



CHRYSOS

ITALIAN > FUTURE > CHAINS

SUPPLY CHAIN POLICY

CHRYSOS S.p.A. operates in the production of finished gold and silver jewelry. Management's vision is to maintain and increase its current position in the industry. In order to achieve this the organization stays informed on external factors regarding all technical, product, sectoral, service, cultural, social, environmental, regulatory and legislative changes and requirements.

CHRYSOS S.p.A. has adopted the RJC/COP and Chain of Custody RJC/CoC standards and ensures that it promotes responsible ethical, human rights, social and environmental practices throughout the gold and platinum supply chain. CHRYSOS S.p.A. is attentive to strategic factors required to achieve specific development objectives which, from time to time, are implemented by specific direction from the Management.

CHRYSOS S.p.A. is attentive to internal and external sustainability factors that are expressed in ethical, social and environmental aspects of work. For this reason, it adheres to the RJC (Responsible Jewellery Council) principles, sharing the general objective of a globally responsible supply chain that promotes confidence in a global jewelry industry. It accomplishes this through the application of the RJC Code of Responsible Practices for sustainable practices throughout the gold and PGM's supply chain, from mining to retail.

We are committed to applying the OECD guidelines (Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas) by integrating ethical, human rights, social and environmental practices to our daily activities. We report and do not practice any form of corruption, false declarations of origin, money laundering, or the payment of taxes, duties and fees to governments, in compliance with national and international legislation.

CHRYSOS S.p.A. is committed to respecting fundamental human rights and the dignity of the individual, in accordance with the Universal Declaration of Human Rights sanctioned by the United Nations. The use of child labor will not be tolerated.

CHRYSOS S.p.A. is committed to not resorting to any form of forced or debt bonded labor and does not limit the freedom of movement of employees and subordinate workers.

We are committed to not discriminating on the grounds of race, ethnicity, caste, country of origin, religion, disability, gender, sexual orientation, union membership, pregnancy, political affiliation, marital status, physical appearance, age or any unlawful restrictions in the workplace.

We are committed to supporting and sharing the World Diamond Council's System of Guarantees (SoW) in support of the KPCS process (Kimberley Process Certification Scheme) maintaining traceability within the supply chain.

We are committed to:

- requiring suppliers to present guarantees relating to all diamonds handled;
- informing suppliers, in writing, of the obligation to present such guarantees.

We are committed to disseminating our policy and our commitment throughout the supply chain.

In summary, CHRYSOS S.p.A. is an organization that evolves in sync with social culture, creating prosperity, awareness and sustainability over time on behalf of all interested parties.

Date: 03.22.2023

Issued by Management

Francesco Bernardi

Chrysos S.p.A. - Legal Address: via Albertoni, 10 - 36060 Romano D'Ezzelino (VI)
Headquarters and plants: Via Vallina Orticezza, 8-16 - 31030 Borso del Grappa (TV) ITALY

P.IVA 01917760249

phone +39 (0)423 910233 - fax +39 (0)423 910323

chrysos@chrysos.com