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Sustainability Report issued on 01/01/2021	Issued by ethical team	Approved by the Management
Signatures		

1. GENERAL CONSIDERATION

1.1 Description

The Sustainability Report and Review is a public information document on the social and environmental effects of the activities of NUOVI GIOIELLI SRL which provides a report on the actions carried out and the future initiatives of the company. It is drafted annually and reports the values, situation and objectives of our company in the field of social and ethical relations.

It is developed by the Management, in collaboration with the other members of the RJC Team, in accordance with the requirements of the RJC CoP standard used as guidelines to address these aspects in a systematic way.

The document includes both the Rjc Corporate Policy and the Management Review, aimed at defining, verifying, correcting and improving our commitment.

Indeed, the RJC Report and Review has a dual significance:

- It is a management tool for the Management as it measures its Social Responsibility and Sustainability Policy and the other policies and procedures adopted to apply the Standard and the performance results, with a view to continuous improvement.
- It is a means of communication because it informs and collects information from interested parties who, in this way, participate better and more widely in the conduct of the sustainable management system. This document is electronically transmitted to all employees of NUOVI GIOIELLI SRL through the company website, a means also used for transmission to interested parties

<http://www.nuovigioidelli.com>

1.2 Recipients

The RJC Report and Review is aimed at subjects who have significant relationships with NUOVI GIOIELLI SRL and in particular to:

- Employees;
- Customers;
- Local community;
- Providers
- Contractors

The company asks these subjects to participate, directly or indirectly, in this common commitment to improvement

1.3 Objectives

The objective of the RJC Report and Review is to provide a report on the initiatives developed by NUOVI GIOIELLI SRL and to communicate, in a clear and transparent way to all interested parties, the results obtained in the area of social responsibility and sustainability.

More specifically, the Social Responsibility / Sustainability Report and Review aims to:

- Evaluate ethical values, social commitments, principles and reference rules, with a view to continuous improvement
- Provide information on the social effects that derive from the choices of society
- Encourage dialogue, involvement and consent of interested parties
- Fully implement the Social Accountability System and certification with the RJC standard

1.4 Normative elements

The organization must comply with local, national and other applicable laws, prevailing industry standards, other requirements to which the organization adheres, as well as this Standard. When such laws, regulations or other requirements to which the organization adheres and the Standard concern the same issue, the provision that is most favorable to workers must be applied.

The organization must also respect the principles of the following international instruments:

RJC Cop: 2019

RJC CoC: 2017

YOU. 81/2008 Law on the health and safety of workers

Regulation 679/2016

CCNL for workers in the goldsmith industry

Statute of workers law 300/1970

Law 68/99 hiring protected categories

Legislative Decree 66/2003 Organization of working hours

Guidelines for the construction of organization and control models Dlgs 231

Convention ILO 1 (Duration of Work - Industry) and Recommendation 116 (Reduction of working hours)

ILO Conventions 29 (Forced Labor) and 105 (Abolition of Forced Labor)

ILO Convention 87 (Freedom of association and protection of the right to organize)

ILO Convention 98 (Right to organize and collective bargaining)

ILO Convention 100 (Equality of pay) and 111 (Discrimination - employment and profession)

ILO Convention 102 (Social Security - minimum standards)

ILO Convention 131 (Definition of the minimum wage)

ILO Convention 135 (Employee Representatives)

ILO Convention 138 and Recommendation 146 (Minimum age)

ILO Convention 155 and Recommendation 164 (Safety and Health at Work)

ILO Convention 159 (Vocational and employment reintegration - disabled people)

ILO Convention 169 (Indigenous and Tribal Peoples)

ILO Convention 177 (Work at home)

ILO Convention 181 (Private Employment Agencies)

ILO Convention 182 (Worst Forms of Child Labor)

ILO Convention 183 (Maternity Protection)

ILO Code of Conduct on HIV / AIDS and the World of Work

Universal Declaration of Human Rights

International Covenant on Economic, Social and Cultural Rights

International Covenant on Civil and Political Rights

United Nations Convention on the Rights of the Child

United Nations Convention on the Elimination of All Forms of Discrimination Against Women

United Nations Convention on the Elimination of All Forms of Racial Discrimination

United Nations Guiding Principles on Business and Human Rights

OECD guidelines for multinational companies

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2. PROFILE OF NUOVI GIOIELLI SRL

2.1 Company history and profile

NUOVI GIOIELLI SRL is a medium-sized company engaged in the processing of precious metals on behalf of well-known customers in the world of luxury and in the creation of products under its own brand.

The company was founded in 1985 in Mussolente and has continued its research, development and technological innovation for more than 35 years to provide its customers with jewels that stand out for their quality, refinement and precision, the result of a particular creative ability. , associated with the specialization of its staff and technological innovation in production.

"Nuovi Gioielli was founded in 1985, when we decided to put our knowledge and our passion into the realization of a dream. After 35 years, our dream continues to be a reality in a perfect combination of tradition and innovation, research and development "

The strengths that have always characterized the company can be summarized in the following concepts:

Flexibility: a fundamental requirement in order not to get trapped in the economic and systemic complexity in which companies are often involved.

Feasibility: The project must be Achievable because it is not enough to have an idea but it must be concretely feasible.

The Reaction to Change: "It is not the strongest individual or even the most intelligent person who survives, but the one who adapts best to change". How to adapt? Knowing the dynamics that characterize a constantly evolving context.

Curiosity: A dream guides us, something that for the moment exists (often in a somewhat vague way) only in our imagination. The ambition to make it happen is the energy that allows us to overcome obstacles and difficulties and to motivate and encourage our collaborators. Breaking the rules means defining your own.

Valuing customers: "The only criteria that count in evaluating the quality of the after-sales service are those defined by customers; only customers can judge the quality; all other judgments are substantially irrelevant. "(A. Parasuramann - University of Miami)

Customer satisfaction is not only guaranteed by the quality of the products and services we can offer, but also and above all by the assistance provided throughout the process, whether it is a Service service or an order for a finished product. The quality of the jewel is obviously essential. But it is equally important to know that you can contact competent people who are able to solve any problems with a well-organized pre and post sales service.

