

	COMPANY POLICY	Codice: APR 5.01.8
		Revisione: 1
		Emissione: 31/01/2023
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Social Responsibility Policy

Provides that:

- The Responsible Jewellery Council (RJC) is a regulator established to promote responsible ethical, civil, social and environmental practices throughout the diamond, gold and platinum supply chain.
- The RJC has developed a benchmark standard for the jewellery supply chain and a credible mechanism to verify responsible business practices through a third-party audit.
- The management of our company has appointed a contact person to monitor and note potentially significant issues as they arise, and to ensure that the Policy is reflected in the strategy and operational procedures necessary to integrate it across the business.

CABRO S.p.A. has developed and implemented this Policy to document its commitment to responsible practices and to engage its employees and all those involved in its operations.

The principles applied in **CABRO S.p.A.** are those linked to the sustainable growth of the company and issues related to work, the environment, health and safety of people.

CABRO S.p.A. intends to apply the RJC Code of Practice (COP) to both internal and external context.

This document is being shared with all employees and is available externally through publication on the company's website www.cabro.it, and internally through posting on the company's notice board, to inform all interested parties about our commitment.

This is not the only company policy, dedicated policies have been developed for specific topics such as environment and safety.

CABRO S.p.A. is committed to conducting its activities in accordance with the RJC COP, integrating its ethical, civil, social and environmental principles into its day-to-day operations, business planning and decision-making.

Approvato	Prima emissione		
Stato	Sintetico modifiche		
	Redatto	Verificato	Approvato
Funzione	<i>Resp. Sistema Qualità</i>	<i>Direzione Generale</i>	<i>Direzione Generale</i>
Firma	Marco Guidelli	Giacomo Giannini	Alessio Brogi

"In azienda il Sistema Qualità prevede la gestione di firma elettronica tramite password per il rilascio dei documenti attraverso S.I."

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Therefore, in respect of the foregoing, **CABRO S.p.A** undertakes to:

- 1) comply with national, European and international mandatory standards;
- 2) review this policy when reviewing the system and assessing the company's performance;
- 3) establish measurable social responsibility goals;
- 4) communicate these goals and achievements internally and externally to identified stakeholders;
- 5) adopt the COP issued by the Responsible Jewellery Council and its subsequent updates or amendments, with a commitment to apply the responsible business practices set out therein. The COP can be found at www.responsiblejewellery.com;
- 6) comply with the principles and intentions outlined herein;
- 7) apply the declared principles and intentions to the entire activity of CABRO S.p.A.;
- 8) increase awareness and develop the competences of employees to help them to integrate the programme policy into their work and procedures;
- 9) maintain responsible behaviour throughout its industry supply chain, ensuring its business partners (Suppliers and/or Subcontractors) also follow ethically sustainable business practices in compliance with applicable laws and regulations, and ensuring proper implementation of "Due diligence for responsible sourcing from conflict-affected and high-risk areas" in accordance with RJC COP 2019, paragraph 7, and OECD Guidance, Annex II.

At least once a year, operational goals will be monitored through a review of the RJC system with senior management and/or middle management to identify potential gaps between programme policy and actual business practices, and the outcome of the review will be documented.

Actions and corrective measures to address any gaps or weaknesses will be planned and implemented on a regular basis, which will also be coordinated with the RJC internal audits findings and documented.

Arezzo, 31/01/2023

Management

La direzione
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