RJC POLICY

Scanavin srl is a company founded in 1985 from the idea of Dario and Roberta Scanavin. The company specializes in the processing of products made entirely by hand following the criteria of the ancient Vicenza goldsmith tradition.

Scanavin srl is a member of the Responsible Jewellery Council (RJC).

The RJC is an organisation that sets standards to promote ethical behaviour, human rights, social rights and environmental practices throughout the supply chain of diamond jewellery, precious stones, gold, silver and Platinum metal groups.

The RJC has developed a reference standard for the jewellery supply chain and credible mechanisms for verifying responsible business practices through third party audits.

As RJC Certified Members, **Scanavin srl** is committed to managing its business in accordance with the RJC code of practice, integrated with the voluntary CoC standard for Chain of Custody. It is also committed to integrating ethical, human rights, social and environmental considerations into its day-to-day operations, business planning and decision-making processes.

The Sustainability Report that the company issues each year defines the company's performance in relation to specific objectives that the company sets itself from year to year.

In particular, these principles can generally be summarised as follows:

- **Respect for good business practice (absence of corruption)**
- **Absence of child labour**
- **Absence of forced labour**
- **Compliance with health and safety requirements**
- **Freedom of association**
- **Absence of discrimination**
- **Correct management of disciplinary practices in compliance with mandatory requirements and correct management of workers**
- **Correct and dignified remuneration**
- **Working hours consistent with the requirements of the applicable national collective agreement**
- **Respect for the environment and promotion of reduced consumption and good practices in the management of waste and non-reproducible resources**
- **It condemns and rejects any activity related to war crimes, violations of international humanitarian law, crimes against humanity or genocide.**
- **The organisation undertakes not to give any direct or indirect support to armed groups, to combat corruption and bad practices in the gold and diamond supply chain and the abuses associated with their mining, transportation and trade.**
- **The organisation undertakes not to offer, promise or solicit bribes and to oppose the solicitation of bribes, requests to conceal, disguise the origin of gold, or to misrepresent taxes, duties, fees and royalties paid to governments for the purpose of extracting, trading, handling, transporting and exporting gold.**

- **In addition, the Company is committed to ensuring that all private security activities and security measures to protect assets comply with national laws and respect the dignity of the worker.**

In observing these requirements, the company declares that it complies with the following regulations and Conventions:

- • RJC voluntary standard CoP- 2019
- • Conventions of the International Labour Organisation (ILO)
- • United Nations Convention on the Rights of the Child
- • Universal Declaration of Human Rights
- • United Nations Convention on the elimination of all forms of discrimination against women and all forms of racial discrimination
- • International Covenant on Civil and Political Rights and on economic, social and cultural rights.
- • All relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and European Regulation 679/2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data
- • The provisions of Legislative Decree 231/2001 on corporate administrative liability.
- • The OECD Guideline on due diligence for responsible supply chains for minerals from conflict affected and high-risk areas.

General Direction

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Sandrigo, 29/06/2020