

This document collects the ethical-social principles and values on which the company policy of **Gold Art srl** is based, and is aimed at employees, partners, customers, suppliers, external collaborators, business partners, and any other person who may act in the name and on behalf of **Gold Art srl**.

Gold Art srl is an Italian company founded in 1978 by Domenico Tavanti. In its forty years of history it has established itself as a leading company in the goldsmith sector worldwide. Its main strength is the constant search for new high quality products, made with a mixture of different goldsmith techniques with particular attention to fashion and trends.

The company boasts a great capacity for innovation that has allowed it to penetrate numerous reference markets over the years.

Gold Art srl has its registered office in the factory located in via Giacomo Konz, 45 - 52100 - Arezzo.

The company consists of a production plant (the registered office) and another 6 points for the wholesale and retail trade of goldsmith products:

1. UNIT 1: Via Giacomo Konz, 45, 52100 - Arezzo (legal and production headquarters)
2. UNIT 2: Via Alberico Albricci 9, 20122 - Milan (Wholesale)
3. UNIT 3: "Il Tari" goldsmith center, Marcianise Z / I Sud, 81025 - Caserta (Wholesale)
4. UNIT 4: Goldsmith Center, Via vecchia ferriera 70, 36100 - Vicenza (Wholesale)
5. UNIT 5: Ponte Vecchio 46R, 50125 - Florence (Retail)
6. UNIT 6: Calle Vallaresso 1316, 30124 - Venice (Retail)
7. UNIT 7: Ponte di Rialto 5323, 30124 - Venice (retail trade)

Gold Art srl is a member of the Responsible Jewellery Council (RJC).

Respect for the person, legality, the quality of products and services provided, the protection of workers and respect for the environment represent the ethical and social values that have always been part of **Gold Art srl's** company policy.

For these reasons, with the aim of improving the promotion and respect for these values, and with the aim of continuously improving the quality of its products and services, **Gold Art srl** has decided to implement an internal Management System based on international standards of Quality, Environment, Safety and Ethics.

To this end, we have formalised our Quality and Social Responsibility policy (available at www.goldart-348ar.itv), and we make available to customers and interested parties all the data useful to substantiate the results that our company has achieved.

As an RJC member, **Gold Art srl** is aligned and compliant with the **OECD guidance Annex 2**

Gold Art srl carries out periodic audits to ensure that the principles set out in this policy are effectively and efficiently implemented and adhered to.

1. Quality Policy

The Management undertakes to make available the economic, human and infrastructural resources necessary to ensure correct management of the Organizational System.

The Management is clear that the success of its activities passes through the full satisfaction of the Customer, the Interested Parties and its employees.

An organization that takes care of the protection of the Environment, Quality and Safety in the workplace and that has as its goal the continuous improvement of its performance in these ambitions, is an organization that can be competitive and flexible in a constantly evolving market.

Gold Art srl undertakes to:

- Working to continuously improve the reliability and quality of its products
- Working to continuously improve the satisfaction of its customers
- Involve all personnel and interested parties by disseminating the Policy, the principles of environmental responsibility and the results expected and obtained from the Integrated Quality, Environment and Safety Management System, maintaining continuous channels of communication with the outside world
- Support ethical behaviour in the performance of its activities
- Respect and maintain compliance with national, legal and other regulations in force

2. Human Rights Policy and Social Policy

Gold Art srl, in addition to compliance with the reference legislation to which it is subject in all the countries in which it operates, is committed to identifying, mitigating and, where possible, preventing potential violations of human rights linked to its activities. To this end, **Gold Art srl** declares to:

- Undertake to support the protection of human rights and fundamental freedoms according to the principles stated in the Universal Declaration of Human Rights of 1948 and in subsequent international conventions on human rights;
- Recognize and respect the principles established by the fundamental conventions of the ILO "International Labor Organization" and in particular the right of association through the free registration of workers in trade unions, the prohibition of forced and child labor through employment relationships exclusively related to the CCNL, and the prohibition of discrimination based on gender, age, ethnicity, religion, political and trade union membership, sexual orientation and gender identity, language or different ability, and the current legislation on labor and workers' rights;
- Undertake not to practice corporal punishment and to prohibit degrading treatment, abuse, coercion and any form of intimidation;
- Undertake not to procure material in areas where there are armed conflicts, widespread violence or other risks of injury to human rights, in order not to contribute to the financing of the conflict itself.

