sources concerned are composed of a photovoltaic system and a waste-to-energy plant.

**Italpreziosi, with other companies, participates as a
“LOCAL INDUSTRY OFF-TAKEN”**

We have joined the

PRINT RELEAF INITIATIVE

*to contribute to reforestation to compensate for
paper consumption.*

In
2022
FOR
595.800
printed pages



WERE REPLANTED
71,50
trees

*Trees have been planted for every certain
number of printed pages*



WATER CONSUMPTION

960 mc* **2200,02 mc**
CIVIL USE PRODUCTIVE USE



METHANE GAS CONSUMPTION

18.948,00 **41.834**
smc smc



CHEMICAL PRODUCTS

	2021	2022*
HYDROCHLORIC ACID	20%	32,82%
NITRIC ACID	15%	27%
CAUSTIC SODA	20%	30%
OTHER SUBSTANCES	45%	10,01%

WHAT ARE THESE PRODUCTS USED FOR AND WHERE ARE THEY USED?

- Hydrochloric Acid: AU and AG refining
- Nitric Acid: AU and AG refining
- Caustic Soda: NOX smoke abatement
- Other substances: Laboratory and Refining

In 2022, the total number of chemicals used was:

452,3 ton.*



ENERGY CONSUMPTION

1.432.074,57 **1.668.756,39**
kWh kWh

The significant increase in consumption compared to 2021 is reflected in the acquisition of the new Italtrevisi division, which resulted in new services and processes, which have had an impact on the change in the figures.



FLOTTA AZIENDALE

We currently have a total of 10 company vehicles. In 2021, we purchased a hybrid car, with the long-term goal of increasing the number of hybrids and electric vehicles in the company fleet.

To date, there are:

8 diesel vehicles
1 gasoline car
1 hybrid car

In 2022, we used 4237.93 liters of fuel for business vehicles.

*results related to: Route A 32

DIGITAL POLLUTION

pollution we don't see

Digital pollution includes all sources of environmental pollution produced by ICT (Information and Communication Technologies) tools. Therefore, it is linked to production of any digital instrument and Internet systems' operation.

A first step in combating this invisible impact was to choose systems that could have the least impact. The latter relates to electronic devices and their use in our company may be considered irrelevant with respect to the company's turnover volumes.

The calculation requirements at the EDP level are physiologically reduced by the nature of the data processed ("office" documents). The central physical server machines were recently renewed with a consequent reduction in power supplies (500W vs 800W).

For network equipment, refurbished, or "regenerated" devices were chosen, meaning a product that is not new and cannot be sold as new, even if it is in excellent condition.

For desk stations, a process of modernization towards low-impact devices has begun, with 35W processors (similar to laptops): in last 3 years, **70% of desktop PCs were renewed** and the process will continue in 2023.

We have also embarked on a process of renewing the monitors, moving from the old 23-35W/pc LCD models to new ones with an LED panel for a consumption of about 13-15W/pc. In **2022 we replaced almost 40% of the monitors used in workplaces.**

For the Cloud part, we decided to rely on suppliers attentive to sustainability issues, namely [Google Cloud](#) and [Cloud.it](#).

PACKAGING

We ensure that the precious item, once selected, reaches the end user, guaranteeing the content's origin, protecting and maintaining the object's value.

To this end, identifying **sustainable packaging** is essential. Itaipreziosi has therefore committed itself to selecting certified stakeholders, who comply with international standards and are therefore able to guarantee the supply of **eco-compatible** packaging, as also defined in our Environmental Policy.

Itaipreziosi's packaging is supplied by certified **Heavy Metal Absence** stakeholders, according to the 94/62 EC directive, which aims to harmonize national measures concerning the management of packaging and packaging waste as well as improving environmental quality by preventing and reducing the impact on it.

BLISTER

Italpreziosi blisters accompany all coins and ingots up to a 100g cut.

In addition to guaranteeing safety and anti-counterfeiting, Italpreziosi blisters are made of durable copolyester, a highly transparent and recyclable material. In the transformation and recovery process, the material's characteristics of fluidity and reproducibility is equipped make it possible to process it at lower temperatures than others (due to its reduced specific heat capacity, it can be thermoformed with reduced energy consumption: the maximum working temperature in absence of load is about 65°C.)

The copolyester can also be processed without the need for pre-drying. In the field of processing plastic materials, to maintain the finished products' quality, materials need to undergo a further preventive phase, prior to the processing/transformation phase. This step consists of pre-heating, designed to eliminate surface moisture.

Given the properties of the material Italpreziosi chooses, this

phase is no longer necessary. It is therefore possible to proceed directly with the processing and/or transformation.

The copolyester's reduced thermal capacity, combined with elimination of the pre-drying process, makes it possible to significantly reduce energy consumption in processing and transformation processes.



CASES AND GIFT BOXES

Italpreziosi cases and gift boxes are made with FSC® - Forest Stewardship Council® certified pure cellulose paper and cardboard. The certification confirms that the forest from which the raw material comes is managed in such a way as to preserve biological diversity and bring benefits to the lives of people and local workers, while guaranteeing economic sustainability (<https://fsc.org/en/forest-management-certification>).

The paper that makes up Italpreziosi Cases and Gift Boxes is also classified ECF (- Elemental Chlorine Free - or "chlorine-free"), Acid Free (acid-free) and Long Life (ISO 97/06 standard).



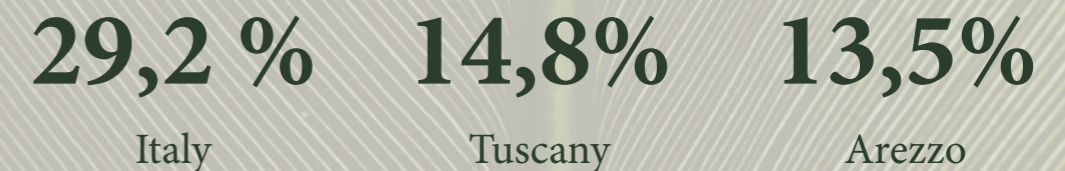
SUSTAINABLE GADGETS

In 2022, we introduced more sustainable business gadgets, able to recall and emphasize the concept of reuse and recycling. Among these is the Sprout pencil, which contains seeds to plant a flower at the end of (re) use.

