



# İSTOR KUYUMCULUK SAN. VE TİC. A.Ş. THE RJC CODE OF CONDUCT POLICY

PL.12 | Yayın Tarihi: 25.08.2023 | R.00 | Revizyon Tarihi:-

Page 1 / 2

İstor Kuyumculuk San. ve Tic. A.Ş. is dedicated to adhering to the Responsible Jewellery Council (RJC) Code of Practices. The RJC Code of Practices outlines responsible business practices for the entire jewelry supply chain, covering ethical, social, and environmental standards. This policy demonstrates our commitment to the RJC Code of Practices and describes our approach to implementing and monitoring compliance.

## Compliance with the RJC Code of Practices

- İstor Kuyumculuk San. ve Tic. A.Ş. will adhere to all relevant provisions of the RJC Code of Practices and fulfill any additional requirements set by the RJC.
- The RJC Code of Practices will be incorporated into our RJC company policies, procedures, and operations, ensuring awareness and understanding among all relevant employees, suppliers, and business partners.
- We commit to conducting regular assessments and audits, including self-assessments and independent third-party audits as necessitated by the RJC, to guarantee compliance with the RJC Code of Practices.
- Should non-compliance be identified, prompt and effective corrective actions will be taken to rectify any issues or gaps found.

## Ethical Practices

- İstor Kuyumculuk San. ve Tic. A.Ş. pledges to conduct its business with utmost ethical integrity, following the RJC Code of Practices guidelines regarding anti-corruption, bribery, and fair competition.
- Any form of corruption, bribery, or unethical practices is strictly prohibited. We will maintain precise records and ensure transparent financial reporting.
- An ethical culture will be promoted within our organization, with training and awareness programs for our employees on the RJC Code of Practices and ethical business conduct.

## Human Rights and Social Responsibility

- Commitment to respecting and promoting human rights, including prohibiting forced labor, child labor, and discrimination in all company operations.
- We will ensure fair and respectful treatment of all employees and workers, providing safe working conditions, fair wages, and suitable working hours.
- Collaboration with suppliers to ensure they also meet the human rights and social responsibility standards of the RJC Code of Practices.

## Environmental Stewardship

- Recognition of the importance of environmental responsibility, with practices in place that comply with the RJC Code of Practices concerning environmental care.
- Efforts to minimize environmental impact through reduced energy use, water conservation, and waste reduction.
- Commitment to responsible sourcing of materials, considering environmental impact and indigenous peoples' rights.

## Supply Chain Management

- Working with suppliers to ensure responsible business practices throughout our supply chain in accordance with the RJC Code of Practices.
- Supplier assessment and selection based on their commitment to the RJC Code of Practices and responsible sourcing.
- Collaboration with suppliers to identify and support compliance improvements.

## Stakeholder Engagement and Transparency

- Engagement with stakeholders, including employees, customers, suppliers, and communities, to understand and address concerns regarding responsible practices.
- Transparent communication of our commitment and progress towards implementing the RJC Code of Practices.
- Prompt and transparent response to inquiries about our adherence to the RJC Code of Practices.

## Continuous Improvement

- A pledge for ongoing enhancement of responsible business practices and adherence to the RJC Code of Practices.
- Regular policy, procedure, and practice reviews to ensure they remain in alignment with the RJC Code of Practices and current best practices.
- Active participation in RJC initiatives and collaboration with industry stakeholders to promote industry-wide continuous improvement.

## Policy Review

This policy will undergo periodic reviews to ensure it remains effective and aligned with the RJC Code of Practices and any RJC updates or changes.



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Page 2 / 2

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**APPROVED BY THE CEO AND THE BOARD OF DIRECTORS**

**İstor Kuyumculuk San. ve Tic. A.Ş.**



*PREPARED AND APPROVED BY İSTOR KUYUMCULUK BOARD OF DIRECTORS*