

ETHICAL POLICY SA 8000 AND RJC

S.I.L.O. S.p.A, already a member of Responsible Jewellery Council (RJC), provides also through this document, to inform its Stakeholders (employees, collaborators, suppliers and customers) on the fundamental principles of its Ethical Policy and requires its internal and external collaborators and suppliers to comply with such principles and prescriptions.

The Ethics Policy SA 8000 and RJC, displayed at the operating headquarters located in via Vecchia Aretina 2/r, Castiglione Fibocchi (AR) and published on the website www.silojewelry.it, requires compliance with all the fundamental elements referred to by the two regulations, based on the Universal Declaration of Human Rights, the ILO Conventions, on international human rights standards, national labour and occupational safety laws (D. Legislative Decree No. 81/2008 and subsequent amendments and additions), European Privacy Regulation, other applicable laws, local laws, including those to which the organization adheres, ensuring constant information on updates and timely implementation.

S.I.L.O. S.p.A is attentive in assessing the business risks, i.e. the risks of its activity, deriving also from its "business partners", in respect of human rights, social principles - believing that every customer can influence the supplier and every link in the production chain and can therefore commit itself to the protection of people's rights by informing and encouraging its suppliers to comply with the principles of the standard; the supplier chain is therefore qualified and selected also on the basis of the ability to meet the above mentioned requirements of responsibility.

S.I.L.O. S.p.A:

- reaffirms its commitment not to operate any discrimination based on race, ethnicity, caste, country of origin, religion, disability, sex, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, social condition or other injury to the dignity and freedom of the worker in the workplace (including the obvious rejection of harassment, abuse, coercion or intimidation in any form, use of child labor, forced labor, restrictions on the freedom of movement of employees, corporal punishment);
- is committed to ensuring high health and safety standards at our premises and in our activities (thanks also to the collaboration of the members of the Prevention and Protection from Risks Service, including the SA 8000 Social Performance Team) and respect for the environment (an ISO 14001 certified company, with a commitment to protect the surrounding environment, eliminating and where not possible reducing the use of toxic substances in its manufacturing operations); minimizing the negative impact of its activities on the environment; disposing responsibly of waste; reducing the consumption of paper, water and energy);
- is aware that internal and external collaborators and suppliers play a fundamental role in the company's production chain, for this reason relations with them are based on loyalty, impartiality and respect for equal opportunities towards all those involved;

S.I.L.O. S.p.A:

- is committed to respecting the principles of confidentiality and protection of confidential data by promoting the awareness of its employees and collaborators;
- does not tolerate any kind of corruption towards public officials, or any other party, in any form or manner, in any jurisdiction, not even if such activities were in practice admitted, tolerated or not prosecuted;
- forbids the payment of bribes or the acceptance of any property;

- does not tolerate money laundering and/or the financing of terrorist activities;
- is engaged in the business of Know Your Customer and Supplier;
- is committed to disclose in full and in detail the characteristics of the products sold;
- is committed to taking appropriate measures to ensure the integrity and safety of product shipment;
- is committed to exercising the utmost vigilance over its supply chain (specifically, but not exclusively, for the supply of gold).
- is committed to ensuring the safety of the products within the premises and during shipments, to prevent any theft, damage or replacement;
- is committed to maintaining the safety and well-being of Employees, Visitors and other relevant Business Partners;
- every year, during the review of its Ethical System, S.I.L.O. S.p.A. is committed to report its business performance, in particular in terms of the absence of child labour, forced labour, discrimination, respect for freedom of association, correct management of contractual obligations in terms of working hours, correct and dignified remuneration, contractual and disciplinary practices, as well as health and safety at work.

Castiflion Fibocchi 3 February 2020