



## POLICY RJC

**S.I.L.O S.P.A. abides by the laws** and the relevant technical/ standards of your industry, ensuring constant information about updates and time/y transposition of the same.

We are committed to comp/y with the Principles and Rules of Procedure RJC informing our stakeholders (employees, partners, suppliers, and customers) on the principles contained therein.

**S.I.L.O S.P.A. is careful** in assessing business risks, or the risks of its business arising from its business partners, analysing the most sensitive situations, and implementing appropriate procedures and controls in respect of human rights, social/ and environmental/ principles.

Suppliers and outside workers play a key role in the production chain of the company, so the relations with them on fairness, impartiality, and ensuring equal/ opportunities for al/ involved.

**S.I.L.O. S.P.A. requires its suppliers** and outside workers comply with the principles and requirements under this Policy RJC.

The policy will be on display at the headquarters in Via Vecchia Aretina 2/r, Castiglion Fibocchi (AR) and published on the website [www.silojewelry.it](http://www.silojewelry.it)

We do not tolerate any kind of bribery to public officials, or any other part, in any form or manner whatsoever, in any jurisdiction, even where such activity is admissible in practice, tolerated or not prosecuted.

It is prohibited bribery or acceptance of any good.

We will not tolerate the money laundering and / or terrorist financing. We engage in the activity of Know Your Customer and Supplier.

We are committed to disclose fully and in detail the characteristics of the products sold by us.

We are committed to taking appropriate measures to ensure the integrity and security in product shipments.

We are committed to the principles of confidentiality and protection of confidential data a/so sensitizing our employees and associates.

We will exercise the utmost vigilance on our supp/y chain, specifically for the supply of gold.

**S.I.L.O. Spa is committed to undertake an internal management system** of responsible

**S.I.L.O. spa** 

Via Vecchia Aretina, 2/R 52029 Castiglion Fibocchi (AR), Italy phone +39 0575 4391 - fax +39 0575 439280

e-mail: [info@silojewelry.it](mailto:info@silojewelry.it) - website: [silojewelry.it](http://silojewelry.it)

C. Fisc./P.I.V.A. 00100650514 - Cap. Soc. € 5.200.000,00 i.v. - M. AR 000918

R.E.A. di Arezzo n. 46362 - R.I. Arezzo 00100650514 - EEC Reg. NBR IT00100650514





sourcing of precious metal in accordance with Regulation EU 2017/821 by seeking to share and support our suppliers, supply chains to increasingly improve and promote their policies of responsible sourcing of precious metal in compliance with the main international OECD standards (Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict - Affected and High-Risk Area referred to in the OECD Guidelines) and the Responsible Jewelry Council Standards RJC.

**We are committed to ensuring the safety measures** far the product within the home and during shipments, to prevent theft, damage, or replacement.

We are committed to maintaining the safety and welfare of employees, visitors and other relevant Partner in Business.

**We believe and are committed to respect fundamental human rights** and dignity of the individual, according to the Universal/ Declaration of Human Rights ratified by the United Nations. We do not tolerate the use of child labour.

We undertake not to resort to any form of forced labour, on bail, with mandatory contract, or detainees, and not to limit the freedom of movement of workers and employees.

We are committed to ensuring high health and safety standards in our home and in our business, thanks to the collaboration of the Head of Occupational Safety and Workers' Representative for safety.

We will not make any discrimination of race, belonging to ethnic, caste, national origin, religion, disability, gender, sexual/ orientation, union membership, pregnancy, political/ affiliation, marital status, physical appearance, age or other restrictions prohibited in the workplace, so that all people "Appropriate work" are accorded equal/ opportunities without discrimination based on factors unrelated to their ability to perform the intended task.

We will not practice corpora/ punishment under any circumstances, and to prohibit the use of degrading treatment, harassment, abuse, coercion, or intimidation in any form.

We are committed to a process of disciplinary disputes management than inappropriate

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behaviour compared to COP standards.

We are committed to comply with current legislation, in terms of working hours and pay, in the absence of these requirements of the law, to take the standards prevalent in the industry.

We are committed to safeguarding and promoting the sustainability of our work processes and the protection of the surrounding environment:

- eliminating and if not possible/e by reducing the use of toxic substances in production operations.
- minimizing the negative impact of our activities on the environment.
- disposing of waste responsibly.
- reducing the consumption of paper, water and energy.

## The Management

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