

This policy confirms DECADEUX TECHLAM's commitment to respect human rights, not to contribute to the financing of conflicts and to comply with all applicable United Nations sanctions, resolutions and laws.

It also affirms its commitment to ethical, social and environmental responsibility.

DECAYEUX TECHLAM is a certified member of the Responsible Jewellery Council (RJC).

As such, we undertake to demonstrate, through independent third-party verification, that we :

- Respect human rights in accordance with the guiding principles of the United Nations and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, including applicable legislation on disciplinary procedures.

In particular, we reject and strongly condemn child labour, forced labour, concealed or clandestine labour, human trafficking and all forms of discrimination. We will cease all relations with the stakeholder concerned in the event of a breach of these provisions.

- We do not participate in or tolerate any form of money laundering or terrorist financing.
- We support the transparency of payments from governments and security forces that comply with rights in the extractive industries.
- We put personal safety before property safety.
- We refuse and strongly condemn all forms or attempts of corruption and facilitation payments in any form → We undertake to support employees who may be confronted with any attempt at corruption.
- We allow stakeholders to raise concerns anonymously and without fear of reprisal about possible mistreatment in the workplace, human rights abuses, corruption or the jewellery supply chain. To this end, we have set up a complaints mechanism, which is available to interested parties on request from reclamation.ethique@decayeuxsti.com
- We implement the OECD's five-step framework for risk-based due diligence on the supply chain of minerals from conflict or high-risk areas.
- We also undertake to use our influence to prevent any abuse by other parties.
- We are committed to respecting and promoting compliance with the KIMBERLEY PROCESS for the purchase and sale of diamonds.
- We adopt an environmentally responsible attitude and practices to control our impact on the environment.

➤ **Concerning serious harm during the extraction, transport or trade of minerals :**

We will not tolerate, assist or facilitate in any way the commission of the following acts, nor will we benefit from or contribute to them benefit from or contribute to :

- torture or cruel, inhuman or degrading treatment,
- forced or compulsory labour
- the worst forms of child labour,
- violations and abuses of human rights,



- war crimes or other flagrant violations of international humanitarian law, crimes against humanity or humanity or genocide.

We will cease all relationships with suppliers if we identify a risk that reasonably indicates that they are engaging in, sourcing from or associated with third parties who are committing these serious abuses.

➤ **Concerning direct or indirect support for non-state armed groups :**

We will not tolerate any direct or indirect support for non-state armed groups or their affiliates - in particular through the supply of gold, diamonds or precious stones, the payment of money or the provision of logistical, material or other assistance - that illegally engage in the following activities :

- a. Illegal control of mining sites or transport routes, mineral trading points and upstream players in the supply chain.
- b. Illegal taxation or extortion of money, gold, diamonds or precious stones at mining sites, transport routes or trading points for platinum mine gold, silver and precious metals, diamonds or precious stones, or against intermediaries, exporting companies or international traders.

We will immediately cease all relationships with upstream suppliers if we identify a reasonable risk that they are sourcing from or are linked to third parties that directly or indirectly support non-state armed groups such as those referred to above.

➤ **Concerning public or private security forces :**

We affirm that the role of public or private security forces is to ensure the safety of workers, installations, equipment and property in accordance with the rule of law, including legislation guaranteeing human rights. We will not provide any direct or indirect support to public or private security forces who commit the violations described or who act illegally as described in the paragraphs above.

➤ **Concerning corruption and misrepresentation of the origin of gold, silver, platinum mine precious metals, diamonds and precious stones :**

We will refrain from offering, promising or giving bribes and will resist solicitations for bribes for the purpose of concealing or disguising the origin of gold, silver, platinum mine precious metals, diamonds and precious stones.

Making false declarations concerning taxes, duties and royalties paid to governments for the extraction, trade, processing, transport and export of gold, silver, platinum mine precious metals, diamonds and precious stones.

➤ **Concerning money laundering :**

We will support efforts to contribute to the elimination of money laundering in situations where we identify a reasonable risk of money laundering arising from or related to the extraction, trade, processing, transportation or export of gold, silver, platinum mine precious metals, diamonds and precious stones.

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l'établissement de Besançon