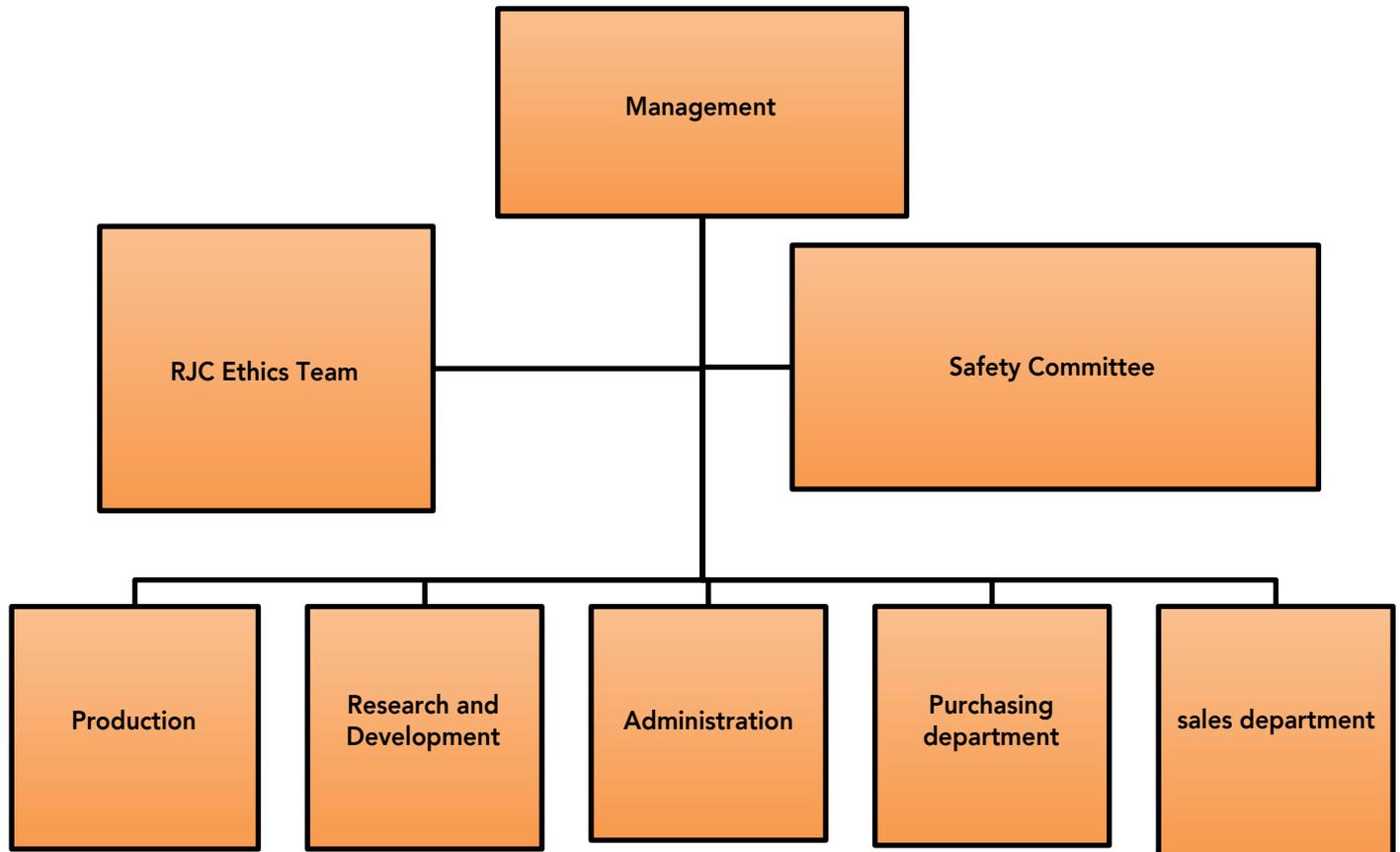
Innovation is a value of primary importance, the starting point to develop each new solution and the goal to be achieved in each new challenge.

Nuovi Gioielli has also invested in people, as well as in technology, focusing on the characteristics of uniqueness and originality of the product with qualified service personnel. We create objects intended for those looking for something exclusive and different, in which skill, design and precision are fundamental elements of the product made

The focus on human resources and the environment has led the company to request RJC CoC and CoP certification over time for the production of gold, silver, diamond and precious stone jewelry.

2.2 Organizational structure and responsibility

The organizational structure is depicted in the organization chart. For the RJC system of Nuovi Gioielli srl makes use of the RJC team:



2.3 Team RJC

The main responsibilities regarding the RJC CoP System are summarized below:

RJC System Manager (corresponds with the Administrator)

- It is responsible for compliance with the RJC standard
- Defines and approves the Company Policy
- He chairs the Management Review in order to verify the adequacy and effectiveness of the System Policy to define the improvement actions to be implemented
- Approve the RJC Sustainability Report and Review
- He is responsible for the implementation and monitoring of the sustainability system with the cooperation of the other members of the RJC team
- Prepares the RJC Sustainability Report and Review with the collaboration of other RJC team members and any interested parties

Team RJC

- Collaborates with Senior Management for the correct application of the sustainability system
- Facilitates communication between workers and management as it includes their representatives who therefore play the role of direct spokesperson

- Identify and assess risks by prioritizing areas with the greatest potential for non-compliance with the RJC Standard
- It carries out monitoring activities in the workplace to keep under control:
 - a) compliance with the RJC CoP standard;
 - b) implementing planned actions to address the risks identified by the RJC team;
 - c) the effectiveness of the methods adopted to meet the organization's policies and the requirements of the standard
- Participate in the preparation of the RJC Sustainability Report and Review
- It guarantees the application of the actions implemented for the resolution of non-conformities and the implementation of corrective and preventive actions
- Participate in the development of the training plan
- He is responsible for relations with the certification body
- He is responsible for relations with interested parties.