LOCAL (+) SUPPLY

*Sustainability also means buying locally:
= lower environmental impact
+ benefits for the community*

In 2022, the origin of our most local suppliers of products and services was distributed as follows:





4.3 PLANNING FOR THE FUTURE

In our 2020-2025 Business Plan, protection of the environment, biodiversity and water, with our people's well-being, were the driving forces behind the project for new Italtreppioni headquarters.

The goal is to avoid increasing the environmental impact due to extension of concreting of the territories, but to redevelop existing industrial structures, through the most modern construction techniques, as well as to achieve objectives of maximum energy efficiency.

At the same time, an attempt was made to restore value to companies that made the history of the Arezzo industrial and artisan sector, but which had been in a clear downward trajectory for several years.

The actions implemented were first of all the identification of a sub-area of the industrial sector in which Italtreppioni is present to present its processes to similar companies, which felt the need to take a breath again and return to the splendor of the past.

Additionally, an attempt was made to understand if there were additional buildings in total degradation in neighboring areas, which could be annexed to the current redevelopment project.

The stated objective is to create a **centralized, multifunctional, innovative, sustainable** industrial hub of great significance and attractiveness.

The new environments will be completely human-sized and will comply with the highest safety standards. At the same time, it is necessary to completely review the logic of internal and external workflows by pursuing the agile philosophy, which translates into an efficiency of resources and a consequential reduction in energy waste.

The facilities will be equipped with plants for treatment of air and vapor produced during processing. They have all the most modern technologies and follow European directives on the matter.

The processes that will be conducted here will be centered on circularity. They are able to recover waste materials containing metals and creating products of high interest to the market and with high added value. All this by closing the circle and giving new life to products hitherto considered a waste of little intrinsic value, destined mostly for landfills or waste-to-energy plants.

The production plants will be of the latest generation, built with the most efficient and modern construction techniques, highly technological and fully integrated according to Industry 4.0 procedures. These will also be completely Made in Italy with 100% recyclable materials and will be absolutely unique, as they are made specifically to meet Italtreppioni's needs, in terms of production efficiency, energy efficiency and treatment of waste vapors.

Energy efficiency will also be achieved through the installation of photovoltaic panels on the production plants' entire coverage area, as well as by building a hydrogen fuel production plant. The surplus products, generated by these two processes, will then be made available to the community, using existing distribution networks.

All this will make Italtreppioni energy self-sufficient and have zero impact.

4.2 GLOBALLY

ENSURING THE RESPONSIBILITY OF OUR SUPPLY CHAIN

Choosing responsible consumption and production is a crucial step that every single player in supply chain must take for a more secure future for our planet.

In our **Know Your Counterpart (KYC)** on-boarding procedures within the Compliance Department, all **environmental** documentation is carefully analyzed: all our suppliers, based on their activity, must submit specific documentation that attests to their commitment to maintaining appropriate environmental standards. Additionally, we always request additional information on initiatives or plans to reduce or completely eliminate environmental impacts.

Our analysis of counterparts examines in detail all the chemicals used in their process, both before and during the employment relationship, to determine an evaluation of the counterpart.

In 2022, we developed a special questionnaire on ESG issues aiming on deepening knowledge of environmental, social and governance aspects by the various stakeholders with whom Italtreasures works; the issues required concern business structure, human resources, the environment and mining information, with a particular focus on issues related to **carbon footprint, environmental mitigation and improvement initiatives, non-tolerance of discrimination, gender equality and human rights**.

The metal's origin is always fundamental. In our **"Index of High Risk Countries"**, which we update annually, we always conduct an environmental analysis. The sources used are always international organizations, private compliance firms, government databases and regulations, and NGO reports.

The objective is to be clear about the regulatory framework in environmental field, as well as the analysis of any protected zones or areas or World Heritage areas. This is because, by analyzing the area of origin, we can be sure that the material we purchased does not come from areas with high environmental risk. If there are potential colleagues, we try to understand how to support them in mitigating the risk coming from the operating area. In fact, it is also important for us to train our counterparts on issues related to climate, environment, biodiversity and responsible mining.

We guarantee the **highest standards of quality and sustainability** through a documentary verification work followed by a site visit to attest the veracity of the information obtained.

17 PARTNERSHIPS
FOR THE GOALS



INITIATIVES

PLANETGOLD

In 2019, we joined planetGOLD's Program Advisory Group (PAG), which involves various stakeholders including the United Nations, NGOs, associations, private sector companies and public authorities.

The planetGOLD program works in collaboration with governments, the private sector, and ASGM communities in nine countries to significantly improve the production practices and work environment of artisanal and small-scale miners. Working to close the funding gap, supporting formalization, raising awareness and connecting mining communities with mercury-free technology and formal markets, the program aims to demonstrate a path towards cleaner and more efficient small-scale gold mining practices for the benefit of everyone, from mine to the market.

Supporting countries' commitments under the **Minamata Convention on Mercury**, the planetGOLD program is working to eliminate mercury from the gold supply chain produced by artisanal and small-scale miners (ASGM) to:

- **Support efforts to integrate the ASGM sector into the formal economy, society and regulatory system**
- **Introduce and facilitate access to mercury-free technologies and best practices in ASGM**
- **Facilitating miners' access to formal gold supply chains, in collaboration with gold buyers and industrial users**
- **Pilot a series of models for access to investments and funding for small-scale miners and their communities**

United Nations Environment Programme Supported by the Global Environment Facility, planetGOLD is coordinated by the and implemented in partnership with the United Nations Industrial Development Organization, United Nations Development Programme, and Conservation International.

The planetGOLD program is supported by 19 government authorities and other organizations in Burkina Faso, Colombia, Ecuador, Guyana, Indonesia, Kenya, Mongolia, Peru and the Philippines. In June 2020, the Global Environment Facility (GEF) Council approved a new program to expand planetGOLD to 15 countries.

