



## RESPONSIBLE JEWELRY COUNCIL

Massimo Cavalli 1883 Srl is an RJC certified Member since February 2017 with a certification Chain-of-Custody since May 2021.

We are proud to share and follow these ethical codes.

### BUSINESS ETHIC

This Ethical Code is aimed at employees, partners, customers and suppliers, external collaborators, any other person who may act in the name and on behalf of the company and, in general, all those with whom they come into contact in the course of their business.

- We are committed to carrying out and conducting our business in full compliance with ethical standards, ensuring integrity, transparency and compliance with applicable laws.
- We will not practice corruption.
- We will not tolerate money laundering and / or financing of terrorist activities.
- We are committed to rendering in the activity of the Know Your Counterparties and in compliance with the laws and regulations in force.
- We are committed to making the characteristics of the diamonds we sell sold in full and in detail. We are committed to taking appropriate measures to ensure the integrity and security of product shipments.
- We are committed to respecting the principles of confidentiality and protection of confidential data.
- We will exercise the utmost vigilance on our supply chain, in the area of supply of diamonds.
- We are committed to ensuring measures for product safety within the company and during shipments, to prevent theft, damage or replacement.
- We are committed to maintaining the safety and well-being of employees, visitors, customers and suppliers.

### SOCIAL ETHIC

- We believe and are committed to respecting the fundamental human rights and dignity of the individual, according to the United Nations Universal Declaration of Human Rights.

- We do not tolerate child labor.
- We undertake not to resort to any form of forced labor and not to limit the freedom of movement of employees and subordinate workers.
- We are committed to guaranteeing and improving sanitary and safety standards in our office and in our business.
- We will not operate any discrimination of race, ethnicity, country of origin, religion, disability, sex, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, age so that all people are accorded equal opportunities without discrimination based on factors that are unrelated to their ability to perform the intended task.
- We undertake not to practice corporal punishment under any circumstances and to prohibit the use of degrading treatment, harassment, abuse, coercion or intimidation in any form.
- We undertake to define a procedure for the management of disciplinary disputes with respect to inappropriate behavior with respect to what is defined by the RJC/COC provisions.
- We undertake to comply with the legislation in force, in terms of working hours and remuneration, in the absence of these legal requirements, to adopt the relevant norms in the sector.
- We are committed to supporting the development of the communities in which we operate, contributing to economic and social well-being.

## **ENVIRONMENTAL ETHIC**

- We undertake to eliminate or in any case to reduce the use of toxic substances in the production phases, to minimize the impact on the environment, to dispose of waste we produce responsibly and in accordance with the regulations in force..
- We are committed to efficient use of energy and water.

Any violation of the Principles contained therein may constitute the non-fulfillment of the contractual obligations undertaken, with all legal consequences with regard to the termination of the contract or of the task assigned.