2.4 Ethical company policy

NUOVI GIOIELLI SRL has therefore decided to develop and apply a Corporate Social Responsibility and Sustainability System consistent with the RJC CoP international standard.

To this end, the company undertakes to adhere and comply with:

- To all requirements of the RJC CoP standard
- To the Conventions of the International Labor Organization (ILO)
- To the United Nations Convention on the Rights of the Child
- To the Universal Declaration of Human Rights
- To the United Nations Convention on the Elimination of All Forms of Discrimination Against Women and All Forms of Racial Discrimination
- To the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- To all relevant national and international laws, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and to Regulation 679/2016 relating to the confidentiality and processing of personal data and the T.U. 152/2006 on environmental matters
-

The introduction of a Sustainability system in NUOVI GIOIELLI SRL has the following general objectives:

- The prevention of situations that damage the rights of the person
- Increasing the efficiency of its organizational structure and supply chain
- The spread of a culture of social responsibility through a permanent process of training, involvement and empowerment of staff
- Rationalization of the structure and procedures with the clear and balanced definition of tasks and responsibilities
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- Participation and contribution to solidarity / social initiatives
- The commitment to disseminate ethical principles to all stakeholders (interested parties)

The company undertakes to comply with the principles set out in the Social Responsibility System and in carrying out its activities requires its employees / collaborators / suppliers to comply with the regulatory requirements regarding:

- Child and child labor
- Voluntary employment

- Health & Safety
- Freedom of association and right to collective bargaining
- Discrimination
- Disciplinary practices
- Working hours
- Salary
- Attention to the environment
- Anti-corruption
- Legality / fight against fraud
- Sourcing from reliable sources, which do not support the exploitation of human beings or armed conflicts

2.5 Values

NUOVI GIOIELLI SRL, consequently, recognizes as fundamental the human values primarily represented by:

- Honesty, understood as the quality of someone who is morally upright, especially in relationships with others;
- Loyalty, understood as fidelity to the principles and identity of the company;
- Responsibility, understood as awareness of one's actions and related consequences;
- Commitment, understood as understanding one's role and as the ability to carry it out successfully
- Transparency, understood as the linearity of acts and behaviors, without alterations of reality
- Respect, understood as respect and attention in the behavior of others
- Solidarity, understood both as an interest in others in sharing commitments and responsibilities, and as mutual assistance

3. STAKEHOLDERS

The interested parties identified in the social responsibility system of NUOVI GIOIELLI SRL can be divided into two different groups:

INTERNAL STAKEHOLDERS:	EXTERNAL STAKEHOLDERS:
<ul style="list-style-type: none"> • Management • staff 	<ul style="list-style-type: none"> • Suppliers • Customer • Community • Control agencies • Public institutions

Each group has a series of different expectations, needs, needs and interests towards the company.

In general:

With regard to internal stakeholders, corporate social responsibility is manifested and affirmed in guaranteeing compliance with the rules, in involvement and mutual trust, in a company climate suitable for promoting the greatest possible protection of employees and collaborators, in the desire to favor the growth of each person's skills, generating satisfaction for each of their needs and aspirations.

With respect to external stakeholders, social responsibility is expressed in a varied way and in relation to the roles that each of them assumes and which can be summarized in the awareness of interacting with a company whose attention to social responsibility and sustainability is evident, certified by independent bodies and made explicit also through these financial statements.

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In particular:

Management :

The ethical need is to produce profit and business growth without compromising one's social responsibility, by failing to respect the rights of the resources used (human and environmental), as well as producing and creating benefits from the dissemination of the ethical principles that support it.

Method of satisfaction:

Trying to increase profits by identifying a business that is increasingly attentive to social responsibility, generating the benefits of internal and external satisfaction necessary to achieve the objectives of an economic nature and personal and team gratification.

Personal

The ethical need is to satisfy one's own needs, economic and personal fulfillment, based on one's attitudes, beliefs and aspirations.

Methods of satisfaction

Implement a management system that respects the inspiring ethical principles, verifying the satisfaction of the socio-economic, health and safety needs of the staff employed, in relation to their attitudes and aspirations, continuously improving the effectiveness of the methods defined to achieve the ethical objectives .

Suppliers (see list of qualified suppliers)

The ethical requirement is to establish a fruitful collaboration in economic terms and business growth, without compromising one's social responsibility, by failing to respect the rights of the resources used (human and environmental).

Method of satisfaction:

Establish clear relationships of collaboration and create a partnership in the activity aimed at respecting the rights of their workers and collaborate in jointly identified improvement actions.

Customers

L'esigenza etica è vedere soddisfatti i propri bisogni in relazione al prodotto e servizio acquistato senza, con questo, compromettere il rispetto dei diritti delle risorse impiegate per realizzarlo; non ledere la propria immagine associandosi a comportamenti poco responsabili dal punto di vista etico nei confronti della collettività.

Modalità di soddisfacimento:

Soddisfare le esigenze dei clienti creando collaborazioni durature, definire un canale comunicativo con gli stessi che permetta di recepire segnalazioni suggerimenti e reclami.

Collettività

The ethical requirement is to have one's needs met in relation to the product and service purchased without, with this, compromising the respect for the rights of the resources used to make it; not to damage one's image by associating with conduct that is not very responsible from an ethical point of view towards the community.

Methods of satisfaction:

Satisfy the needs of customers by creating lasting collaborations, define a communication channel with them that allows them to receive reports, suggestions and complaints.

Control bodies and public institutions

Ethical need is to see mandatory regulations or dictated by agreements / commitments defined in order to guarantee aspects such as fairness, respect, legality, compliance, seriousness in relations with the community.