Italtreasures actively participated in creation of the community supply chain from Colombia, in partnership with the United Nations, Colombian Government Authorities, the Alliance for Responsible Mining (ARM) and trusted business partners. To learn more, here is the video of the event organized during the last OECD Forum on Responsible Mineral Supply Chains in 2022:



planetGOLD



5 CONSTANT ENHANCEMENT OF OUR PEOPLE

5.1 Initiatives

5.2 Gender equality

5.3 Education and training

5.4 Equal opportunities

5.5 Well-being and safety



For us, making economic value coexist with human value in all of our activities has always been a fundamental factor. In fact, our company exists only thanks to the work, determination and collaboration of our staff.

Our people are therefore our strength and represent a crucial asset in our activities.

This is why we always try to grow with them and pursue our sustainability journey. Periodically, we conduct an anonymous **Climate Work Survey** designed to monitor our team's well-being, performance and needs. This year, about 60% of the staff participated in the survey, demonstrating their interest in integrating into business processes.

AT THE END OF 2022:

the number of employees was

79

the average number of employees was

69

the overall turnover percentage was

56%

the turnover compensation rate was

160%

5.1 INITIATIVES FOR STAFF

DIGITAL BULLETIN BOARD

Digitalization has been the keyword since 2020. The various initiatives related to the Corporate Digital Bulletin Board, a meeting point for all staff, have continued access to:

- Multimedia content to stay up to date on the market and the sector
- Internal online refresher and professional growth courses
- Updated content on Covid19, Prime Ministerial Decree, and best practices for managing stress during this period
- Contents on sustainability, well-being and health, proper lifestyles
- Digital Well Being program
- Know all the staff in each department
- New hire onboarding: section dedicated to new hires
- Corporate alerts and events
- Policies and regulations
- Corporate sports groups that support a healthy lifestyle: from Italpreziosi Biking Team and trekking events on the occasion of world days



LISTENING DESK

In 2022, the activity of a counseling/listening desk began; i.e., the opportunity for employees to access individual meetings with an experienced coach in working hours.

This is to enhance their skills, acquire greater knowledge of themselves and their abilities, know how to make decisions with greater awareness and clarity, learn to manage stress, and overcome transient moments of difficulty.

5.2 GENDER EQUALITY



Our commitment to gender equality is constant. Our CEO, Ivana Ciabatti, has always been at the forefront of supporting initiatives that enhance women's rights, potential, their genius, and above all, initiatives against violence against them (Women for Women).

Our CEO is also a member of:

Women Empowerment Principles, is an initiative of UN Women and UN Global Compact. It consists of a series of principles that provide guidance to companies on how to promote gender equality and women's empowerment in the workplace, the market and the community.

Women In Mining Uk, involving women in the mining industry from all over the world



WIM100 2022

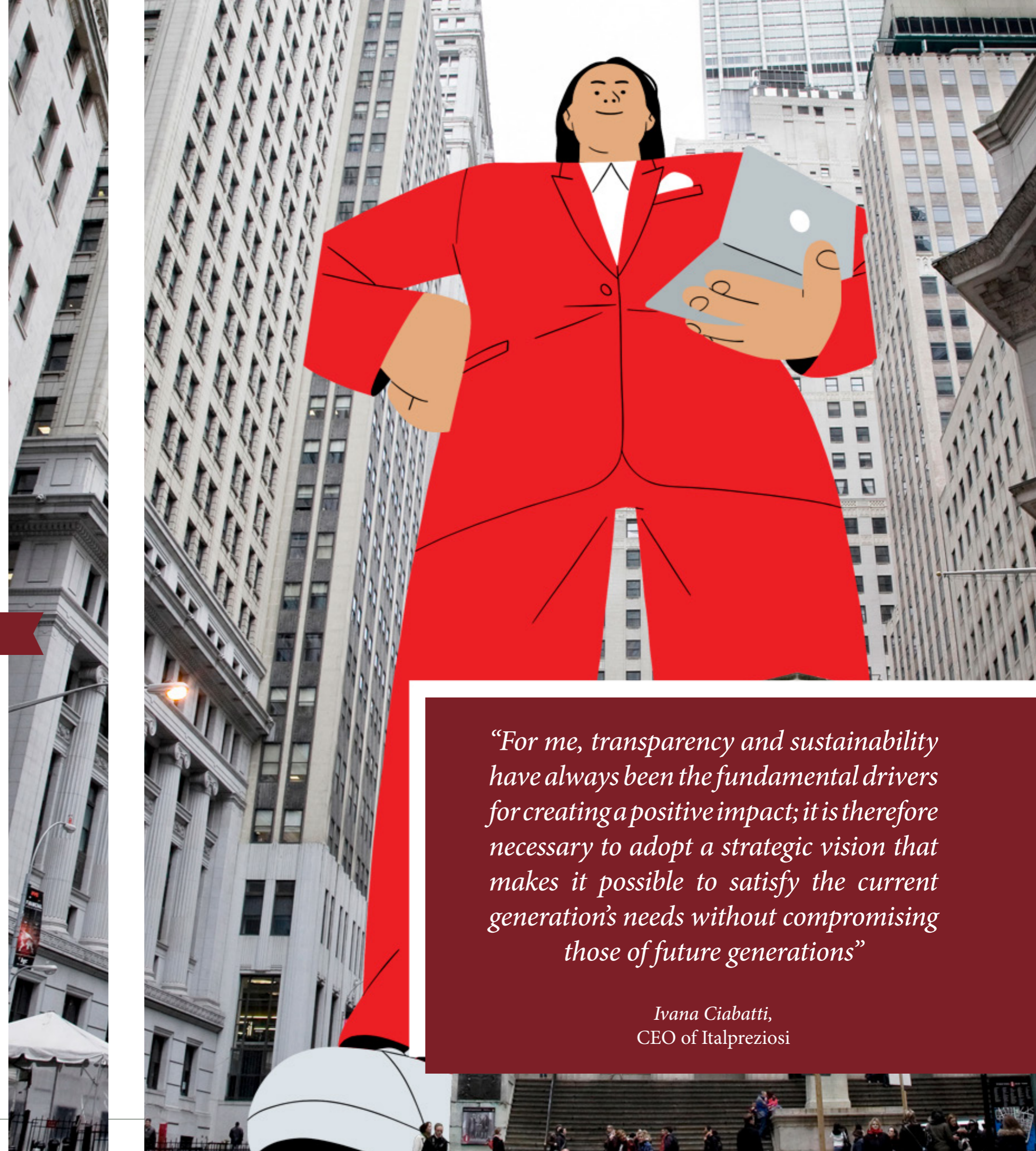


Our CEO, Ivana Ciabatti, was included among the mining sector's **100 women in the world** awarded for their sustainable impact in the special ranking of Women in Mining UK. This is the fifth edition of a biennial publication launched in 2013 by WIM UK, entitled "**100 Global Inspirational Women in Mining**" (WIM100), which, through the telling of inspirational stories of multiple women in the sector, wants to highlight female talent's fundamental role in terms of leadership for a more sustainable and successful mining industry.

