



POLICY FRATELLI CALEGARO S.R.L. SOCIAL RESPONSIBILITY

DATA: 23/10/2024

Fratelli Calegario S.r.l. is a member of the Responsible Jewellery Council (RJC) - non-profit organization created to define standards regarding ethical, human rights, social and environmental performance of companies in the jewelry industry, Watchmaking - **from March 2021 and Code of Practices 2019 (COP) certificate from December 2021 with certificate number 0000 3786.**

In view of re-certifying itself Code Of Practices 2019 (COP) with third party audit in November 2024, **Fratelli Calegario S.r.l.** has drawn up its policy to document the constant and continuous commitment to the use of responsible and transparent practices, Requiring employees and all stakeholders of the company to respect and share it.

The principles applied by **Fratelli Calegario S.r.l.** are linked to the sustainable growth of the company, both with regard to issues related to health and safety at work, the environment, human rights and ethics.

The intentions of the company **Fratelli Calegario S.r.l.** are to always apply and implement the principles and the standard set by the RJC COP code both internally at the company and with regard to its stakeholders.

This document is available in both paper and digital formats and is communicated to all employees, collaborators and on the company bulletin board and by e-mail, so that all business partners, suppliers and customers are informed.

This is not the only company policy, but it is dedicated to the RJC COP standard and its renewal.

Fratelli Calegario S.r.l. is committed to continue to comply with the RJC COP standard, integrating ethical considerations relating to human rights, ethics, environmental and occupational safety in company planning and decision-making processes.

Therefore **Fratelli Calegario S.r.l.** undertakes to:

- Comply with national, European and international laws and standards;
- Review this policy and the systems for assessing company performance;
- Establish measurable social responsibility targets;
- Communicate the objectives both within the company and to stakeholders;
- Continue to adopt the code of procedure issued by the Responsible Jewellery Council (RJC) and its subsequent updates or changes. Information is visible via the website <https://www.responsiblejewellery.com>
- Respect, share the intentions and principles set forth in this document and apply them in all business activities;
- To raise awareness among employees, collaborators and business partners in order to integrate policy into daily work and all procedures;
- Support responsible conduct across the supply chain in a transparent manner, ensuring that suppliers and contractors adhere to ethically sustainable business practices and comply with applicable laws and regulations and ensuring proper implementation of "DD - Due Diligence for responsible procurement from high-risk conflict areas" as required by RJC COP 2019 (point 7 and the OECD guide - step 5).

The objectives of **Fratelli Calegario S.r.l.** will be monitored through updates or changes to the RJC COP standard every 12 months and, if there may be some additions regarding the policy and/ or business practices, All verifiable through meetings and minutes issued.