Methods of satisfaction:

Comply with all mandatory regulations and periodically verify compliance with them through internal audits. Promote the above principles within the company.

4. SOCIAL RESPONSIBILITY REQUIREMENTS

4.1 Child labor

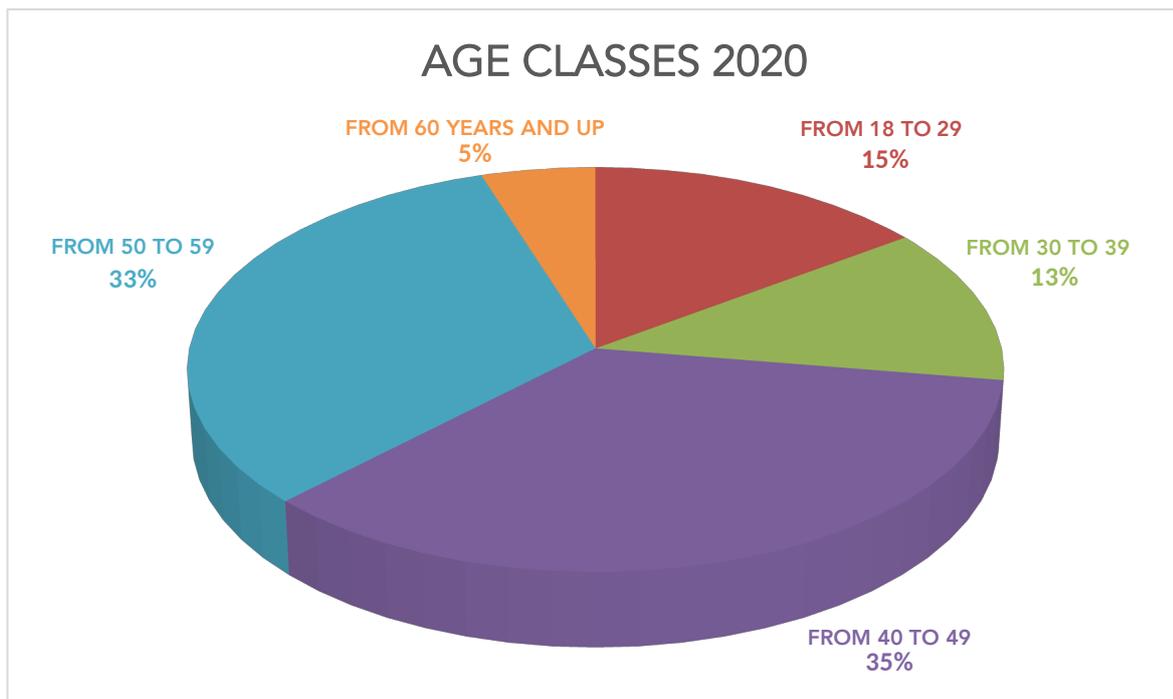
NUOVI GIOIELLI SRL does not make use of, nor does it in any way support the use of child labor.

In any case, as required by the RJC CoP standard, the company has defined a specific procedure for remedial actions of child and youth labor, the PRS 4.01 - Minor remedy program, which highlights the activity of adequate financial support and other gender established by the company, necessary for the children and young workers involved to allow them to attend school and remain there until they no longer fall within the definition of a child or young worker.

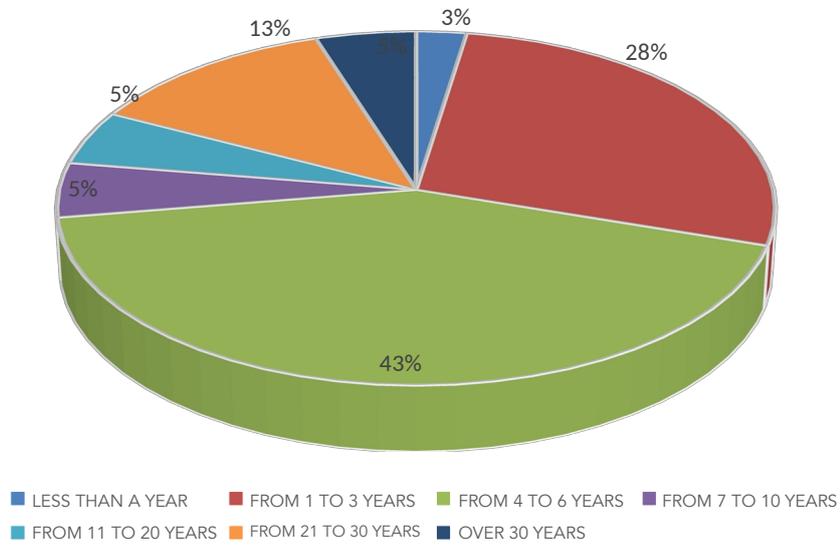
The child labor procedure was disclosed within the company, posted on the company bulletin board and posted on the website. The absence of child labor is also verified in the supply chain.

In the event that NUOVI GIOIELLI SRL benefited from youth work, it would be managed as defined by national laws and, in any case, it could only be carried out outside the compulsory education hours.

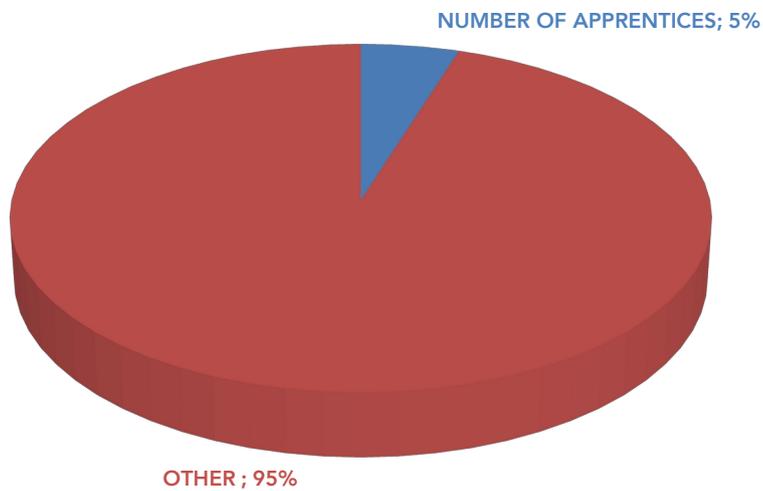
In no case could the time spent between school, work and travel exceed 10 hours a day and in no case should working hours exceed 8 hours a day. Young workers are prohibited from working at night and, in no case, the company will act in order to harm the physical and mental safety of the child or young worker.