We also support the **He for She** initiative, a UN Women project that invites men to join to support gender equality. Internally, we campaigned to invite our employees to join.

In 2022, the internal awareness campaign continued to increase knowledge of the existence of a dramatic phenomenon, namely **domestic violence**. In a period of great difficulty due to Covid19, with the imposition of the lockdown, many people found themselves trapped at home. We therefore urged everyone to be sensitive to the topic and to support people who may be subject to it, also providing information on the services that work to support them 24 hours a day.

Italpreziosi has always been at the forefront of the fight against violence against women. Every year we support the **Women for Women Against Violence Camomilla Award** initiative. It rewards courageous women for their courage in fighting against this violence, sharing their experience, which inspires other women.



“For me, transparency and sustainability have always been the fundamental drivers for creating a positive impact; it is therefore necessary to adopt a strategic vision that makes it possible to satisfy the current generation's needs without compromising those of future generations”

*Ivana Ciabatti,
CEO of Italpreziosi*



POLICY DIVERSITY & INCLUSION - GENDER EQUALITY

In November 2022, the **Diversity & Inclusion Policy** was signed, with the aim of outlining principles and guidelines on the inclusion of different forms of diversity, non-discrimination and gender equality. Inside are the guidelines to be implemented through the improvement or implementation of processes for creation of a work environment free from discrimination, with equal gender opportunities throughout the entire cycle of staff selection, management, training and career, as well as in corporate governance and communication practices.

Areas of Commitment

GOVERNANCE

HR PROCESSES

EQUAL TREATMENT AND FAIR PAY

TRAINING AND COMMUNICATION

DUE DILIGENCE AND SUPPLY CHAIN

The policy is intended to align with current legislation as well as with international standards on diversity, inclusion and gender equality, with the UNI ISO 30415 guidelines regarding the management of human resources with an approach to diversity and inclusion and with the UNI/PDR 125:2022 reference practice for gender equality.

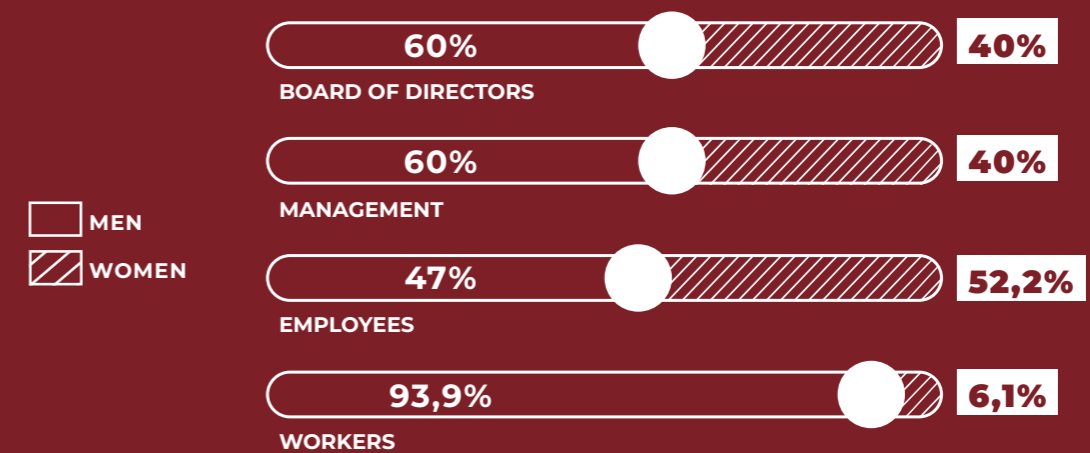
In 2022, Italtreppioni began the **certification procedure on corporate gender equality, according to UNI/PdR 125:2022**, which contains guidelines that allow evaluating and reporting gender equality in companies through KPIs (Key Performance Indicator).

The certification process was successful, with **certification being obtained** at the beginning of 2023.

Consistency is our strength

In line with the SDGs, we have always tried to create equal opportunities and empower women, starting with our team: from 35% in 2015, women represented 42% of our workforce in 2021, while in 2022 they represented **33%**.

The reason for this substantial decrease is due to the acquisition of a new division in which the predominantly male human resources were maintained.



5.3 EDUCATION AND TRAINING



Our team is made up of people who have followed different training courses, specializing in many cases through experience in this sector.

Training is a crucial value in our team's growth. For this reason, within our activities, we always try to stimulate our staff through e-learning and refresher material. At the same time, we promote continuous training, guaranteeing courses of various kinds to meet the needs of our people and therefore of our company, at all levels, through **upskilling** and **reskilling** courses.

In line with our target of employee enhancement and training, in 2022, 330.52 hours were dedicated to training (hours per course per number of employees who participated), 224 of which were about worker safety; 107 on updating processes and quality, upskilling, reskilling, and sustainability, which involved more than 75% of the average annual company staff.

Health and safety are also a fundamental issue; a total of 224 hours were spent in 2022.

