



İSTOR KUYUMCULUK SAN. VE TİC. A.Ş. ANNUAL RJC REPORT 2023-2024 POLICY

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Legal Compliance:

İstor Kuyumculuk San. ve Tic. A.Ş. consistently updates and sustains a robust legal compliance framework to monitor legal shifts and identify potential risks within its operations. Our comprehensive framework encompasses areas crucial for maintaining our integrity, including anti-bribery, anti-money laundering, fair working conditions, health and safety, and accurate product disclosures. We perform monthly reviews to ensure our legal documents are current, maintaining strict compliance with laws and regulations.

Policy and Implementation: We enforce stringent policies within our supply chain, adhering to our Responsible Business Conduct Policy, which is in line with the standards of the RJC (Responsible Jewellery Council). These policies are supported by an extensive due diligence process for our suppliers, particularly those in regions prone to issues surrounding conflict minerals. Our RJC representative regularly reviews and updates these policies to align with the latest industry standards and practices.

Reporting: İstor Kuyumculuk commits to transparency in communication with all stakeholders, providing comprehensive annual reports that detail our compliance with RJC standards. Our reporting processes are designed to build transparency and trust, keeping all stakeholders well-informed of our policies, practices, and developments.

Financial Accounts: We uphold stringent financial integrity in all business transactions. Our accounting practices comply with relevant regulations, and we conduct regular internal audits to detect and resolve any discrepancies. External auditors annually review our financial statements, ensuring their accuracy and transparency.

Business Partners: Our engagement with business partners emphasizes adherence to responsible business practices. We encourage due diligence and ethical operations among our suppliers to ensure they meet our high standards for responsible sourcing and human rights.

Human Rights: İstor Kuyumculuk upholds the highest standards of human rights in all business interactions and relationships. We proactively assess potential and actual impacts on human rights within our operations and address any issues that arise. Our policies, aligned with international guidelines such as the United Nations' principles on business and human rights, are clearly communicated to our partners.

Due Diligence for Responsible Sourcing From Conflict-Affected And High-Risk Areas: Our supply chain management includes a thorough 5-step risk assessment process following OECD guidelines for the responsible sourcing of minerals from conflict-affected and high-risk areas. This rigorous process underscores our commitment to ethical sourcing throughout our supply chain.

Bribery and Facilitation Payments: İstor Kuyumculuk has established strict policies against bribery and facilitation payments. These policies include protective measures for whistleblowers and procedures to handle grievances promptly and fairly, fostering a culture of integrity and ethical behavior across our business.

Money Laundering and Financing of Terrorism: We have comprehensive policies and procedures in place to combat money laundering and the financing of terrorism. This includes implementing Know Your Counterparty (KYC) procedures for all our suppliers and business partners, overseen by our RJC Compliance Officer.

Security: Stringent security protocols are maintained to protect our employees, contractors, visitors, and assets. We regularly review and update our risk assessment policies to address new security challenges and ensure the safety and security of our operations.

Labor Rights and Working Conditions: We are committed to upholding labor rights and providing favorable working conditions. Our employment terms are clearly communicated to employees before employment begins, and our policies comply with both Turkish and international labor standards. We advocate for a workplace free from child labor, forced labor, discrimination, and harassment.

Health, Safety, and Environment: İstor Kuyumculuk ensures a safe and healthy working environment in compliance with Turkish laws and international standards. We conduct regular risk assessments and equip our employees with the necessary training and tools to effectively manage potential workplace hazards.

Conclusion: As a dedicated jewelry manufacturer and distributor, İstor Kuyumculuk has successfully achieved its objectives for the year with integrity and responsibility. Our adherence to the RJC standards signifies our commitment to continuous improvement and ethical business practices. We are dedicated to maintaining these standards and further enhancing our practices to meet the evolving demands of responsible jewellery manufacturing.



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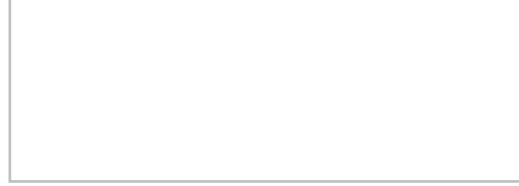
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APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

İstor Kuyumculuk San. ve Tic. A.Ş.



PREPARED AND APPROVED BY İSTOR KUYUMCULUK BOARD OF DIRECTORS