

Contact Information

COMPANY NAME: **Chimera Gold srl**
DATE: **20/03/2025**
REPORTING PERIOD: **01/01/2024 - 31/12/2024**
CONTACT: **Eleonora Anselmi - eleonoraanselmi@chimeragold.com**

STEP 1: ESTABLISH STRONG COMPANY MANAGEMENT SYSTEMS

Chimera Gold srl have the following policy in place:

- *Company Policy rev4 dated 09/04/2024* with regard to our supply chain on the following minerals: *gold, silver, platinum group metals, diamonds* originating from conflict-affected and high-risk areas.
- *Integrated Policy Quality – Ethics – Environment – Health&Safety* dated 14/07/2023 with regard to the company's Quality, Environment, ethic and H&S aspects and aspects

Chimera Gold srl This policy is communicated to our suppliers and stakeholders by distributing them via website link <https://www.chimeragold.com/sostenibilita-2/> or e-mail, these policies can also be accessed by our internal stakeholders via notice boards where all policies are present.

To support supply chain due diligence, we have implemented the following internal measures:

- *Suppliers Risk Assessment*
- *Company Policy*
- *RJC Manual*
- *Annual Review*

The senior manager responsible for overseeing supply chain due diligence is *Eleonora Anselmi as RJC Responsible*.

To aid us in identifying our human rights impacts we have developed and implemented the following systems:

- *Human Rights Risks Evaluation*
- *Sustainability report*
- *SA8000 certification*

During this analysis no **HIGH** risks have been revealed

We have the human rights policy in place described inside the *Business Policy* and the *Integrated Policy*.

The senior manager responsible for overseeing our human rights impacts is *Eleonora Anselmi as RJC Responsible*.

Chimera Gold srl have established a system of controls and transparency over our supply chain; which include, our approach for identifying suppliers and identifying sources of our precious material materials.

All precious metal materials suppliers are listed in our *Supplier RJC* file where they are identified:

- Supplier name
- Supplier addresses
- Furniture
- Certifications
- Risk level

NR SUPPLIERS (for precious metals, diamonds and precious stones)	7
NR SUPPLIERS CERTIFIED RJC COP, LBMA or banks	6
NR SUPPLIERS CERTIFIED RJC CoC	5
NR REFINERS	3
NR REFINERS CERTIFIED RJC COP or LBMA	3
NR REFINERS CERTIFIED RJC CoC	3
NR SUBCONTRACTORS	3
NR SUBCONTRACTORS CERTIFIED (RJC, LBMA, etc...)	2
NR SUBCONTRACTORS CERTIFIED RJC CoC	2
NR SUBCONTRACTORS FOR CoC MATERIALS	3
NR AUDIT TO SUBCONTRACTORS FOR CoC MATERIALS	1
NR OF LOW RISK LEVEL SUPPLIERS AND SUBCONTRACTORS	6
NR OF MEDIUM RISK LEVEL SUPPLIERS AND SUBCONTRACTORS	1
NR OF HIGH RISK LEVEL SUPPLIERS AND SUBCONTRACTORS	0

The *risk level* doesn't mean simply the risk of precious metals provenience but is calculated considering the following parameters:

- Geographyc location of the supplier
- Company certifications (RJC, LBMA, SA800,)
- Document of legal representative
- Company registration report
- Company's type of supply

To every supplier and subcontractor not certified or with a risk level not LOW is sent the following documentation:

- *Subcontractor commitment*
- *Company Policy*

If necessary, an *Internal Audit* in performed to the subcontractor and a training session regarding the *Chain of Custody RJC CoC*

As a company we communicate our expectations regarding human rights and supply chain due diligence by sending to our precious metal materials suppliers (not RJC certified) via e-mail our *Company Policy* and our *Subcontractor commitment* to be signed.

The outcomes of doing so has been very positive, all our suppliers accepted our policies; the risk of our supply chain is LOW.

Our grievance mechanism for internal and external stakeholders can be accessed via website <https://www.chimeragold.com/whistleblowing/>, another grievance mechanism is available via *Reporting Box* that can be found in the break area .

Till today NO GRIEVANCES have been received. The employee responsible for these grievance mechanisms is *Eleonora Anselmi as RJC Responsible*.

IDENTIFIED & ASSESSED RISKS

We assess our supplier's due diligence practices by :

- *Suppliers Evaluation Risk*

- *Human Rights Evaluation Risk*

During our assessment of our own and our supplier's due diligence practices and those relating to human rights, we identified none HIGH potential and actual risks within our supply chain.

We have analyzed risks in our "*Risk analysis*" file regarding the following areas:

- Child labor
- Forced and compulsory labor
- Health and safety
- Freedom of association and the right to collective bargaining
- Discrimination
- Disciplinary practices
- Working hours
- Remuneration
- Management of suppliers and contractors
- Identification and Traceability
- Environment
- Corruption and facilitating payments
- Money laundering and terrorist financing
- Business Partner
- Security

90 total risks identified

89 risks are **LOW** level

1 risk is **MEDIUM** level (regarding the Transfer Document emission)

Non risks identified as **HIGH**

STRATEGY

The senior manager who receives the findings our risk assessment is Massimo Anselmi as CEO

To respond to the risks identified within our supply chain, we took our *Risk Management Plan* as described in our procedures.

Just 1 risk identified as Medium regarding the Transfer Documents emission and planned to be solved by "*Modify the management system software so that it automatically issues the TD*"; this action is described in the *Improvement Plan*.

To respond to eventual risks identified within our supply chain, we use our file "*Risk Analysis*" as described in our *RJC COP manual*.

Our risk management plan regarding High risks finding in our supply chain consists of :

- Immediately suspend or stop purchasing from the suppliers involved. Mitigate where possible.
- Immediately suspend or discontinue purchasing from affected suppliers. Mitigate where possible.
- Continue or temporarily suspend trade with suppliers but implement measurable mitigation actions. Suspend or discontinue if mitigation measures are ineffective.

When a human rights risk is identified we communicate the risk and how we are addressing it to potentially affected stakeholders by sending e-mail.

Since our last report **no grievances have been raised** regarding human rights or our supply chain

Chimera Gold srl provided the training regarding our due diligence activities (supply chain, human rights, environment, H&S, RJC COP & CoC) to our employees on 10/07/2024; this training included information on:

- Standard RJC-COP-April-2019
- Standard RJC Chain of Custody 2017
- Company Policy
- RJC COP Manual
- RJC CoC Manual
- Responsible supply chain
- Human Rights and Working Conditions
- Health, Safety and Environment
- Commercial, Anti-Corruption, Anti-Bribery and Anti-Money Laundering Policy
- Security

CARRY OUT A THIRD PARTY AUDIT

Chimera Gold srl has joined the RJC in December 2023 and reach the COP & CoC certification on November 2024.

In support of our continuous improvement journey, our third-party RJC surveillance audit will take place within our organisation against the RJC CoC 2017 around the end of the year 2025.