IN 2022

professional and personal improvement

80

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27

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224

5.4 EQUAL OPPORTUNITIES

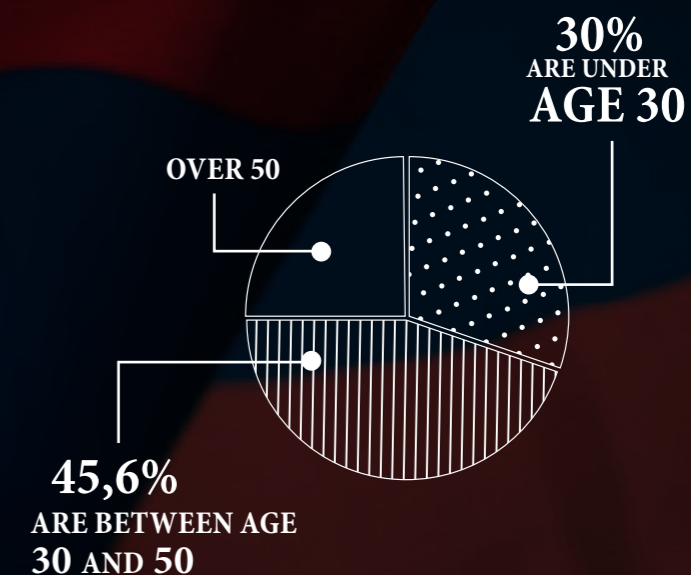
10 REDUCED INEQUALITIES



Our goal is to reduce inequalities and promote equal opportunities and equal pay. A differentiated team is stronger and more creative and allows a better appreciation of all its parts. The average age in our workforce was 39 and **30% are under age 30**.

DATA ON AVERAGE

39 AGE
STABLE
COMPARED TO
THE PREVIOUS
TWO YEARS



EQUAL REMUNERATION has always been

“Zero tolerance against any type of discrimination”

5.3 WELL-BEING AND SAFETY

3 GOOD HEALTH AND WELL-BEING



Our people's well-being is a key factor in our business strategies.

In 2022, the corporate welfare plan continued. We consider it a useful tool to increase the well-being of our people and their families.

CORPORATE WELFARE makes it possible to better satisfy our people's personal and family needs, without any burden, through using benefits such as:

- Reimbursement of expenses related to school education (enrollment/fees for kindergartens, schools, purchase of school books, solar fields, etc.)
- Reimbursement of expenses related to Family Care
- Public transport subscriptions
- Supplementary Pension Plan
- Vouchers for purchase of goods in kind (supermarket shopping vouchers, e-commerce shopping vouchers, fuel vouchers, etc.), leisure services (tickets to cinemas, theaters, subscriptions, etc.) and sports (gyms, sporting events, etc.) and trips (travel packages, holidays, hotels, etc.) medical check-ups.

For us, safety is a crucial aspect, and the goal is always to keep injuries at level 0, which is why our staff is trained periodically.

ACCIDENT DATA:

0 in 2021 1 in 2022

During the fiscal year, there were no serious accidents at work that resulted in serious or severe injuries to the personnel enrolled in the registration book; in 2022, one accident occurred.

During the fiscal year, there were no charges related to occupational diseases on employees or former employees and causes of bullying for which the company was declared definitively responsible.



Digital Well Being Program

Our people's well-being is a key factor in our business strategies. In 2022, the corporate welfare plan continued, considered a useful tool for increasing the well-being of employees and their families.

In the face of the Covid-19 health emergency, we opened a Digital WellBeing program, with the aim of supporting staff with activities and training that could support physical and mental well-being in face of stress in such a difficult period.

The **monthly newsletter** includes contents related not only to personal growth, to study and work material, but also topics to improve practices in our daily lives. These range from our relationship with the environment to intelligent shopping, good sports practices and food education, and finally educational and training contents on **gender equality, the fight against discrimination, and raising awareness of climate change and current issues.**

Thanks to the situation's periodic improvement, it was also possible to organize team building situations, such as corporate trekking on International Environment Day.

6

TRANSPARENCY AND SUSTAINABILITY IN OUR SUPPLY CHAIN



For Italtreasures, responsible sourcing means
guaranteeing **TRACEABILITY AND TRANSPARENCY**, fundamental elements for our business.

Strict internal due diligence procedures ensure continuous control of the precious metals supply chain.

In addition to following the main international and national regulations, Italtreasures adheres to voluntary standards, demonstrated through its certifications. These certifications are issued by associations that represent an important discussion table to address crucial issues affecting the entire precious metals supply chain, from their extraction to their use in finished products.

**TRACEABILITY
AND TRANSPARENCY
ARE ELEMENTS FUNDAMENTAL
TO OUR BUSINESS**

WE ARE MEMBERS OF:

VOLUNTARY REFERENCE STANDARDS ORIGINATE FROM:

- Chain of Custody (CoC) and Code of Practice (CoP) of the Responsible Jewellery Council (RJC)
- Responsible Guidances for Precious Metals del London Bullion Market Association (LBMA)
- Due Diligence Guidance for Responsible Supply Chain of Minerals from Conflict Affected and High Risk Areas of the OECD
- The World Gold Council “Conflict-free Gold Standard”
- CRAFT Code di Alliance for Responsible Mining (ARM)

STRONG GOVERNANCE FOR COMPLIANCE

The solid management structure was designed to meet the highest standards of compliance for national and international laws and regulations, as well as the standards that we follow voluntarily.

The goal is to work proactively to create a more sustainable, responsible and equitable supply chain with respect to each actor that is part of it. The internal management system is represented by Senior Management, the Compliance Officer and the Compliance Analyst, as follows:

- **Due Diligence Commission:** it is composed of Senior Management, then the Managers of the Administrative, Commercial, Legal and Financial Offices and aims to monitor the Compliance Officer’s activity and manage high-risk cases.
- **Compliance Officer:** is responsible for managing the Compliance Function activities, which include reviewing, evaluating and monitoring the team’s activities and therefore the due diligence processes. He is responsible for organizing refresher courses in due diligence and responsible procurement. Finally, the Compliance Officer must report quarterly on all the activities of the Due Diligence Commission, which will evaluate and monitor the situation.
- **Compliance Analyst:** has the task of conducting the due diligence process by requesting documentation directly from potential colleagues, and reporting each process to the Compliance Officer, who responds following their examination. The Compliance Analyst must then archive the documentation, communicate the response to the counterpart and to the Sales Department, and periodically monitor the active accounts.