3. Commercial, Anti-Corruption, Anti-Bribery and Anti-Money Laundering Policy

Gold Art srl undertakes to carry out and conduct its business with the utmost respect for ethical standards, ensuring integrity, transparency and compliance with applicable laws. To this end, the Company declares its commitment to:

- Not to practice subordination, corruption and extortion and to contribute to the fight against such crimes and unfair practices;
- Not to accept payments, gifts, discounts, advantages or promises and / or other utilities that can even be interpreted as exceeding normal commercial or courtesy practices and that could influence the independence of judgment or lead to ensure any advantage or treatment of favor;
- Not to carry out transactions and / or operations that could compromise the principles of fair competition and competition or that could constitute an attempt to influence business or decision-making processes;
- Avoid conflicts of interest;
- Not tolerate money laundering and the financing of terrorist activities;
- Apply adequate due diligence that takes into account the risk associated with the counterparty before starting any commercial relationship and carefully monitor our supply chain and exercise "Know Your Counterpart" activities;
- Make known in full and in detail the characteristics of the precious metals sold and ensure the correspondence of weight, functionality, finish and title of their products, ensuring their compliance and quality through systematic checks;
- Adopt adequate systems and measures to ensure the integrity and safety of product shipments as well as to prevent theft, damage and replacements;
- Respect the rights of consumers, in particular by applying fair business, advertising and marketing practices and by adopting the necessary measures to guarantee the safety and quality of its products;
- Respect the principle of confidentiality and protection of personal data based on current legislation.

4. Environmental Policy

Gold Art srl, aware that the commitment to environmental protection and sustainable development represents an important value of business ethics, undertakes to carry out its activities in full respect of the environment and in compliance with the law. in force and to have an effective emergency plan in case of harmful consequences for the environment deriving from its activity.

With this in mind, the company undertakes to eliminate or in any case reduce the use of toxic substances, to dispose of the waste produced responsibly and correctly, to use energy efficiently and in any case to minimize the impact of its activities. on the environment.

Furthermore, in order to respect the environment and prevent any environmental damage, **Gold Art srl** undertakes to adequately and constantly train its employees and to carry out periodic environmental risk assessments (with particular reference to waste, water and emissions) .

5. Occupational Health, Safety and Hygiene Policy

Gold Art srl promotes the appropriate actions necessary to protect the safety and health of its workers and people who come into contact with the company, and to this end it undertakes to:

- Comply with current legislation on health, safety and hygiene in the workplace;
- Train and inform employees;
- Prepare and maintain a system for identifying and controlling risks to the health and safety of workers;
- Define and implement technical, organizational and managerial interventions in order to prevent - where possible - and / or reduce the risks inherent in the health and safety of workers in the workplace;
- Ensure and maintain the safety and well-being of employees, visitors, customers and suppliers.

6. Politica sulla Security

Gold Art srl undertakes to protect its own industrial property and that of others. In this regard, **Gold Art srl** has prepared special procedures aimed at protecting against theft, damage or replacement of products within its premises and during shipments.

Gold Art srl has also inform its employees on the importance and duty of respecting the confidentiality and industrial property of both the company and its business partners.

Finally, **Gold Art srl** undertakes to:

- Respect the mandatory regulations;
- Periodically review this Policy;
- Establish measurable goals of compliance from the RJC code;
- Communicate these objectives to all interested parties;
- Implement all the necessary actions to identify and eliminate potential gaps between the planned policy and the company practices actually carried out.

Arezzo, 15/01/2024

THE DIRECTOR