

# MARCO BICEGO

## POLICY RJC

The policy of **MARCO BICEGO S.P.A.** is a *MISSION* that contains a set of commitments relating to corporate integrity, labor law, environmental management and responsible sourcing adopted internally and disclosed to all our partners. To ensure compliance with ethical, safety and environmental requirements, **MARCO BICEGO S.P.A.** is implementing an internal organizational system that complies with RJC requirements.

### ACT RESPONSIBLY

**MARCO BICEGO S.P.A.** complies with the laws in force and the relevant technical standards of its sector, guaranteeing continuous information on updates and timely implementation of the same.

**MARCO BICEGO S.P.A.** has undertaken a certification process with the view to demonstrate compliance with the RJC Principles and Rules of Procedure. Our intention is to inform our Stakeholders (employees, collaborators, suppliers and Customers) of such ongoing process in order to emphasize the principles contained therein, disclosing them also by sharing this Policy and the annual report on the website.

**MARCO BICEGO S.P.A.** requires its suppliers and external partners to comply with the principles and requirements set out in this policy, as well as to sign the general terms and conditions of purchase. This policy highlights the importance the Company places on acting with integrity and responsibility towards employees, shareholders, business partners, public administrations and, in general, all people with whom it interacts.

We are careful in assessing risks, including those arising from our business partners, analyzing the most sensitive situations and implementing appropriate procedures and controls in respect of human rights, social principles and environment.

The Company's relations with suppliers and external partners, in pursuit of maximum competitive advantage, are based on loyalty, impartiality and respect for equal opportunities towards all parties involved.

### ACHIEVE AND PROMOTE INTEGRITY IN THE PERFORMANCE OF ACTIVITIES

We do not tolerate any kind of bribery against public officials, or any other party, in any form or manner, in any jurisdiction, even where such activities are in practice permitted, tolerated or not judicially prosecuted.

The payment of bribes or acceptance of any goods is prohibited.

We do not tolerate money laundering and/or terrorist financing.

# MARCO BICEGO

*We are committed to Know Your Customer and Supplier activities and exercise the utmost vigilance over our supply chain, specifically for the supply of gold, silver, diamonds and precious gems.*

*We are committed to taking all reasonable control measures to ensure that we are sourcing diamonds from supply chains that comply with WDC (World Diamond Council) guidelines and LBMA certified gold.*

*We are committed to adopting the best possible solutions to ensure product safety measures within our premises and during shipments, to prevent theft, damage or replacement.*

*We believe in the values of safety and well-being of employees, visitors and other relevant stakeholders who visit our company.*

## *RESPECT AND PROMOTE HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS*

*The Company promotes the values of equality and diversity, in compliance with the highest standards of ethical behavior. We believe in, and are committed to, respecting fundamental human rights and the dignity of the individual, according to the Universal Declaration of Human Rights adopted by the United Nations.*

*We do not tolerate the use of child labour.*

*We are committed not to use any form of forced labor and not to restrict the freedom of movement of workers and employees.*

*We are committed to ensuring high health and safety standards of work in our offices, thanks also to the collaboration of the Safety Manager ("Responsabile Sicurezza sul Lavoro") and the Workers' Representative for Safety ("Rappresentante dei Lavoratori per la sicurezza").*

## *PROVIDE A WELCOMING WORKING ENVIRONMENT AND ENHANCE TALENT*

*The Company promotes the diversity of profiles and training paths, encouraging the creation of a work environment that respects individuals. Diversity, gender balance in the workforce, and gender equality are embedded in our culture. The commitment to nourish a culture of inclusion that takes into account the individuality of each employee or candidate translates into nondiscrimination on the basis of race, ethnicity, caste, nationality, religion, physical or mental disability, gender, sexual orientation, trade union membership, political affiliation, marital status, physical appearance, age, so that all persons "fit for work" are granted equal opportunities without discrimination on the basis of factors unrelated to their ability to perform their intended duties and not to engage in any form of harassment.*

*If the principles set out here are not respected, we will take action to apply disciplinary sanctions as provided for in the CCNL for goldsmiths, silversmiths and trade.*

*We are committed to complying with current legislation in terms of working hours and remuneration.*

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## COMMITMENT TO ENVIRONMENTAL PROTECTION

Our company is also committed to adopt internal measures with a view to reducing the impact of our operations on the surrounding environment, safeguarding it by:

- *eliminating and, where not possible, reducing the use of toxic substances in production operations;*
- *minimizing the negative impact of our activities on the environment;*
- *responsibly waste disposing;*
- *reducing paper, water and energy consumption.*

*This policy is displayed at our operational headquarter in Trissino (VI) and at our stores in Venice and Verona, as well as made public on our website <https://www.marcobicego.com/>*

THE PRESIDENT  
MARCO BICEGO

