

Human Rights Policy

United Precious Metal Refining, Inc. recognizes its corporate responsibility to publicly affirm our commitment to and respect for human rights within, and outside, the organization. We understand that our commitment comes not from mere words, but actions. Our dedication to uphold human rights remains an integral part of our socially responsible business practices and activities.

UPMR pledges adherence to the following tenets:

UPMR is respectful of all human rights and actively promotes a workplace environment where discrimination, harassment, and/or persecution based on race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, or veteran status are not tolerated.

UPMR promotes equal opportunity of employment for all qualified applicants based upon qualifications, abilities, and merit. We remain active in our efforts to maintain an inclusive, diverse, and safe work environment for all employees.

UPMR expects that all its employees respect the human rights of their fellow employees.

UPMR is committed to maintaining a safe and stable workplace by providing employees with appropriate training, supervision, and equipment to complete their tasks.

UPMR is committed to engaging in business transactions only with customers which also affirm and respect human rights and responsible business practices. We are also committed to the highest standards of ethical and business conduct as it relates to the procurement of goods and services.

All UPMR employees are required to follow the ethical standards in our Employee Information Handbook (presented to every employee), which are in place to ensure that our employees understand our policies and perform their tasks with knowledge and integrity.

UPMR is committed to invest in its community by utilizing financial and human capital with efforts to improve the quality of life in our neighborhood and the surrounding areas.

UPMR is certified as a Conformant Smelter by the RBA (Responsible Business Alliance) to ensure that our material is not sourced from areas or regions in which practices are used to support or benefit unlawful conflict, or contribute to serious human rights abuses or breaches of international law. This certification is subject to renewal examination and audit every year.

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