

RGS S.R.L.

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RJC POLICY

RGS srl has operating in the jewellery and watch industry since 1972, designing and manufacturing gold and silver jewellery and accessories, both with and without diamonds or precious stones, for renowned luxury brands worldwide.

Through continuous investments, we provide all our clients not only with the most updated technologies, but also with outstanding know-how for designing, manufacturing and industrializing technologically advanced products. We offer excellent finishes on gold and silver items, such as diamond coating, enamelling and many more.

Thanks to the expertise gained through decades of experience, we feel confident in executing every project entrusted to us by our client. Indeed, the more complex the project is, the more it fuels our creativity.

The present policy enshrines our commitment to continuous improvement, guided by rigorous standards and ethical values.

RGS srl is a member of the Responsible Jewellery Council (RJC), a standard-setting organization established to promote due diligence practices related to ESG factors in the jewellery and watch industry. As members of RJC, we commit to complying with both the Code of Practices (CoP) standard and the Chain of Custody (CoC) standard. To achieve this, we actively engage with our employees, suppliers, customers, partners and other stakeholders.

We are committed to operating in accordance with the law and adhering to high ethical standards. We exercise due diligence for responsible sourcing, including from conflict-affected and high-risk areas, in accordance with the OECD Guidelines. We make every effort to ensure that our suppliers are legitimate and not involved in money laundering, fraud or financing of terrorism, by implementing the KYC (Know Your Counterparty) policy and procedures.

We provide our workers with fair employment conditions by complying with applicable laws on working hours and wage rates. We reject all forms of workplace violence and harassment, and we do not engage in or support child labour or forced labour. Workers are treated with dignity and respect and are informed of their rights to join a workers' organization and engage in collective bargaining.

We provide safe and healthy working conditions for all employees and visitors, in compliance with applicable laws. We are committed to environmental protection and enhancement by responsibly managing hazardous substances, wastes, and emissions.

Since we believe we have a responsibility to future generations to protect the environment, we continuously strive for the efficient and sustainable use of natural resources and aim to maximize their reuse.

Vicenza, 14/01/2025

Legal Representative of RGS srl