

SUSTAINABILITY POLICY

MASSIMO CAVALLI 1883 srl operates in the production of semi-finished gold and silver products and finished jewellery and on behalf of third parties. The Management's vision is to maintain the position in the market and increase it. Focusing on this goal, the organization is attentive to external factors and their changes in terms of technical, product, sectoral, service, cultural, social, environmental, regulatory and legislative requirements.

MASSIMO CAVALLI 1883 SRL has adopted the Code of practices -Cop standard and is committed to promoting responsible ethical, human rights, social and environmental practices throughout the gold and platinum supply chain.

MASSIMO CAVALLI 1883 srl is attentive to strategic factors in order to achieve specific development objectives, which everytime are set out in the Management's strategic guidelines.

MASSIMO CAVALLI 1883 SRL is attentive to the internal factors typical of his sector, from member satisfaction to respectful and ethical development of human resources, and from the use of financial resources to promote investments, to attention of safety and environmental aspects.

MASSIMO CAVALLI 1883 srl is careful about internal and external sustainability factors. His job turns around ethical, social and environmental aspects and has therefore also embraced the RJC objectives, sharing the overall goal of a globally responsible supply chain, by promoting confidence in global jewellery industry. The adoption of RJC Code of Practice for the application of sustainable practices throughout the gold and platinum supply chain from extraction to retail is the main intent at MASSIMO CAVALLI 1883 srl.

We are committed to share the OCSE guidelines (Responsible Supply Chains of Minerals from Conflict-Affected and High - Risk Areas) by integrating ethical, human rights, social and environmental considerations in our daily activities, to report and not to engage bribery, false reporting, money laundering and payment of taxes, charges and fees to governments, in compliance with national and international legislation.

MASSIMO CAVALLI 1883 srl is committed to respect fundamental human rights and dignity of every person, according to the Universal Declaration of Human Rights enshrined in the United Nations. Use of child labour will not be tolerated.

MASSIMO CAVALLI 1883 srl undertakes not to resort to any form of forced labour, on bail, under a tied contract and not to restrict the freedom of movement of employees and subordinates.

We undertake not to make any distinction of race, ethnicity, caste, country of origin, religion, disability, gender, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, age or other restrictions not permitted in the workplace.

We are committed to support and share the World Diamond Council's System of Guarantees (SdG) in support to KPCS (Kimberly Process Certification Scheme) by maintaining traceability within the supply chain.

We are committed to:

- require suppliers to submit warranties for all polished diamonds;
- inform suppliers in writing of the obligation to provide such guarantees;
- keep the guarantee for at least 5 years;

We are committed to spread our policy and commitment throughout the supply chain.

An organization that evolves in social culture and that produces well-being, awareness and will be sustainable over the years for the satisfaction of all stakeholders.

Yours faithfully,

Massimo Cavalli 1883 Srl

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