

MAC & RO CAPITAL FZC

ETHICS AND SUSTAINABILITY

Mac & Ro Srl, which has been operating in the precious metals marketing sector since 2023, considers sustainability and professional ethics as indispensable elements for conducting its business.

The fundamental principles pursued in our company are:

- Conduct our business in an ethically responsible manner;
- Extend the sphere of benefits resulting from our commercial activities to the social sphere;
- Constantly reinvest in our structures to ensure continuous improvement of the company and maximize profits.

In particular, Mac & Ro Srl pursues compliance with legal regulations, at a national and international level, applicable to company activities and compliance with commitments voluntarily undertaken in environmental and ethical matters.

- The protection of the territory in all the countries where our direct or indirect activities are present.
- The creation of working conditions that guarantee employees and collaborators the carrying out of activities in a satisfactory and fairly paid manner, without ethnic, gender, political or religious discrimination, in healthy and non-hazardous environments, in accordance with national and international legislation applicable in matters of health and safety in the workplace and workers' rights.
- The valorisation of human heritage through training and continuous updating.
- Collaboration with ethically correct suppliers, operating with industrial principles and policies in line with the principles of legality, transparency and respect for the environment and human rights adopted by Mac & Ro Srl.
- Constant commitment to improving the relationship with the public and institutions.
- Expansion in the reference market, through the adoption of technical innovations and the increase in the economic value of the company, operating in full compliance with current regulations and the rules of free competition.
- The care, defence and enhancement of the company's assets consisting of material values and knowledge.
- Confidentiality and reliability in relationships with suppliers and customers.
- Maintenance of management procedures that ensure systematic controls on company processes, improving production flexibility and carrying out continuous research and development.
- The adoption and maintenance of management procedures that guarantee compliance with national regulations regulating employment contracts and respect for human rights, the provisions regarding the prevention of money laundering and assets deriving from illicit activities and any aimed at obtaining advantages through corruption of institutional or commercial partners.

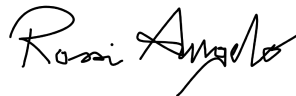
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- Investment in human, instrumental and economic resources in order to achieve the objectives defined for the continuous improvement of quality, environment and safety.
- Voluntary compliance with the LBMA Responsible Gold Guidance and Responsible Silver Guidance and the LPPM Responsible Platinum/Palladium Guidance for the responsible sourcing of gold, silver, platinum and palladium.
- Voluntary adherence to the Code of Procedure and the Chain of Custody of the Responsible Jewellery Council to guarantee the traceability of gold, silver, platinum, rhodium and palladium, both pure and in the form of manufactured goods, supplied to our customers.
- Constant communication internally and with its external partners to stimulate the adoption of business principles of sustainability, legitimacy and ethics consistent with the principles of Mac & Ro Srl.
- The promotion of visits and meetings with the community and local authorities in order to improve understanding of company processes and how our activities can positively impact society.

Sharjah, 7th January 2025

Angelo Rossi

CEO



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