



METAL CONCENTRATORS

## Responsible Business & Human Rights Statement

### Metal Concentrators SA (Pty) Ltd

Metal Concentrators SA (Pty) Ltd ("MetCon") is committed to conducting its business responsibly, ethically, and transparently across its operations and supply chains. As a certified member of the Responsible Jewellery Council (RJC), MetCon operates in accordance with the RJC Code of Practices (COP) and the Chain of Custody (COC) Standard and integrates responsible business principles into its governance and operations.

### Our Commitment to Responsible Business

MetCon integrates ethical, human rights, social, environmental, and governance considerations into its day-to-day operations, business planning, and decision-making processes. This commitment applies across MetCon's operations and supply chains and is supported by documented management systems, oversight, and continual improvement processes in line with RJC requirements.

### Human Rights

MetCon respects all internationally recognised human rights and is committed to avoiding causing or contributing to adverse human rights impacts, and to addressing such impacts where they occur. Our approach is aligned with internationally recognised best practice, including the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Human rights considerations apply across:

- Our operations and workforce;
- Our supply chains and business relationships; and
- Communities that may be affected by our activities.

### Due Diligence and Responsible Sourcing

MetCon implements a risk-based due diligence framework to identify, assess, and manage risks associated with its supply chains, including human rights, financial crime, and sourcing risks. This framework is aligned with:

- The OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including the Supplement on Gold;
- Relevant provisions of the RJC Code of Practices, including COP 6 (Human Rights) and COP 7 (Responsible Sourcing); and
- The Responsible Minerals Initiative (RMI), including the Responsible Minerals Assurance Process (RMAP), where applicable.

Where risks are identified, MetCon applies proportionate mitigation measures, engages with business partners, and, where necessary, suspends or disengages from relationships that cannot be responsibly managed.

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### Metal Concentrators SA (Pty) Ltd

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VAT Reg. No.: 4520250889 Co. Reg. No.: 2007/035881/07 E: info@metcon.co.za W: MetCon.co.za



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## **Grievance Mechanism and Remedy**

MetCon maintains a legitimate, accessible, and rights-compatible complaints and grievance mechanism that enables internal and external stakeholders to raise concerns, including those related to human rights, without fear of retaliation.

Grievances and concerns may be reported through the following confidential and secure channels:

- Email: [compliance@metcon.co.za](mailto:compliance@metcon.co.za)
- Written complaint submitted to the RJC Compliance Officer
- Telephone reporting to the RJC Compliance Officer

Reports may be submitted anonymously. All complaints and grievances are handled in a confidential, impartial, and non-retaliatory manner.

Where MetCon has caused, contributed to, or is directly linked to adverse impacts, it commits to cooperating in, or providing for, appropriate remediation, and to implementing corrective actions to prevent recurrence.

## **Governance, Review and Transparency**

Oversight of responsible business practices and human rights is assigned to senior management and supported by documented policies, procedures, training, record-keeping, and regular monitoring. MetCon periodically reviews the effectiveness of its responsible sourcing and human rights processes and takes corrective action where improvement opportunities are identified.

Last reviewed: January 2026

Approved by: Executive Management

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