LENGTH OF WORK 2020



APPRENTICES 2020



**OBJECTIVE 2021**

Not using child labor. In the event of improper use, implementation of the remedial actions listed in the specific procedure. Facilitate entry into the world of work through the use of apprenticeships.

4.2 Forced and forced labor

There are no forms of forced labor.

Overtime work is freely chosen, and is not compulsory.

The company does not keep any documents or money as a deposit to oblige the worker to remain in the company.

There is ample freedom of expression in the company and no support is given to the trafficking of human beings.

In order to facilitate the application of this requirement, the company undertakes to ensure that all workers are fully aware of the rights and duties deriving from the employment contract by:

- Clear communication of the national collective bargaining agreement with which the staff is hired
- Issue of a copy of the individual contract to the worker
- Constant availability of the human resources office to clarify doubts or concerns to workers about their salary or employment contract

The number of overtime hours per capita varies from person to person. As foreseen by the CCNL for the goldsmith sector, overtime hours must not exceed 270 hours per year, 2 hours per day and 8 hours per week. The overtime hours in the company have always remained within the limits set by the National Collective Labor Agreement and the workers have taken 4 weeks of vacation in one year.

**OBJECTIVE 2021**

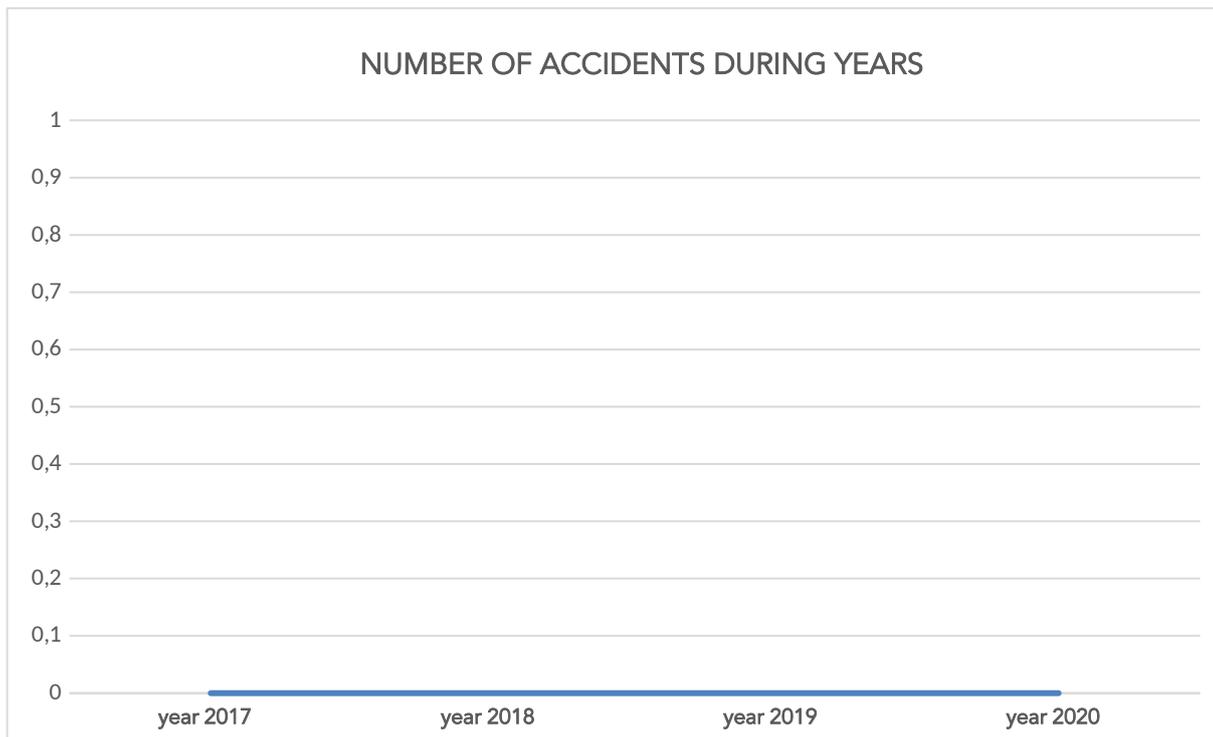
Not using forced labor. Monitoring of hours worked (especially overtime) not to exceed 270 hours per year of overtime per capita. Guarantee 4 weeks of vacation per year. Provide a holiday disposal plan for some workers.

4.3 Health & Safety

The management, together with the RSP of NUOVI GIOIELLI SRL considers among the primary objectives of the company to protect the health and safety of workers, adopting procedures, performance, control systems and information and training systems in order to ensure:

- In carrying out work activities that safety aspects are considered essential;
- That all the risks associated with both the work activities carried out by the company staff and related to the environment and corporate infrastructure are identified and objectively assessed;
- That all technical management measures are adopted aimed at preventing or limiting any possible accidental event that could cause injuries or damage to health;
- That all company figures, at various levels (executives, department managers, supervisors ...) participate, based on their powers and skills, in achieving the health and safety objectives of the workers
- That their training is carried out and updated with specific reference to the job performed;
- Procedures are defined with control and compliance systems.

All the obligations relating to the Consolidated Law 81 - 2008 are kept under control by means of specific schedules.



There have been no injuries in recent years.