RESPONSIBLE JEWELLERY COUNCIL

The association brings together more than 1400 companies from around the world that represent the entire gold supply chain, from mines to major jewelry manufacturers such as Cartier, Bulgari, Tiffany, etc. Ivana Ciabatti was also a member of the Board of Directors. In 2013 Italpreziosi received the Code of Practices (CoP) certification and “Provenance Claim” certification and in 2017 the Chain of Custody (CoC) certification.



LONDON BULLION MARKET ASSOCIATION

On September 1, 2008, Italpreziosi became an Associate Shareholder of the LBMA. It has been a certified ‘Good Delivery’ refiner since 2018. In the world, only 69 refineries are certified. The association sets standards for production of gold bars, promoting best business practices. LBMA represents the reference standard for the global OTC precious metals markets.



FAIRMINED

We are certified as a ‘Fairmined Supplier.’ We participate in projects in collaboration with international organizations and industry associations to improve the conditions of artisanal miners’ small communities while respecting the environment in various countries around the world. The gold produced by these projects is Fairmined certified. With your purchase, you contribute to small mining communities’ socio-economic development and environmental protection.



RESPONSIBLE MINERAL INITIATIVE

In addition to being part of their list of certified refinements worldwide, we are members of the Responsible Mineral Initiative (RMI). Founded in 2008 by members of the Responsible Business Alliance and the Global e-Sustainability Initiative, the Responsible Minerals Initiative has become one of companies’ most used and respected resources in various sectors that work in responsible mineral supply chains.



INTERNATIONAL PRECIOUS METALS INSTITUTE

Italpreziosi is a member of IPMI, the International Precious Metals Institute, the largest association focused on precious metals in world. IPMI is an international association of producers, refiners, manufacturers, scientists, users, financial institutions, traders, private and public sector groups, formed to provide a forum for the exchange of information and technology.



WATCH & JEWELLERY INITIATIVE 2030 (WJI2030)

Since 2022, Italpreziosi was a member of the Watch & Jewellery Initiative 2030, a project launched by Kering and Cartier, and aimed at Watch and Jewelry industry members, based on three shared objectives: building a climate resilience plan, preserving natural resources and encouraging inclusiveness.



EDUCATION AND TRAINING
Information Chain

State of the art digitalization and sustainable activism

Chain of Information is the website that we created in 2019 for our suppliers, so that they could access content related to standards and regulations fundamental to us, specifically:

- Due Diligence Guideline for Supply Chain in High Risk Areas of the Organization for Economic Cooperation and Development (OECD)
- The United Nations Sustainable Development Goals, with a focus on: Gender Equality and Climate Change
- LBMA Due Diligence Toolkit
- RJC Due Diligence Toolkit
- Sustainability Reporting: the importance of communicating with transparency, Minamata Convention.

During 2022, we worked to improve the portal and extended its access to all our stakeholders at the beginning of 2023, to increasingly contribute, through training, to a more responsible, transparent and sustainable supply chain.

The portal is now public and available here: chainofinformation.italpreziosi.it

On each page you can identify multimedia content and clear explanations, able to guide our counterparts and stakeholders in implementation of fundamental standards for us. All this is done simply and guaranteeing availability and support from the Italtreziosi Compliance & Sustainability team.

The Company has therefore decided to fully invest our internal resources to actively support the creation of a more sustainable supply chain, based on the principles of collaboration and transparency.

This initiative belongs to Italtreziosi's long-term sustainable strategy, which aims to create a supply chain that is increasingly aware and committed to sustainability as an added value. We want to continue to grow with our colleagues and stakeholders, consolidating our long-term relationships with vision and responsibility.

That is not all; if a potential counterpart is not aligned with our standards, although we do not open an account, we invite them to access Chain of Information, accompanying this communication with targeted recommendations, to give them the opportunity to integrate those deficiencies detected. In doing so, we try to create more awareness of the concepts of current regulations with the most innovative sector standards to improve the supply chain and access to more appropriate professional training.

The purpose of training is therefore to create an opportunity for constant and progressive growth.



“Through the usability of the Chain of Information site by all stakeholders, we want to confirm once again our willingness to activate a constant, transparent and long-term information flow, so that through the implementation of these principles, greater transparency can be stimulated in supply chain, with the aim of pursuing responsible commitment both inside and outside the corporate reality.”

The words of Ivana Ciabatti, CEO and Chairperson of the Italtreziosi Board of Directors

