



RJC POLICY

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KARIZIA S.P.A. is a Member of the Responsible Jewellery Council (RJC). The Responsible Jewellery Council (RJC) is a regulatory body established to promote responsible ethical, human rights, social and environment related practices throughout the whole diamond, gold and platinum supply chain. RJC has developed a standard of reference for the jewellery supply chain and a credible mechanism for the assessment of responsible business practices through third party verification (<http://www.responsiblejewellery.com/>). "As an RJC Member Member, we are committed to conducting our business in accordance with the RJC Code of Practice. We are aware of the importance of our ethical, civil and moral responsibility for the sustainable growth of our business, for the motivation of employees and the satisfaction of customers. And in order to ensure a continuous commitment and attention to socially and environmentally responsible practices, the Founding Partners of Karizia S.p.A. have chosen to make sure that the business processes of the company also comply with the the RJC (Responsible Jewellery Council) Code of Practice. The Management Team supports responsible conduct throughout the supply chain of its sector, making sure that its business partners (suppliers or subcontractors) also observe business practices that are ethically sustainable and compliant with applicable laws and regulations. We are committed to integrating ethical, human rights, social and environmental considerations into our daily operations, business planning and decision-making processes, and we meet annually to take stock of our corporate ethics related activities. In specific, we are committed to:

- preventing violations of Human Rights related to their activities, supporting the protection and freedom to exercise such rights.
- not tolerating any form of discrimination in relation to gender, age, ethnicity, religion, political and trade union membership, sexual orientation and gender identity, language or disabilities;
- not recruiting workers in an illegal manner, not to make use of illicit brokering, exploitation of labour, forms of maltreatment, and forced or child labour.
- recognising the freedom of association for workers, with the right to join trade unions.
- refraining from procuring materials from areas experiencing armed conflicts, violence, or other Human Rights violations;
- constantly preventing, identifying, prohibiting and monitoring harassment, bullying and sexually inappropriate behaviour in the workplace;



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- creating a good working environment, protecting the health and safety of staff by making them aware of the need to respect the characteristics of said working environment;
- protecting the environment by preventing pollution in all situations;
- disclosing and publishing our Policy, involving all the stakeholders;
- regularly reviewing our Policy, with a view of continuous improvement and taking into account any changes in legislation.

Luigi Marostica

RJC Committee Leader