



## ETHICAL PRINCIPLES

### COMPANY POLICY

**BMC SPA** operates in the goldsmith district of Valenza, to meet the needs of the market and customers, who are increasingly attentive to ethical and moral principles.

The company has been a Member of the Responsible Jewellery Council since May 2014, and became a certified member for the RJC COP (Code of Practices) standard in December 2014, with a three-year renewal in 2017 and 2020.

**BMC SPA** also obtained RJC COC (Chain of Custody) certification in 2018, with three-year renewal in 2021.

**BMC SPA** commits to carrying out and conducting its business in full compliance with ethical standards, guaranteeing integrity, transparency, and in compliance with the laws in force

The values on which the company is based are the respect for the guarantee of quality and functionality of its products and the constant commitment to search for improvements to offer products that are not harmful to public health and the final consumer.

This is possible thanks to production processes and administrative/commercial practices that respect the rules and regulations on environmental protection, also to safeguard the health and integrity of its employees and collaborators.

**BMC SPA** actively promotes:

- the preparation of company mechanisms and systems that allow the highest levels of efficiency and transparency towards suppliers and customers;
- the creation of working conditions that guarantee employees and collaborators to be able to perform their activities in a fairly remunerated manner, without discrimination on grounds of gender, ethnic, political or religious affiliation, in healthy and non-hazardous environments;
- the pursuit of profitability in compliance with customer requirements and with the rules governing its production sector, observing the principles of free and fair commercial competition without resorting to conducts that generates corruption of any kind in the economic or institutional system;
- attention to the environment in which it operates with the use of adequate resources for the protection of the territory and the improvement of the environmental impact of its production processes through technological and system investments;
- communication and contacts with the social fabric in which it operates, with the territorial authorities for a better understanding and application of the regulatory systems, the particular needs of the community and the achievement of a contribution to economic and social development and improvement;
- the establishment of collaborative relationships with qualified suppliers that operate with industrial assumptions and policies following the principles of legality and transparency, helping to improve the achievement of corporate objectives with effectiveness and efficiency;
- the care, safeguard and enhancement of the company's assets, consisting of material values and technical knowledge.



These principles are concretely pursued by the company through:

- the choice of an internal procedural systems that guarantee compliance with national and international standards governing employment contracts, respect for human rights and political, religious and trade union freedom, tax and customs requirements, and the prevention of money laundering and assets deriving from illegal activities, as well as any activity aimed at gaining advantages through corruption of institutional or commercial partners;
- constant communication with its internal and external collaborators, to prevent non-compliance, improve internal control processes, stimulate the adoption of business principles consistent with BMC SPA principles and disseminate sector information;
- voluntary adherence to procedures for the verification of its internal organization, production chain and precious metals supply chain certified by external institutions according to the guidelines issued by the OECD (Organization for Economic Co-operation and Development) and other qualified associations for the responsible procurement of gold and the affirmation of ethical, social and environmental responsible practices in the precious metals production chain.  
**BMC SPA** procedures precious metals only from RJC and/or LBMA certified suppliers;
- the active commitment to promulgating a culture of legitimacy and ethical behavior among customers and suppliers, committing itself to promoting to its partners the adherence to the RJC principles and methods that it follows:
  - allow to transform and produce materials that do not come from areas of conflict, or proceeds of illegal activities or from sources that do not respect human rights;
  - allow to produce in respect of the environment and the communities involved in the industrial processes of the entire processing chain;
  - they make it possible to promote the rights and dignity of workers.

**BMC SPA** is committed to this corporate policy:

- to respect transparency, reliability and legality.
- to select commercial and industrial partners that can fully guarantee respect for human rights and the rights of the child, under United Nations resolutions, and that can guarantee the acquisition of precious metals from legitimate sources not involved in the financing of conflicts, acts of terrorism or money laundering of illegal activities;
- to conduct their business following the RJC Code of Procedure (COP);
- disseminate and integrate ethical human rights, social and environmental considerations into their daily activities, business planning and decision-making processes.

*Valenza, 09-03-2023*