INTERNAL INTELLIGENCE: INDEX OF HIGH RISK COUNTRIES

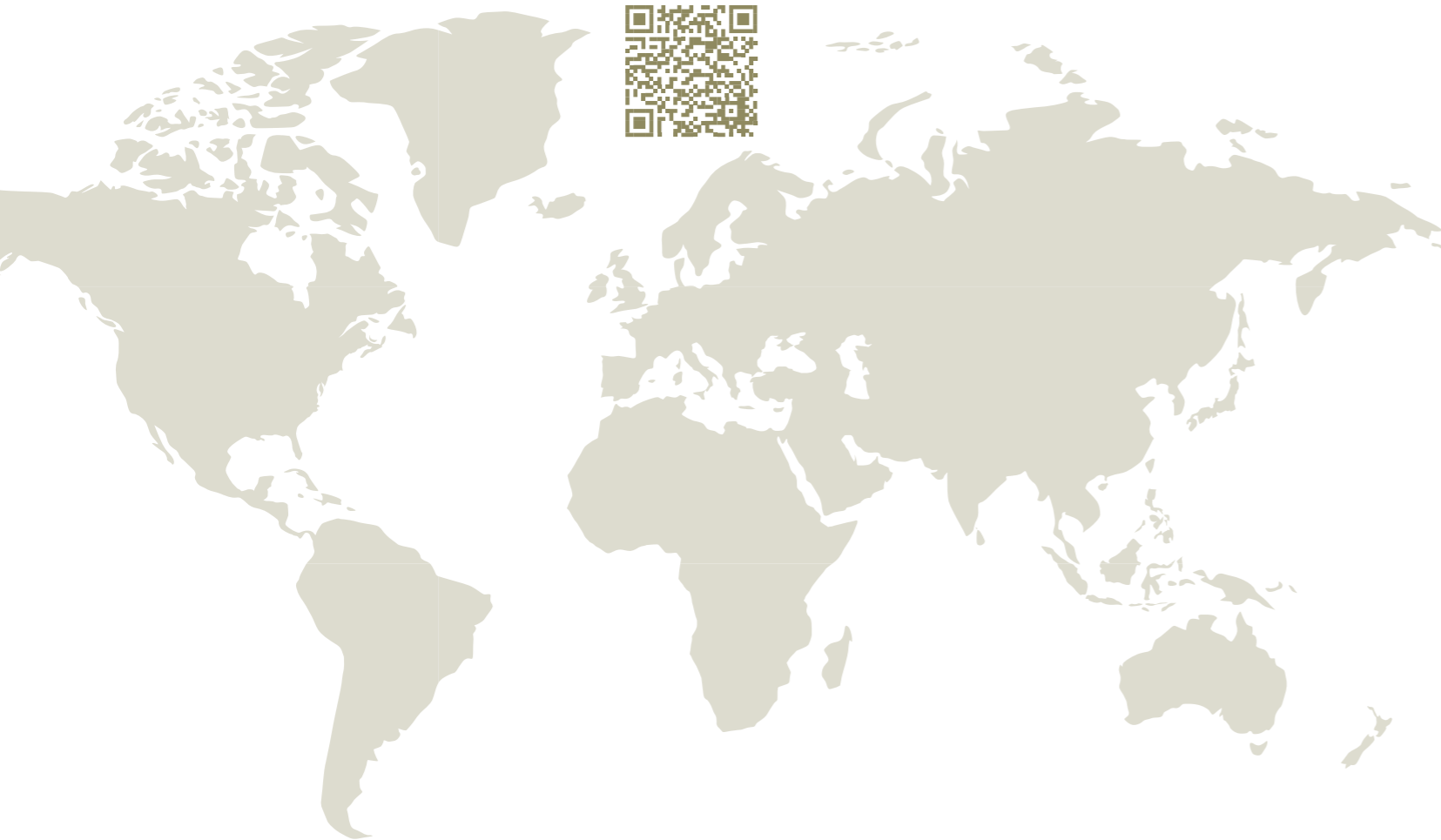
Italpreziosi also produces an annual “Index of High Risk Countries,” based on various criteria, such as: Governance, Security, Anti-Money Laundering, Corruption, Environment and Human Rights. The sources used are always international organizations, private compliance firms, government databases and regulations, and NGO reports. Since 2022, in addition to a qualitative approach, we adopted a quantitative approach with numerical measurement of risk and rankings for each criterion developed.

Italpreziosi also produces a “Country Card” for each country with all the direct connections to the main Government Authorities of reference, National Land Registries, Mining Agencies, National Laws, Environmental Laws and Commitments of the country in mining sector, the list of World Heritage sites in country and the commitment to the Minamata Convention, for an updated overview and to make the due diligence process even more efficient and consistent. To support our due diligence process, we also have intelligence programs to analyze counterparty risk, such as Worldcheck by Refinitiv, Dun & Bradstreet and Telemaco (for Italian colleagues).

Fair working conditions, the prohibition of child labor, gender equality, respect for human rights and environmental impact are the fundamental basis of our due diligence processes, expressed in our policies. Our policies therefore represent a fundamental document for every commercial relationship, and we ask each other party to sign them, so that they are morally committed to our same values of respect for environment, human rights and communities.

Every stakeholder must therefore work actively in line with our policies. Our own staff is constantly updated on internal compliance procedures, which are progressive and aim to continuously improve in line with industry standards. Collaboration between the various departments is constantly valued as a fundamental tool to ensure continuous monitoring of every potential and already active counterpart.

Our awareness of all our counterparts is also constant in adhering to and applying the same standards we follow, to contribute to the creation of greater awareness of the possibilities we have to concretely improve our supply chain.



FOR REAL CHANGE, YOU NEED TO BE PROACTIVE.
THE KEYWORD IS ENGAGEMENT

5 GENDER EQUALITY



GENDER EQUALITY IN THE SUPPLY CHAIN

COMMITMENT TO DEVELOPMENT OF A DUE DILIGENCE PROCESS WITH A FOCUS ON GENDER EQUALITY

In 2020, we signed the “OECD Stakeholder Statement on Implementing Gender-Responsive Due Diligence and ensuring the human rights of women in Mineral Supply Chains,” through Women’s Rights and Mining (WRM).

The goal is to create more awareness about gender equality through:

- Request for information related to women (number and role) within the companies with which we work both upstream and downstream
- Participation of working groups and projects developed in the supply chain that also include the support of female miners from small communities, in partnership with actors from the public and private sectors
- Raising awareness of the topic through training and information campaigns and initiatives in supply chain

In 2021, we started to progressively collect data regarding women’s role in our supply chain, and in 2022 we were able to collect data from 30% of our counterparts.

ITALY: 22.70% of the counterparts analyzed: 52.78% women present in supply chain

ABROAD: 45% of the counterparts analyzed: 25.62% women present in supply chain

THE ROLE OF WOMEN IN OUR SUPPLY CHAIN

ITALY



ABROAD



In 2020, we were invited to share our commitment to gender equality at the event organized by UN Women and the Chilean Ministry of Energy. We are always happy to share our commitment to inspire and encourage other companies to follow the same path. Transparency and collaboration are key points. To learn more, you can review the event recording here:



Altogether,
WOMEN
REPRESENT

29,89%

of our supply
chain’s human
resources

WOMEN DRIVING SUSTAINABILITY IN MINING

In 2022, with IEG (Italian Exhibition Group), we organized an event for the 2023 Vicenzaoro fair, the main international event dedicated to the goldsmithery and jewelry sector, to deepen women's crucial role in the mining industry's sustainability sector.

CEO Ivana Ciabatti presented the panel, **Women Driving Sustainability in Mining**, in which leading figures from the international goldsmith scene took part. Issues concerning the positive experience of women who work in sustainability in the mining sector were addressed. The aim was to increase awareness of the sector's best ESG practices and women's crucial contribution to this sustainable path.

