

# FREDERICK GOLDMAN INC.

Frederick Goldman, Inc.

## APPOINTMENT LETTER

Frederick Goldman, Inc. is pleased to announce the appointment of John Orrico as Due Diligence Manager responsible for:

1. Human Right Due Diligence
2. Supplier Due Diligence according to OECD Guidance for Minerals Supply Chain

Since 2015 Frederick Goldman, Inc. has adopted and followed the RJC Code of Practices in all relevant criteria. The due diligence management system we currently have in place will be managed by the Due Diligence Manager.

The due Diligence Manager shall:

1. Periodically review and revise the policy and procedure for the due diligence management system.
2. Provide all necessary resources to support due diligence.
3. Review potential risks in the Company's supply chain.
4. Provide due diligence training for all staff involved.

**Jonathan Goldman**  
**Chief Executive Officer**  
**October 1, 2021**