DAEMS GROUP

RESPONSIBLE BUSINESS POLICY

Daems Group BV 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.

There is a growing recognition that companies, their investors and customers around the world are aware of the need and benefits of responsible entrepreneurship.

The public commitment of a company to the well-being of society and our natural world has become increasingly important in measuring overall performance and ability to continue to operate effectively.

Corporate responsibility means that companies must make a positive contribution to economic, environmental and social progress. This often includes unlocking opportunities and limiting business risks. Corporate responsibility cannot happen without companies taking responsibility to avoid and address the adverse consequences of their activities.

Many of our customers, suppliers and other stakeholders have a similar policy and we are also trying to reflect these views in our business policy.

RESPONSIBLE BUSINESS PRINCIPLES

Respect for human rights

We will support the development of all workers and provide a transparent and non-discriminatory workplace for all. As a responsible company, we support the universal declaration of human rights.

Security

For our company the safety of our employees is of the highest concern. Every employee should always take the decision of his own safety over that of our products.

Exemplary ethics & professional behavior

We are committed to the highest standards of ethical conduct and integrity, including measures to combat corruption and bribery risks.

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Sustainable value creation

As a jewelry producer, we are committed to sustainable value creation for our shareholders, customers, suppliers, employees and the communities in which we work. Our business practices contribute to the protection of our natural world, while at the same time supporting economic and social opportunities at national and local level.

Protect our natural world

We will ensure that our business practices contribute to the protection of our natural world, biodiversity and ecosystems and do everything we can to prevent pollution of the environment.

This is achieved through a continuous improvement of our environmental management system to improve our performance.

Working with communities

We will maintain an open and honest dialogue with the community in which we work to ensure that our company retains sympathy with local concerns.

Integration into the company

We will integrate these principles across the company. In particular, we will integrate responsible entrepreneurship into our risk management system, our annual business reviews and into our business structure.

Transparent performance & reporting

We will provide a framework for setting relevant objectives and report annually on our responsible business performance, including an evaluation of progress towards the objectives. This performance is subject to appropriate verification.

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Product disclosure

We will provide detailed information of our products, to everyone who is interested in buying our products, including carat weight, stone quality and gold content. A traceability system is in place to guarantee the disclosure made to the clients.

Know your counterparty

All business partners that are suppliers and customers of gold, PGM-group metals, diamonds and coloured stones will be asked to complete our KYC-information. This to prevent the possibility that we will undertake in hidden terrorism financing, money laundering or illegal activities.

RESPONSIBILITY AND SIGNATURE SECTION

Overall responsibility for this Policy resides with the CEO of Daems Group BV.

Signed on January 2026 by the Chief Executive Officer, Daems Giovanni.