The panel discussed four Sustainable Development Goals of the UN's 2030 Agenda:

5 GENDER EQUALITY



Gender Equality

11 SUSTAINABLE CITIES AND COMMUNITIES



Reducing Inequalities

13 CLIMATE ACTION



Climate Change

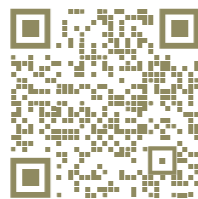
15 LIFE ON LAND



Biodiversity

“The Women Driving Sustainability in Mining” talk will be an opportunity to better understand sustainability in the mining sector and the crucial role that women are playing in this sustainable path, inspiring the jewelry industry and future generations. The round table will also make it possible to make mining processes and women's empowerment in sector known in greater depth”

The words of Ivana Ciabatti, CEO of Italpreziosi, upon presentation of the event



17 PARTNERSHIPS FOR THE GOALS



Participation in sustainable projects TRANSPARENCY AND COLLABORATION

It is essential for us to collaborate with all the stakeholders in our supply chain, both upstream and downstream, as well as public authorities, industry associations, our competitors to create a concrete positive impact on the industry by joining forces.

Every year we participate in industry events to share our experiences, as well as round tables where, through dialogue, we seek solutions to risks related to the supply chain.

In 2021 we were invited as speakers to the organized panel:

- during the Organization for Economic Cooperation and Development (OECD) forum regarding the Women's Rights and Mining (WRM) initiative that we signed in 2020, or the “OECD Stakeholder Declaration on implementing gender responsive due diligence and the guarantee of women's human rights in mining supply chains”

- by the Federal Ministry for Economic Cooperation and Development (BMZ) of Germany and by the Responsible Mineral Initiative (RMI) on the entry into force of the EU Regulation on Conflict Minerals EUCMRR. The event was dedicated to how Due Diligence can undermine the human rights of vulnerable groups in precious metals supply chain and the importance of engagement and proactivity in supporting their counterparts in the supply chain.

PLANETGOLD

In 2019, we joined the planetGOLD project's Program Advisory Group (PAG). The project involves multi-stakeholders, including international organizations such as OECD, UNDP, UNEP, UNIDO, specialized associations, private and public sectors, governments and authorities. The project involves eight countries with a high percentage of artisanal miners who, in many cases, due to misinformation and lack of support, process gold with chemicals such as mercury that are extremely dangerous for their health and the environment that surrounds them. In line with the Minamata Convention, the project aims to train and help these communities avoid mercury use, replacing it with better techniques. Additionally, formalization processes will also be supported, which will allow accessing the legal market and improving living conditions.



TO LEARN MORE

planetGOLD



7

2020 - 2025

GOALS

CREATING VALUE FOR OUR STAKEHOLDERS

Local development

Continue to create added value for our shareholders and stakeholders, supporting local development where we operate and live.

Investments for sustainable development

Expand and diversify investment areas, including culture, scientific research for health and innovation, social and environmental issues, regarding human rights, biodiversity, and the fight against climate change, more generally as the sustainable development goals progress.

PROTECTING THE ENVIRONMENT IN WHICH WE LIVE AND WORK

Local e global supply chain

Continue to protect the environment both locally and globally, performing appropriate checks and verifications both in documents and with visits to the supply chain.

Monitoring and development

Continue to monitor consumption, to prioritize areas of research and development and improve environmental performance. obtain the ISO 14064-1:2019 certification for quantification and reporting of greenhouse gas (GHG) emissions, regarding the commissioned Carbon Footprint report.

Sustainable infrastructure

Continue with planning and finalize the new infrastructure plan, based on enhancement of existing structures, excellent protection for environment in which we live, and our people's well-being and with a greater relationship with nature.

CONSTANT ENHANCEMENT OF OUR PEOPLE

Well-being goals

Our mission is to place people at the center by continuing to protect and enhance our staff, promoting gender equality, equal opportunities and adequate corporate welfare. Among the objectives for next year, there are those of:

- increase training hours, diversifying their choice, also depending on the staff's requests, preferences and needs regarding their work and personal growth
- expand staff awareness areas with respect to issues related to protecting the environment and the fight against climate change, promoting information and training through content sharing and event promotion
- organize more team building and sustainability events, involving a greater number of employees in participating and raising awareness on various topics
- increase staff awareness about using the Listening Desk service

Focus: gender equality

Continue to work on the topic of gender equality, implementing that contained in the Diversity & Inclusion Policy, drafted in 2022.

In particular:

- increase the female workforce percentage by at least 5% during 2023 compared to the resulting figure in 2022
 - continue and increase training on DE&I topics internally within the company and externally at the supply chain level, through training courses and panel organization
 - provide training opportunities specifically aimed at development and improvement of professional women's leadership skills
 - develop an even more specific HR policy based on the principles and guidelines set out in D&I Policy, which reiterates equal opportunities and gender equality
-

OUR SUPPLY CHAIN'S TRANSPARENCY AND SUSTAINABILITY

Collaboration for a sustainable supply chain

Continue to guarantee the highest standards of integrity and ethics in our supply chain, supporting our counterparts on a more sustainable path, and collaborating with international actors to implement sustainable projects, including those in support of artisanal mining communities.

Raising awareness through training

Increase our stakeholders' training path, continuing to organize and sponsor events, projects and tools for a more transparent and sustainable supply chain.

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This Sustainability Report represents a big step for Italpreziosi, which has always quietly operated in the most sustainable way, supporting its stakeholders. With this Report, we seek to further promote the concept of sustainability in the precious metals supply chain.

Much of the information in this Sustainability Report was verified through internal and third-party audits. The Report will be drafted annually.

REFERENCE PERIOD

1 January 2022 - 31 December 2022

GRI STANDARD

This report was prepared pursuant to the GRI Standards: Core option

CONTACT

For more information on this Sustainability Report, you can contact the CSR Manager, Alice Vanni (email: alice.vanni@italpreziosi.it)

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	Constant enhancement of our people = wellbeing of the team, promotion of diversity, gender equality and non-discrimination	
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