

## RJC Management Review Meeting

An annual management review meeting has been conducted at WINDIAM NV on June 14<sup>th</sup>, 2021  
The following points were reviewed:

1. There are no changes observed in the section 'General Requirements'.
2. All our Business Partners are continued to be screened with regards to AML legislation, Human Rights due diligence and Bribery issues and no major risks have been assessed.
3. No adverse Human Rights impacts have been observed.
4. We have started to roll out our implementation of the COP7 standard in line with our policy and procedures.
5. No direct sourcing from artisanal and small-scale mining has occurred in the past year.
6. The security in our offices has been maintained at a satisfactory level and no security breaches have been observed.
7. We roll out a process to obtain written assurances from all our suppliers concerning provenance claims.
8. No violations to labour rights and working conditions have been observed.
9. There have been no Health & Safety occurrences in the period under review.
10. No breach of product integrity has been observed and all procedures have been followed

No new risks have been identified.

Antwerp June 14<sup>th</sup>, 2021

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