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003	31.10.2021	31.10.2022	CAMI EADES	SHARON EADES

# Responsible Business Practice Policy Document

## 1. PURPOSE

The purpose of this policy is to demonstrate Cape Precious Metals responsibilities towards ethical, human rights, social, and environmental practices for the business.

## 2. OBJECTIVES

- a. Business Ethics: Upholding ethical business practices.
- b. Human Rights and Social Performance: Upholding human rights, treating workers and communities fairly and with respect, encouraging a diverse workforce, and providing a safe working environment.
- c. Environmental Performance: Promoting efficient use of resources and energy, protecting biodiversity and reducing and preventing pollution.
- d. Management Systems: Complying with applicable law and by laws, establishing policy and plans, and managing business risk including contractors, suppliers and partners.

## 3. GENERAL PRINCIPLES

- a. Business Ethics
  - i. CPM is committed to conduct our business to a high ethical standard, and to ensuring integrity, transparency and conformance with Applicable laws.
  - ii. CPM will not engage in Bribery and/or Corruption.
  - iii. CPM will not tolerate Money Laundering and/or financing of terrorism.
  - iv. CPM discloses accurately the material characteristics of the products we sell.
  - v. CPM respects confidentiality and data privacy
- b. Human rights and social performance:
  - i. CPM respects human rights and the dignity of all individuals
  - ii. CPM shall not use any force or restrict the freedom of employees
  - iii. CPM is committed to high standards of Health and Safety in our operations.
  - iv. CPM is opposed to activities which, directly or indirectly, finance or benefit armed conflict and the extreme levels of violence which contribute to abuses of human rights.
  - v. CPM shall not discriminate based on race, ethnicity, religion, disability, gender, sexual orientation, political affiliation or age.
- c. Environmental Performance
  - i. CPM conducts our business in an environmentally responsible manner



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- ii. We manage our footprint by eliminating/minimising negative environmental impacts.
  - iii. CPM managed their resources and energy efficiently
  - d. Management System
    - i. CPM complies with applicable laws and commit to the RJC Code of Practice. We will assess our risk, including risk to our business from partners, and establish systems that manage and improve ethical, human rights, social and environmental business practices.
    - ii. RJC is a standard setting organisation established to advance responsible business practices.
    - iii. CPM appointed Compliance Officers to take responsibility for the compliance to the Standard.
    - iv. CPM applied a "Know Your Counterparty" policy in order to identify upstream suppliers where dealings with such suppliers would be in contravention of this policy, would represent money laundering or other related criminal activity.

As a RJC certified member, we commit to operating our business in accordance with the RJC Code of Practice, we commit to integrating ethical, human rights, social and environmental considerations into our day to day operations, business planning activities and decision-making processes.

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*It is the employee's responsibility to contact management should he/she have any queries. Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be addressed to line Management.*

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