OBJECTIVES 2021

- Guarantee the correct and continuous use of the personal protective equipment provided to eliminate or minimize the risk of injury;
- Continue with the realization of at least 1 evacuation test per year.
- Complete refresher training and carry out training for new hires
- Record machine maintenance and safety checks

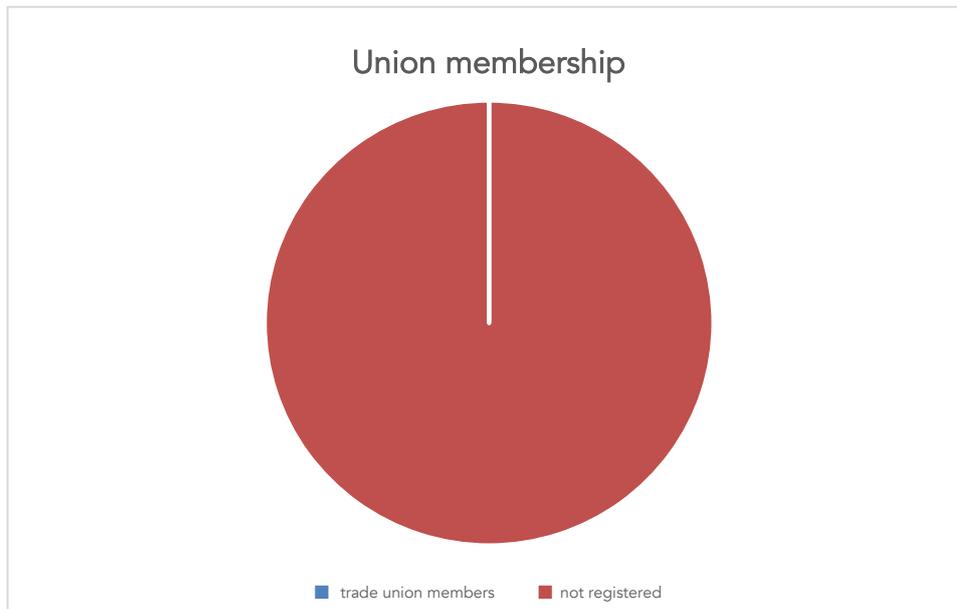
4.4 Freedom of association and right to collective bargaining

All staff have the right to form, organize, and participate in trade unions of their choice and to bargain collectively with the organization.

The company does not in any way hinder the possibility for workers to join a trade union.

Trade union meetings can be held periodically and freely within the company and during working hours, within the limits established by law, i.e. 10 hours per year paid per worker or outside working hours (unlimited hours) - yes see what is governed by the Workers' Statute Law 300/1970. S.m.i

The company is not unionized. There are no union members as the workers have not felt the need to join any union.

**OBJECTIVE 2021:**

Promote freedom of association by promoting the conduct of trade union activities and collective bargaining.

4.5 Discrimination

In the company there is no form of discrimination in hiring, remuneration, access to training, promotion, termination of the relationship or retirement, based on race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other conditions that could give rise to discrimination.

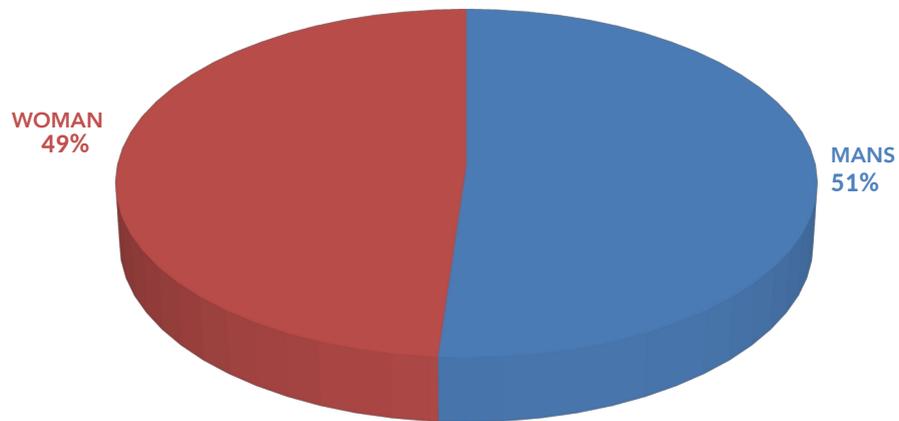
In no case NUOVI GIOIELLI SRL interferes with the exercise of the rights of personnel to follow their own political, religious beliefs, family commitments and responsibilities, sexual orientation, needs related to national or social origin, race, disability, gender, trade union membership, etc.

The company tends to respect forms of positive discrimination in hiring protected categories within the limits set by law. Law 68/99 establishes that companies with more than 15 employees must hire at least one worker belonging to the protected categories. The legislation provides for a crescendo of these hires, with the increase of employees. From 15 to 35 employees it provides for the hiring of a disabled person, from 36 to 50 of two, from 51 to 150 in a percentage of 7% plus one etc.

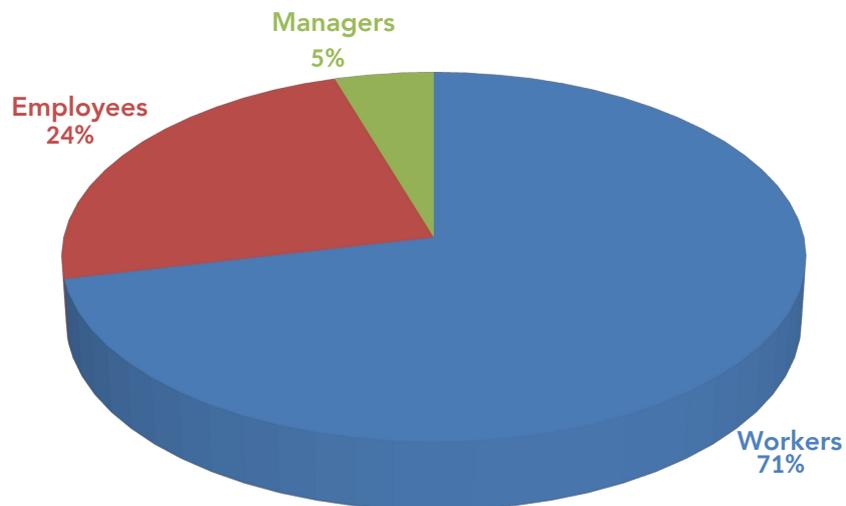
NUOVI GIOIELLI SRL monitors the company climate internally in order to avoid cases of physical and verbal abuse and behaviors that are threatening, offensive, aimed at exploitation or sexually coercive for all company workers wherever they operate.

