

GYR EDELMETALLE AG Human Rights and Social Policy

GYR EDELMETALLE AG works to ensure that fundamental human rights and the dignity of the individual are respected at all times.

GYR EDELMETALLE AG complies with the United Nations Universal Declaration of Human Rights and ensures that all personnel are made aware of the Declaration.

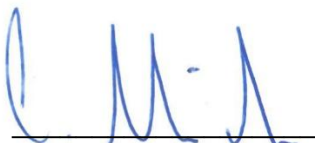
GYR EDELMETALLE AG is aware of International Labour Organisation Conventions 138 and 146 and complies with all relevant Swiss legislation on Social Performance including but not restricted to:

- Child labour;
- Forced labour;
- Freedom of association and collective bargaining;
- Anti-discrimination;
- Health & safety;
- Discipline & grievance procedures;
- Hours of work;
- Remuneration, and
- General employment terms.

We will provide training to all our personnel in matters relating to this policy.

Baar, April 15th 2026

GYR EDELMETALLE AG



Christoph Minder
CEO



Serena D'Andrea-Melillo
Head of Market Switzerland