



## General Policy

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The company, operating in the production of semi-finished products on behalf of third parties, declares its commitment to manage and develop its activities with constant attention and continuous improvement in the quality of services, respecting Human Rights, Business Ethics, health and safety in the workplace, and environmental protection. Therefore, in the implementation and management of its Organizational System, the company has committed to adopting the principles of the Responsible Jewellery Council for responsible management of the company.

The Organizational System, extended to all activities, is based on the commitment that the Management places:

- on proactively listening to customer needs;
- on complying with defined standards and continuous improvement orientation;
- on ensuring over time the quality level of products to meet the needs and expectations of customers and other stakeholders, ensuring maximum compliance with requirements;
- on sharing at all levels the awareness of the importance of the System through the dissemination of operational documentation for planning and executing services;
- on systematically ensuring environmental compatibility and safety in the workplace for the activities performed and services provided in compliance with national and international regulations;
- on seeking the optimization of company processes to achieve the highest level of effectiveness and efficiency;
- on complying with all applicable international, national, regional, and municipal legal requirements regarding environmental and workplace safety and any other prescriptions the company voluntarily chooses to adhere to;
- on pursuing continuous improvement in its environmental performance;
- on ensuring the transparency and accuracy of information provided to internal and external parties;

Aware of the social responsibility that businesses must answer for sustainable and lasting growth, the Management applies the management requirements set forth by the Responsible Jewellery Council and is committed to applying and promoting ethics, respect for human rights, and social practices transparently and responsibly.

The application of the Responsible Jewellery Council Standard involves a series of commitments identified in:

- **Business Ethics.**

Specifically, the company is committed to:

- conducting its activities with the utmost respect for ethical standards, ensuring integrity, transparency, and compliance with current laws;
- not tolerating any form of corruption or money laundering and monitoring to ensure that any suspicious practices are disclosed and countered;
- fully and accurately disclosing the characteristics of its products and services.
- ensuring the traceability of the gold used in our processes to guarantee the exclusive use of gold not sourced from illegal activities or conflict zones financed by the sale of precious metals;
- ensuring compliance within our supply chain through direct and constant monitoring of suppliers involved in the processes;
- raising awareness of the importance of a responsibly and carefully managed supply chain.

- **Human Rights**

Specifically, the company is committed to:

- supporting the Universal Declaration of Human Rights established by the United Nations;
- not resorting to child labor or any form of forced or coercive labor;
- ensuring high safety standards in the workplace in accordance with national and international regulations;
- not engaging in any form of discrimination and not applying degrading treatments, harassment, abuse, coercion, or intimidation of any kind;
- promoting the importance of transparent communication at all levels of the organization, encouraging the reporting of improper behavior by anyone working in the name and on behalf of the Organization;
- respecting current labor legislation and monitoring its compliance;

During the period of RJC Code of Practices certification, no deviations from the Code of Procedure have been identified, nor have any high-risk transactions been detected in the Supply Chain based on the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from CAHRA".

The company policy is communicated to all staff, customers, and suppliers and is available to anyone upon request.

Pietra Marazzi, 15/07/2024

The Management