

Corporate Policy

UNOAERRE INDUSTRIES S.p.A. is the inheritor of a goldsmith tradition since 1926 and its main activities are:

Development and manufacture of precious metal jewellery

Development and manufacture of non-precious metal jewellery and accessories

In the wake of this tradition, UNOAERRE continues to carry out its activities by pursuing objectives of transparency and reliability of both its products and its social and industrial relations, through compliance with laws and regulations governing customer protection, good business practices, health and safety in the workplace and the respect for the environment.

In particular, UNOAERRE, by voluntarily adhering to the Responsible Jewellery Council (RJC), SEDEX GLOBAL for compliance with the principles of the SMETA PILLAR, the ISO 14001: 2015 'Environmental Management Systems' standard, the ten principles of the United Nations Global Compact (UNGC) and the WEPs (Women's Empowerment Principles), actively pursues:

- **sustainability** as a fundamental element in the process of value creation, respecting the demands of customers and the rules governing the production sector, observing the principles of free and fair commercial competition without any conduct that generates corruption of any kind in the economic or institutional system, and respecting the management of resources, both human and environmental;
- an effective organisation and management of activities for the **continuous improvement** of its operations, also with regards to the environmental impact, concerning the rational use of resources, attention to energy saving and the use of renewable sources where technically possible and economically sustainable;
- **the care, safeguard and valorisation of the company's assets** made up of tangible and intangible values by setting from time to time the objectives to be met;
- a high level of competence and capacity in the various fields of activity by making optimal use of human and material resources in order to improve the quality of the services provided and **customer satisfaction**;

- socially and **environmentally responsible procurement** methods, favouring the circular economy, which allow the highest levels of **efficiency and transparency** towards suppliers and customers;
- the ability to stimulate compliance with standards of confidentiality and reliability in relations with customers and suppliers;
- the creation of working conditions that, in compliance with ILO and UN standards, guarantee employees and collaborators the performance of their work in a satisfactory **and fairly remunerated manner, without ethnic or gender, political or religious discrimination, without discrimination associated with disability and in an environment that respects health and safety in the workplace**;
- the enhancement of human and social resources in the context in which it operates through **training and updating**;
- attention to the environment in which it operates, with the use of adequate resources to **protect the territory** and improve the environmental impact of its production processes, **through technological and system investments, in order to reduce potential air, water and soil pollution**;
- communication and contacts with the **social fabric** in which it operates and with the authorities in the area for a better understanding and application of regulatory systems, of the particular needs of **the community** and the realisation of a concrete contribution to **development and economic-social-environmental improvement**;
- the **fight against corruption and money laundering** from illicit sources, through appropriate systems involving internal mechanisms and procedures;
- the establishment of partnerships with qualified suppliers that operate with principles and industrial policies in line with UNOAERRE's **principles of legality, transparency and sustainability**, contributing to improving the achievement of corporate objectives with effectiveness and efficiency.

These principles are concretely pursued by the company through:

- the choice of internal procedural systems that guarantee compliance with national and international regulations governing employment contracts, **respect for human rights, individual diversity, the health and safety of workers in the workplace, freedom of political, religious and trade union expression and the prevention of psychological and physical harassment, including sexual harassment**;
- the choice of internal procedural systems that guarantee compliance with national and international regulations governing **tax and customs requirements**, requirements concerning the prevention of money laundering and the laundering of capital and assets deriving from illegal

activities, as well as any activity tending to capture advantages by bribing institutional or business partners;

- *every effort in organisational, operational and technological terms to prevent and reduce the pollution of water, air, soil and other environmental impact factors and to minimise the production of waste, favouring its recovery;*
- *voluntary implementation of company management systems according to international standards;*
- *a management system maintained active at all levels of the organisation and supported by periodic information sessions, education and training activities;*
- *the identification of business processes and the assignment of tasks and **responsibilities to the personnel** in charge of managing the processes;*
- *the awareness of all personnel with respect to **the knowledge of management system documents**, policies and good working practice procedures;*
- ***the investment** of sufficient human, instrumental and economic resources to implement the above points;*
- *the design, development and production of **products that are safe for people and the environment**, have a guaranteed precious material content and meet high quality standards;*
- ***systematic controls** on internal production processes;*
- *constant **communication** internally and with its external partners to prevent non-conformities, improve internal control processes, stimulate the adoption of business principles consistent with UNOAERRE's principles and disclose sector information;*
- ***direct contact** via the corporate website with end consumers and collaborators;*
- *voluntary adherence to procedures for the verification of its internal organisation, production chain and supply chain for precious metals and precious stones, certified by third-party bodies according to **the guidelines issued by the OECD and the Kimberley Process for the responsible sourcing of minerals and stones** from conflict or high-risk areas (CAHRA) and for the affirmation of ethical, social and environmental responsible practices in the precious metals production chain;*
- *the active commitment to promulgate among customers and suppliers the culture of legitimacy, ethical conduct, and respect for the environment, including the gold supply chain, promoting among its partners adherence to the principles and methods that:*
 - *make it possible to transform and produce with materials that do not come from conflict areas, or from the earnings of illegal activities, or from sources that do not respect human rights;*

- *make it possible to produce with respect for the environment and the communities involved in the industrial processes of the entire production chain;*
- *make it possible to promote the rights, dignity and health and safety in the workplace of workers and those who come into contact with the company.*

This policy is communicated to all relevant stakeholders. It is available to anyone who requests it at www.unoaerre.it. It is reviewed at least once a year by the Board of Directors.

San Zeno (AR), 05/07/2023

*The President of the B.o.D of UNOAERRE INDUSTRIES S.p.A.,
Maria Cristina Squarcialupi*

