

COMPANY CODE OF ETHICS

Principles and corporate social responsibility

In implementing the social responsibility system in accordance with the Responsible Jewellery Council standard, the company intends to stay connected to our country, sustainable growth, respect for the dignity of workers and customers, as well as promoting the adoption of socially responsible practices by all public and private entities with whom it relates.

The company undertakes to:

carry out and conduct our business in full compliance with ethical standards, ensuring integrity, transparency and compliance with the laws in force,

- notify our organisation internally, Partners and all Stakeholders of company policy.

In accordance with Italian Law and the FAFT Recommendations (International Standards for Combatting Money Laundering and the Financing of Terrorism and the Proliferation of Weapons of Mass Destruction) the company:

- does not practice and does not accept corruption in any form.
- We will not tolerate money laundering and / or the financing of terrorist activities.
- undertakes to disclose in full and in detail the characteristics of the products sold by us in accordance with the RJC, CIBJO or similar regulations;
- undertakes to take appropriate measures to ensure the integrity and safety of shipments of products.

In accordance with GDPR 679/19 the company:

- undertakes to respect the principles of confidentiality and protection of confidential data;

In accordance with intellectual property, the company:

- commits to the utmost respect for the intellectual property rights of others and we demand the same support from third parties towards us in order to preserve the fairness of exchanges and collaborations, as well as fair competition.

6.1. Human rights and implementation of social principles

Social relations must never be compromised. CRIERI SRL conducts its activities in a socially responsible manner in order to make positive contributions to the Company.

it wishes to maintain mutually beneficial relationships with Customers, Suppliers and all collaborators and partners. For this reason, CRIERI SRL believes and is committed to respecting fundamental human rights and the dignity of the individual, from a human, social and business point of view.

Environment

CRIERI SRL considers the environment a fundamental element of its business strategy, and is aware that environmental protection is an indispensable responsibility for the continuation of sustainable development and sustainable economic growth.

To this end, the company undertakes to:

- to carry out our activities in an environmentally responsible manner, and in accordance with applicable environmental legislation and regulation and other requirements entered into with other interested parties;
- to manage the environmental impact of our business by eliminating or minimizing negative effects on the environment (e.g. by reducing the use of toxic substances).

- to make our business more efficient in order to reduce the consumption of energy resources (gas and electricity);
- manage waste in a responsible way through proper separation and minimisation of waste;
- to ensure a preventive assessment of the environmental risks associated with our current and future activities, through the use of the best possible technologies and ensuring their environmental efficiency;
- to sensitise suppliers to the adoption of environmental protection policies by preferentially collaborating with ISO 9001, 14001 or RJC certified companies.

Health and safety

Occupational health and safety are privileged areas of institutional competence, and as such are the subject of constant commitment for CRIERI SRL for a full protection of the health, integrity and dignity of the person in every work environment.

CRIERI SRL is aware of the importance of these issues in the economic and business world, as well as aware of the responsibility that each company assumes with reference to the health and safety of its workers, promotes a Safety Policy that is a guide and reference point for all personnel, observing the following principles:

1. Right from the phase of the definition of new activities or in the revision of existing ones, safety aspects are considered essential content

2. all workers must be trained, informed and sensitised to carry out their tasks safely and to assume their OSH responsibilities, with particular reference to involvement and consultation, including through their safety representatives;

3. the responsibility for the management of OSH concerns the entire company structure (managers, supervisors, plant operators, purchasing and maintenance services, workers, etc.), so that it participates, according to its powers and competences, in the achievement of the safety objectives assigned so that: the machines, plants and equipment, workplaces, operating methods and organisational aspects are carried out in such a way as to safeguard the health of workers, company assets, third parties and the community in which the Company operates;

information on corporate risks is distributed to all workers; specific training and updates are provided for workers depending on the job they do;

5. respond quickly, effectively and diligently to emerging needs during work; 6. preventive actions are preferred and a commitment to the prevention of accidents and occupational diseases is promoted;

cooperation is endorsed between the various corporate resources and with designated external organisations;

8. all applicable laws and regulations are complied with, procedures are formulated and the identified company standards are adhered to;

activities are also managed with the aim of preventing accidents, injuries and occupational illnesses, and operations and maintenance, including the cleaning of workplaces, machines and installations, are managed within this context.

10. achievement of continuous improvement and prevention objectives.

Quality

CRIERI SRL aims at high quality standards of its products, this also translates into the pursuit of objectives of efficiency and compliance with programmes, improvement of performance and rationalisation of the organisation, with the ultimate aim of increasing profit and measuring up to continuous improvement.

In this regard, **CRIERI SRL** undertakes:

- to continuously improve the effectiveness of the adopted protocols;
- to guarantee the quality of products and services provided in order to meet the requirements expressed by customers trying to exceed their expectations;
- to achieve customer satisfaction through the quality of its processes and services; the latter must be better than that of our competitors;
- to provide pre- and post-sale assistance;
- to increase employees' awareness so that they become specialists in product quality.

Children and child labour

Child labour is given special protection in the Constitution of the Italian Republic through a number of articles which lay down special legislation concerning the wage labour of children and adolescents.

To protect young people who are starting to undertake a career, the European Community has also taken care of it with Directive 94/33, which has established basic principles regarding working relationships with minors.¹

Firstly, the age of 15 has been set as a prerequisite for entering the world of work, and secondly, it has been established that the young person must first of all undertake a course of education and vocational training.

Given the type of product sold and the responsibilities that derive from it, **CRIERI SRL** can entrust its work only to highly specialised personnel and cannot count anyone under the age of 18 among its employees or collaborators and following a complete school and professional training.

CRIERI SRL reiterates the importance of developing and maintaining a socially responsible work environment over time and promoting the professional growth of all employees in full compliance with national, Community and human rights laws.

It is aware of its role and responsibilities in the economic and social community and strives to be an operator of excellence with regard to Social Responsibility.

All this for **CRIERI SRL** means:

- consider their employees as a strategic response, ensuring respect for their rights, promoting their professional and personal development;
- consider their suppliers as partners, not only for strictly commercial activities, but also with regard to social responsibility;
- consider its customers as a fundamental element of the success of **CRIERI SRL**, for this reason it is necessary to work to ensure their satisfaction also with regard to the rules of social responsibility.

Although not prohibited and strictly regulated by national and international legislation, **CRIERI SRL** has nevertheless decided not to use minors for any of the positions provided by the company.

In order to protect its image and resources, the **Company** will not enter into any type of relationship with persons who do not intend to operate in strict compliance with the regulations in force and/or who refuse to behave in accordance with the ethical principles and rules of conduct provided for in this Code.

Valencia, 10/01/2022

The Management