DAEMS GROUP	**CSR - RJC POLICY** Corporate Social Responsibility Responsible Jewellery Council	CODE of CONDUCT 15/01/2026 Version 4

1. **DAEMS GROUP** is a manufacturer specialising in the processing of precious metals for producing jewellery, watches and luxury products, wether or not set with precious stones according to requested customer specifications or its own designs. This policy confirms the commitment to Ethical, Social and Environmental responsible corporate governance. Daems Group works with business partners who agree to comply with the requirements of this Policy and the principles set out in various national and international laws.
2. **DAEMS GROUP** is a certified member of the Responsible Jewellery Council (RJC). The RJC is a standards-setting organisation that has been established to advance responsible ethical, human rights, social and environmental practices throughout the diamond, gold and platinum group metals jewellery supply chain. As such, we undertake to demonstrate, through independent third party verification, that we :
   - **a.** Respect the Declaration on Fundamental Principles and Rights at Work of the ILO. In particular, we strongly reject and condemn forced labour ; child labor ; workplace violence and harassment ; illegal, clandestine and undeclared work ; all forms of discrimination.
   - **b.** Respect the Universal Declaration of human rights of the UN.
   - **c.** Respect the Global Pact for the environment of the UN.
   - **d.** Respect the OECD Guidelines on responsible business conduct.
   - **e.** Respect and promote compliance with the Kimberley Process concerning the trade of diamonds.
   - **f.** Prioritize a safe and healthy working environment, which involves the implementing and prevention and appropriate safety systems to avoid accidents and injuries.
   - **g.** Respect that working hours must comply with the applicable laws and ILO standards. Respect rest and leisure times to maintain a healthy work-life balance.
3. **DAEMS GROUP** takes measurements to preserve and protect natural sources and act in an ecological responsible and efficient matter. Special points of attention are :
   - **a.** Prevention of negative effects on natural resources by harmful soil alteration ; water, noise and air pollution ; excessive water consumption.
   - **b.** Maximum efforts taken to reduce emissions of exhaust gases, wastewater, waste and noise pollution.
   - **c.** Commitment to minimizing waste production by employing Reduce, Re-use and Recycle techniques at every stage of the operation.
   - **d.** Maximizing the use of renewable energy.
   - **e.** Commitment to sustainable value creation for all the stakeholders, including the communities in which we operate.
4. **DAEMS GROUP** is committed to the highest standards of ethical conduct and integrity, including the following :
   - **a.** A zero tolerance on corruption, money laundering, terrorist financing, exploitation, embezzlement, bribery and extortion.
   - **b.** Guarante the protection of private information and data in full compliance with regulations on data protection and information security.
   - **c.** Provide detailed information of our products, including carat weight, stone quality and gold content. A traceability system is in place to guarantee the disclosure made to the clients.
   - **d.** Our business partners ensure to act in fairly business practies, fairly competition and comply with applicable antitrust laws and regulations.
5. **DAEMS GROUP** will immediately stop engaging with suppliers if we find a reasonable risk that they are not complying with the CSR-RJC Policy.

Daems Giovanni
CEO DAEMS GROUP