The company in no way subjects workers to pregnancy or virginity tests.

NUMERICAL RAZIO MENS/WOMAN



STAFF REGULATIONS 2020



* The ratio between males and females is fairly constant over time with a good proportion between males and females. In the two categories of clerical and blue-collar workers there is a detailed specialization in specific fields. All staff have access to training.



OBJECTIVE 2021

Guarantee equal access to the employment opportunities offered by NUOVI GIOIELLI SRL, promoting equal opportunities in the company.

4.6 Disciplinary practices

The company treats all staff with dignity and respect. A system of gradual communication of violations by workers has been implemented in the company, in order to encourage cohesion between management and workers together with an awareness on the part of workers of the errors that must not be repeated because they are harmful to the health of the and workers and for company efficiency.

In particular, the main rule to be adopted is to follow a gradual process consisting of:

- verbal reminders
- written reminders
- sanctions
- suspensions
- dismissal

The application of these actions takes place in compliance with the required requirements:

- in the Consolidated Law on 81/2008;
- in the National Collective Agreement for the goldsmith sector

There were no warnings or disciplinary sanctions established during 2020.



OBJECTIVE 2021:

Guarantee equal treatment in the event of disciplinary practices to employees of NUOVI GIOIELLI SRL by adopting the provisions of the disciplinary procedures. Aim for the constant absence of disciplinary practices and a climate of collaboration and harmony.

4.7 Working hours

In NUOVI GIOIELLI SRL working hours are made up of 40 hours a week, 8 hours a day, 5 days a week.

The staff respects the following hours: 08.00 - 12.30; 14.00 - 17.30 for workers. The lunch break cannot last less than 30 minutes. Office workers 8.30-12.30; 14.00-18.00. During the Covid period, shifts for access to the refreshment area are established.

In particular, the company complies with the provisions of the national goldsmiths collective agreement and in the Legislative Decree 66/2003. The average duration of normal working hours must not exceed 40 hours per week.

The national contract requires no more than two hours of overtime per day and 8 hours per week. Furthermore:

- every worker is entitled to a minimum rest period of 11 hours during the 24 hours;
- the work break is foreseen if the daily working hours exceed six hours;
- for each seven-day period, the worker must benefit from a minimum uninterrupted period of rest of 24 hours, usually on Sundays, to which are added 11 daily rest periods
- each worker must have paid annual leave of at least four weeks.

The detection of attendance and the monitoring of overtime is managed through stamping.

As described above, some overtime hours are performed during the year but never exceed 270 hours per year. The staff takes at least 4 weeks of vacation in a year.



OBJECTIVE 2021:

Monitor compliance with the maximum number of overtime hours of 270 hours envisaged by the CCNL. Guarantee at least 4 weeks of vacation per year to staff.

4.8 Salary

The remuneration is consistent with the goldsmith sector employment contract and is higher than the livingwage. The company keeps a copy of the CCNL in the company available for workers (personnel department).

The livingwage was calculated based on the living wage calculated by ISTAT for a family in Northern Italy made up of three people (two adults and a child from 4 to 10 years old) residing in a city of 8000 inhabitants. The amount was increased by 10% as a discretionary salary; this calculation resulted in a value LOWER THAN THE LOWEST REMUNERATION DATED IN THE COMPANY. The salary is monthly and has never been paid late.



OBJECTIVES 2021:

Ensure compliance with the provisions of the CCNL applied with respect to employee remuneration.

Ensure compliance with the monthly salary payment. Provide a vacation disposal plan for those who have residues from the previous year.

4.9 Environmental protection and environmental performance

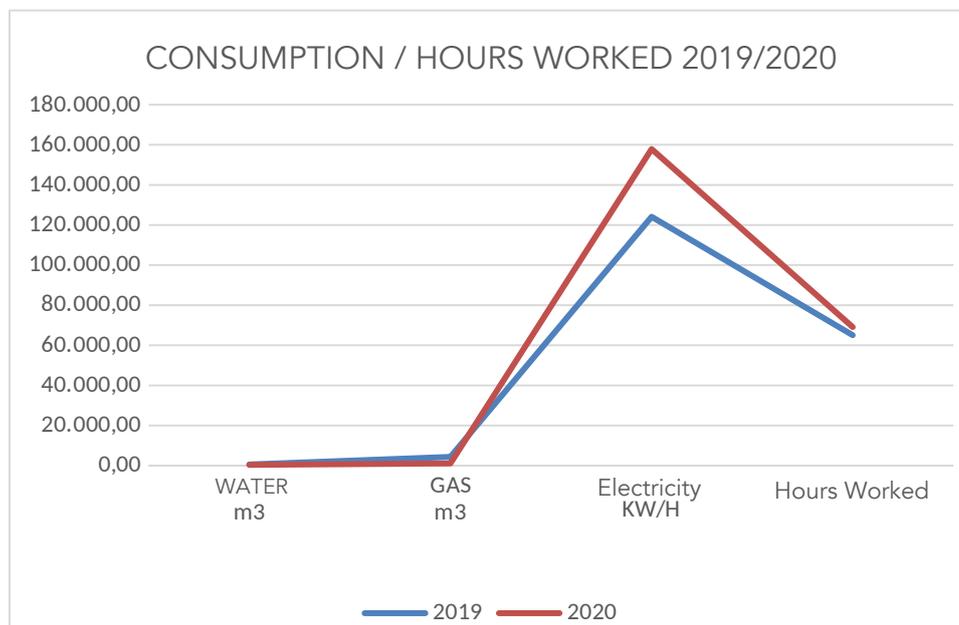
NUOVI GIOIELLI SRL is based in Mussolente (VI). The company is located within an industrial area.

