

 ALPHA PLUS LIGATIO METALLICA	RJC CODE OF CONDUCT POLICY	Doküman No	PLT011
		İlk Yayın Tarihi	27.07.2025
		Gözden Geçirme Tarihi	05.01.2026
		Revizyon Tarihi	
		Revizyon No	
		Sayfa No	1/4

Scope: Alloy Production, Sales and Export of Precious and Base Metals

1. Policy Statement

Alpha Plus, as an alloy producer for the jewellery sector, commits to conduct all its activities in accordance with the Responsible Jewellery Council (RJC) Code of Practices 2024 (COP 2024). This policy defines Alpha Plus's commitment to ethical business conduct, responsible sourcing, respect for human rights, environmental responsibility and strong corporate governance across its operations and supply chain.

Alpha Plus acknowledges its responsibility to identify, prevent, mitigate and address adverse impacts related to its business activities and relationships.

2. Purpose and Applicability

The purpose of this policy is to:

- Establish clear ethical conduct standards aligned with RJC COP 2024
- Integrate social, environmental and governance principles into daily operations
- Define expectations for employees, suppliers and business partners
- Promote transparency, accountability and continuous improvement

This policy applies to:

- All employees, management and supervisors
- Suppliers, contractors, subcontractors and service providers
- Business partners and affiliated entities
- All activities from sourcing to production, sales and export

3. Governance and Responsibilities

Alpha Plus maintains governance structures to ensure effective implementation of this policy, including:

- Clear allocation of roles and responsibilities for RJC compliance
- Integration of this policy into internal procedures and contracts
- Maintenance of records demonstrating compliance
- Top management oversight and accountability

4. Ethical Business Conduct

Alpha Plus commits to conduct its business with integrity and transparency.

- Zero tolerance for bribery, corruption, fraud and unethical conduct
- Compliance with applicable anti-corruption, competition and financial crime laws
- Fair, transparent and honest business practices
- All employees and business partners are expected to act ethically and responsibly

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		Sayfa No	2/4

5. Due Diligence and Compliance

Alpha Plus applies a risk-based due diligence approach across its operations and supply chain, including:

- Identification and assessment of risks related to ethics, human rights, labour, environment and security
- Supplier screening and ongoing monitoring
- Implementation of corrective action plans where risks are identified
- Suspension or termination of relationships in cases of severe or unmitigable risks

6. Human Rights and Labour Practices

Alpha Plus respects internationally recognized human rights and labour standards and commits to:

- Zero tolerance for forced, bonded or compulsory labour and child labour
- Non-discrimination and equal opportunity
- Respect for freedom of association and collective bargaining
- Fair wages, legal working hours and decent working conditions
- Protection against harassment, abuse and retaliation
- Regular assessments and audits to monitor compliance

7. Occupational Health and Safety

Alpha Plus prioritizes the health and safety of employees and contractors through:

- Implementation of occupational health and safety management systems
- Risk assessments and safety training
- Prevention of workplace accidents and occupational diseases

8. Environmental Responsibility

Alpha Plus commits to responsible environmental management through:

- Compliance with environmental laws and regulations
- Minimizing environmental impacts through efficient resource use
- Reducing waste, emissions and pollution
- Promoting recycling and responsible chemical management
- Regular review of environmental performance

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9. Supply Chain Integrity

Alpha Plus promotes ethical and responsible practices across the supply chain by:

- Communicating RJC requirements to suppliers
- Conducting supplier due diligence and performance monitoring
- Encouraging transparency, traceability and responsible sourcing
- Supporting supplier capacity-building initiatives where appropriate

10. Stakeholder Engagement and Transparency

Alpha Plus engages openly and constructively with stakeholders including employees, worker representatives, suppliers, business partners, local communities, NGOs and industry organizations. Alpha Plus communicates its ethical conduct and sustainability performance through appropriate reporting mechanisms.

11. Training and Awareness

Alpha Plus ensures:

- Regular training for employees on this Code of Conduct
- Management understands compliance responsibilities
- Suppliers are informed about applicable ethical standards
- Training activities are documented and reviewed

12. Reporting and Grievance Mechanism

Alpha Plus maintains accessible and confidential channels to report concerns related to this policy.

- Reports may be submitted anonymously
- Retaliation against whistleblowers is strictly prohibited
- Reported issues are investigated impartially and addressed appropriately

13. Continuous Improvement

Alpha Plus commits to continuous improvement through:

- Regular policy reviews
- Stakeholder feedback
- Monitoring regulatory and RJC standard updates
- Benchmarking against industry best practices

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		Sayfa No	4/4

14. Non-Compliance

Violations of this Code of Conduct may result in:

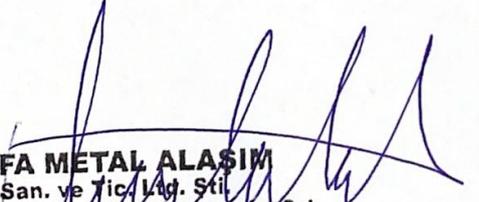
- Corrective actions
- Disciplinary measures
- Termination of contracts or business relationships

15. Conclusion

This RJC Code of Conduct Policy (2024) reflects Alpha Plus's commitment to ethical excellence, responsible business conduct and sustainable development. Through effective implementation, monitoring and continuous improvement, Alpha Plus aims to achieve full compliance with RJC COP 2024 and to contribute positively to the global jewellery supply chain.

APPROVED BY THE GENERAL MANAGER AND THE BOARD OF DIRECTORS.

Alfa Metal Alaşım San. ve Tic. Ltd. Şti.


ALFA METAL ALAŞIM
San. ve Tic. Ltd. Şti.
Yenibosna Merkez Mah. Kuyumcular Sok.
No:4 İstanbul Vizyon Park Merkez Plaza
C1 Blok Kat:4/0420 Bahçelievler/İST.
Yenibosna V.D. 051 021 4942
Ticaret Sicil No: 619857

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