DAEMS GROUP

Human Rights Policy

Introduction

DAEMS GROUP is a Fine Jewellery Manufacturer based in Belgium. This policy confirms our commitment to respect the fundamental rights and freedoms in accordance with the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Labour Standards. Our support for these fundamental principles is reflected in our policies and practices regarding employees, suppliers, customers and the areas in which we operate.

Our Employees

We believe that our employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. Our commitment to respect human rights is manifested in our Employee Handbook and Human Resources Policies and procedures, specifically:

- We will not employ workers under the legal minimum age for work
- We will not make use of any forced labour or debt-bondage labour
- We will not discriminate against any person based on their protected characteristics and will protect them from discrimination.
- Any disciplinary matter will be dealt with through formal procedures detailed in the Employee Handbook.
- We will respect the rights of the National Laws regarding working hours
- Wages paid for standard working hours will meet or exceed national minimum wage or living wage levels as appropriate including all the benefits stipulated by the Government.
- All employees should be able to work in an environment that is free from discrimination, victimisation, harassment, bullying and that all employees should be treated fairly and with dignity.
- There is a clear policy for dealing with grievances detailed in the Employee Handbook.

The Employee Handbook is periodically reviewed and amended where appropriate to ensure that it continues to reflect best practice and legal requirements. An external consultancy has been engaged to ensure the Company is updated as to any new legislation. Employees are expected to uphold these standards and are encouraged, via regular meetings, to raise issues and report suspected violations of applicable laws, regulations and policies.

Our Suppliers

We strive to promote adherence to Human Rights principles detailed above throughout our supply chain via our Supply Chain Policy. We see our relationships with our suppliers as an opportunity to share best practice and through open communication, to promote mutual, continual learning and improvement with respect to human rights.

Our Customers

We are continually working to build and maintain relationships with organizations that share our commitment to upholding and implementing the fundamental principles of Human Rights and strive to promote best practice within our sphere of influence. We openly welcome inspection and auditing processes to ensure we continue to develop a robust and transparent Human Rights Policy.

Signed by Giovanni Daems, CEO – Kessel / Belgium on 5 January 2026,