NUOVI GIOIELLI SRL has identified a manager of the environmental management system.

The company has regular environmental authorization AUA NUMBER _562 / 2015_ RELEASED ON _25 / 11/2015.

The company manages waste with loading / unloading register and sends MUD declarations regularly from year to year.

Rainwater used for toilets. Post purification recycled water and reused in the company.



Between 2019, water consumption remained virtually unchanged while there was an increase in electricity consumption due to an expansion of the company and due to the introduction of heat pumps in place of a gas heating system. The consumption of gas has therefore been reduced. The hours worked increased slightly compared to the previous year. The water in the toilets is rainwater while the water in production is recycled through a purification plant and returned to production (used for cooling systems).

ENVIRONMENTAL OBJECTIVES FOR 2021:



Constant monitoring of consumption in order to identify possible improvements in terms of sustainability over time. Full operation of the photovoltaic system.

4.10 Analysis of due diligence and RJC team meetings

NUOVI GIOIELLI SRL has carried out a due diligence analysis relating to the RJC principles in accordance with the OECD guidelines aimed at both its own organization and the supply chain and counterparties.

This led to the creation of a risk analysis in order to identify any critical issues in compliance with the RJC requirements and to act promptly for their resolution through the implementation of corrective actions.

The supply chain has been qualified against a series of risks identified on the required requirements and the customers have been mapped in order to ensure that the entire supply chain complies with the requirements of legality, social responsibility and sustainability required by the RJC. On the occasion of the drafting of the Sustainability Report, the list of qualified suppliers was approved and the methodology adopted was confirmed (reported in the forms used for the qualification and in the RJC Manual).

The RJC team meets twice a year.

4.11 Management System

NUOVI GIOIELLI SRL has equipped itself with a corporate social responsibility management system compliant with the requirements of the RJC CoP standard.

Below is a brief summary of the activities implemented to maintain the requirements of the RJC CoP standard.

Ethical responsibility policy: see what is reported at the beginning of the Social Report.

Management review: on an annual basis, management reviews the results of the RJC social responsibility system. On this occasion, management verifies the achievement of all objectives related to all aspects examined and, if necessary, imposes corrective actions and approves the improvement plan.

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Control of Suppliers: NUOVI GIOIELLI SRL's goal is to help improve the conditions of workers throughout the production chain, the sustainability of companies and legality.

The company has established and maintains procedures for the evaluation and selection of suppliers, based on their ability to meet the requirements of the RJC standard.

The requirements established for the achievement of the company objectives in this field are:

- Selection of reliable suppliers that comply with ethical requirements
- Monitoring of supplier performance over time
- Adoption, by the supplier, of any corrective actions in the event of incomplete compliance with ethical requirements
- Involvement of the supplier in the process of continuous improvement of the corporate social responsibility and sustainability system.

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Operationally, the assessment of suppliers was carried out by asking all suppliers to comply with the ethical requirements, by sending the membership form.

NUOVI GIOIELLI SRL keeps records of the commitment of all its suppliers, relating to social responsibility, including, inter alia, their written commitment to:

- meet all requirements of the RJC CoP standard.
- participate in the surveillance activities implemented by NUOVI GIOIELLI SRL.
- promptly remedy any identified non-conformities with the requirements of the RJC CoP standard.

Only through supplier qualification is it possible to be sure that the entire supply chain complies with ethical and sustainability requirements and that RJC Cop requirements are met.

Nuovi Gioielli srl is also RJC Coc certified. As for the supply of raw materials or processes for RJC Coc certification, Nuovi Gioielli srl has qualified only suppliers with RJC Coc certification.

Problems and corrective actions: the management of complaints of the social responsibility system guarantees, through application of the recall / reporting procedure, the possibility for interested parties to transmit reports or complaints, or provide information regarding the ethical management system, as well as compliance with the requirements of the system and the standard of reference. Communications in writing (even in anonymous form with regard to employees) may concern:

- Third parties (suppliers, customers, etc.); such communications must be sent by post, fax or e-mail to the contacts indicated on the form available on the company website.
- Internal employees and collaborators. Such communications can be direct by involving the RJC team representatives or in writing as detailed in the Social Responsibility Manual and as summarized in the complaint / report form.

Throughout 2020 NUOVI GIOIELLI SRL has not registered any reports from workers or external stakeholders.

Internal communication: the company aims to disseminate and make the information on the RJC available to all company employees and collaborators. This initiative, in tune with the corporate line and disclosure of information and activities carried out, arises from the awareness of the importance of employee involvement on the issues addressed by the RJC CoP regulations. In this regard, the company makes the Ethics Policy available on the corporate bulletin board, provides training on the RJC CoP principles to all staff and makes a copy of the Social Report and the Ethics Policy available at the company reception.

External communication: communicating in detail and informing correctly has always been a priority objective for NUOVI GIOIELLI SRL. A need that has grown hand in hand with the multiplication, in recent years, of the media.

Listening to the needs of customers and talking with them are activities that provide a useful listening channel for verifying the level of user satisfaction, and for getting to know the perception of the company in a timely and comprehensive manner.

The channels used to transmit this data externally are:

- Website
- communication via email to customers and suppliers in accordance with RJC Cop and social responsibility and sustainability procedures.

Records: NUOVI GIOIELLI SRL maintains appropriate records provided by the management system for social responsibility and sustainability in order to give evidence of compliance with the requirements of the RJC standard.