

This code of ethics formalises the responsibility of this company in respecting human rights, in avoiding actions that may contribute to finance conflicts and in respecting the sanctions of the United Nations and the laws that these sanctions apply.

It's our purpose, with the achievement of RJC CoP e CoC certifications, to demonstrate that:

- We respect human rights according to the Universal Declaration of Human Rights and the labour fundamental rights according to the International Labour Organization;
- We condemn the human trafficking;
- We embed ethical, social, environmentally friendly observations and observations on human rights in planning, unfolding, developing and policing our production processes;
- We neither practice nor tolerate bribery, malfeasance, money laundering or finance terrorism;
- We implement conscientious commercial practices;
- We sustain the transparency of payments;
- We do not provide direct or indirect support to armed forces;
- Our stakeholders can express issues in relation to the jewellery industry;
- We implement the OCSE legislation with five stages, as a system of administration system for the activity of the two diligences based on risk in relation to the supply chain for conscientious provision of minerals from areas of conflicts and zones with high risk;
- We defend workers' and workplace's health and security;
- We employ the Contratto Collettivo Nazionale del Lavoro (CCNL) while we give freedom of assembly;
- We oppose any form of discrimination, corporal punishment, degrading treatment, harassment, abuse, coercion and threat;
- We protect natural environment and landscape, and we reduce, where is technically possible and economically sustainable, the production of waste, pollution and consumption;

About the serious abuses in extraction, transportation and trade.

We will not tolerate, or earn profit from, or contribute to, or support:

- Tortures or cruel, inhuman or humiliating treatment;
- Forced or obligatory labour;
- Child labour;
- Violation and abuses of human rights;
- War crimes, violations of international humanitarian law, crimes against humanity or genocide;

We will end any commitment with vendors in case we find that there is reasonable risk that they are involved with, earn from, or is related to a counterpart who commit the abuses previously mentioned.

Direct or indirect support to non-governmental armed forces.

We will not tolerate direct or indirect support to non-governmental armed forces, including the procurement of precious metals and stones, the payment, the support, and the supply of equipment to non-governmental armed forces or their associates who illegally:

- Control mining sites, transport routes, commercialisation zones and participants in the supply chain; and/or:
- Excise or extort money, metals, or precious stones in extraction points, transportation routes or in commercialisation zones, or through mediator, export companies, or international retailers.

We will end any commitment with vendors in case we find that there is reasonable risk that they are involved with, earn from, or is related to a counterpart who give direct or indirect support to non-governmental armed forces, as previously described.

Public or private security forces.

The public or private security forces' role is to guarantee the security of workers, machinery, equipment, and holding in accordance with law, including law which protect human rights. We do not give direct or indirect support to public or private security forces that commit abuses or act against the law.

Active corruption or false origin declaration.

We do not offer, promise or ask for bribes.

We oppose to the soliciting of bribes, to the request of hiding or dissembling the origin of metals and the precious stones, or falsely stating regarding taxes, tariffs, and royalties which were paid to governments for extractions, trade, handling, transportation and exportation.

Money laundering

We will to contribute to the elimination of money laundering where we notice the reasonable risk of its presence, originating from or linked to the extractions, trade, handling, transportation and exportation of metals and precious stones.

We also commit on use our influence to avoid abuses from others. If we notice a potential and/or certain risk in the supply chain, the Direction will take charge of the administration of the risk promoting the engagement of stakeholders and will identify the suitable action for the handling of the risk.

For this purpose, you can submit your warnings to the following mail and certified mail. You can also do it anonymously:

info@femarsrl.it

femarsrl1229ar@pec.it

Cap. Soc. E 100000,00 I.v.
Loc. Manciano, 46/g – 52043 CASTIGLION FIORENTINO (AR)
Tel. +39 0575 653239 – 0575/653172 Fax. +39 0575 653298
e-mail: info@femarsrl.it

Nobody will endure retaliation for the submission of warnings. That's why we ask our trading partners and vendors the complete support to the previous principles.

We reserve the right to verify the observance of the values previously mentioned, with compliance audit at our trading partners and vendors as well.

Any certified or supposed violation of the principles mentioned in this code of ethics can be a reason for the termination between Parties.

Arezzo,

Date: 23/05/23

Approved by:


Barneschi Pasquale


Barneschi Santi