

Whistle Blower Policy

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Contents

1. Introduction	4
2. Purpose:	4
3. Confidential Reporting Channel:.....	4
4. Scope of Reporting:.....	4
5. Reporting Procedure:.....	5
6. Handling and Investigation:	5
7. Protection from Retaliation:	5
8. Communication and Follow-Up:	5
9. Record Keeping and Review:	5
10. Training and Awareness:.....	5
11. Compliance with RJC Standards:.....	6

1. Introduction

At Blaze Metals, we are committed to upholding the highest standards of ethics, integrity, and responsible business practices. As a company dedicated to excellence within the jewelry industry, we recognize the importance of transparency and accountability in all aspects of our operations.

The Responsible Jewellery Council (RJC) sets forth stringent standards aimed at promoting ethical, social, and environmental best practices within the jewelry supply chain. In our unwavering commitment to these principles, Blaze Metals has established this whistleblower procedure in alignment with RJC standards.

This whistleblower procedure serves as a critical mechanism for employees and stakeholders to report any concerns or suspicions related to unethical behavior, violations of RJC standards, or any other misconduct within our organization. We value the insights and contributions of our employees and stakeholders and are dedicated to fostering an environment where concerns can be raised without fear of retaliation.

Our aim is to ensure that all reported concerns are thoroughly investigated, and appropriate actions are taken to address them in accordance with our policies and RJC standards. We are committed to maintaining confidentiality, protecting whistleblowers, and upholding the principles of transparency and accountability.

This procedure is a testament to our commitment to ethical conduct, sustainability, and continuous improvement. We encourage all employees and stakeholders to actively participate in upholding our shared values and contributing to the integrity of Blaze Metals.

2. Purpose:

The purpose of this whistle-blower procedure is to provide a confidential and secure mechanism for employees and stakeholders to report concerns or suspicions related to unethical behaviour, violations of RJC standards, or any other misconduct within Blaze Metals.

3. Confidential Reporting Channel:

Establish a designated and confidential reporting channel, such as a dedicated email address, hotline, or online platform, managed by a neutral third party or a designated internal contact.

Ensure anonymity and confidentiality for individuals reporting concerns. Provide assurance that whistle-blowers will be protected from retaliation.

4.Scope of Reporting:

- Encourage reporting on various concerns, including but not limited to:
- Violations of RJC standards (ethical, social, environmental).
- Fraud, corruption, or financial irregularities.
- Unsafe work conditions or practices.
- Discrimination or harassment.
- Environmental concerns or sustainability breaches.

5. Reporting Procedure:

We have instructions on how to report concerns, including the reporting channel and any necessary information or documentation required.

All Blaze metals employees who suspect fraud occurred within an organization should report through oheneba.opoku@blazemetals.org, or mobile +971(052 9512453)

We encouraged individuals to provide as much detail as possible to aid investigations, while also ensuring anonymity if desired.

We evaluate their commitment to environmental and social responsibility

6. Handling and Investigation:

- We have Designated a responsible individual to receive, assess, and investigate reported concerns promptly and impartially.
- We also ensure confidentiality throughout the investigation process while maintaining transparency to the extent possible.
- We Conduct a thorough investigation, documenting findings, and taking appropriate action in accordance with company policies and RJC standards.

7. Protection from Retaliation:

We Emphasize that retaliation against whistle-blowers is strictly prohibited and will result in disciplinary action.

We Implement safeguards to protect whistle-blowers from any form of retaliation, ensuring their confidentiality and employment security.

8. Communication and Follow-Up:

We Provide feedback to the whistle-blower, if feasible without compromising confidentiality, acknowledging receipt of the report and outlining the steps taken or planned actions.

We Regularly update stakeholders on the effectiveness of the whistle-blower procedure and any notable cases resolved through this mechanism, without compromising confidentiality.

9. Record Keeping and Review:

Blaze Metals Maintains comprehensive records of reported concerns, investigations, and actions taken to address them.

We Conduct periodic reviews of the whistle-blower procedure's effectiveness and make necessary improvements.

10. Training and Awareness:

Blaze Metals educate employees and stakeholders about the whistle-blower procedure, its importance, and the process for reporting concerns.

We Conduct training sessions to ensure awareness of RJC standards and the company's commitment to ethical practices.

11. Compliance with RJC Standards:

Blaze Metals ensures that the whistle-blower procedure is compliant with the specific requirements outlined in the Responsible Jewellery Council standards.