

ROVENTA-HENEX SA is a company that creates, manufactures and/or sells high quality products or services). This policy confirms our company's commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions, and laws.

1. Commitments

ROVENTA-HENEX SA is currently preparing the Responsible Jewellery Council (RJC) certification. As such, we are committed to proving, through independent third-party verification, that we:

- Respect human rights in accordance with the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- Do not participate in or tolerate any form of corruption, money laundering or terrorist financing;
- Support the transparency of payments from governments and security forces in line with extractive industry rights;
- Provide no direct or indirect support to illegal armed groups;
- Allow stakeholders to voice their concerns about the jewelry supply chain;
- Only buy or sell diamonds that are fully compliant with the Kimberley Process Certification Scheme.
- Implement the OECD's five-step framework as a management process for conducting risk-based due diligence to ensure responsible supply chains of minerals from conflict or high-risk areas.

We also commit to using our influence to prevent abuses by others.

ROVENTA-HENEX SA is authorized to request information from its suppliers regarding compliance with the terms of this model policy.

Where necessary, ROVENTA-HENEX SA may require a supplier to provide evidence of compliance with this policy by requesting certification from an independent organization.

ROVENTA-HENEX SA has the right to have products and materials verified by independent organizations to determine if suppliers are complying with the terms of this model supplier policy. ROVENTA-HENEX SA is authorized to visit the suppliers' production sites and those of their subcontractors and suppliers to see if the conditions of the model supplier policy are being met.

2. Regarding serious abuses associated with the extraction, transport or trade of diamonds/coloured gemstones

We will not in any way tolerate, assist, facilitate, profit from or contribute to the commission of the following acts:

- torture or cruel, inhuman or degrading treatment;
- forced or compulsory labor ;
- child labor;
- human rights violations and abuses;
- war crimes, violations of international humanitarian law, crimes against humanity or genocide.

We will cease all relationships with upstream suppliers if we identify a risk that reasonably indicates that they are engaging in, sourcing from or associated with third parties committing the violations mentioned.

3. Regarding direct or indirect support to non-state armed groups

We only sell or purchase diamonds/coloured gemstones that are fully compliant with the Kimberley Process Certification Scheme and, as such, will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring diamonds/coloured gemstones from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:

- control mine sites, transportation routes, points where diamonds/coloured gemstones are traded and upstream actors in the supply chain;
- tax or extort money or diamonds/coloured gemstones at mine sites, along transportation routes or at points where diamonds/coloured gemstones are traded, or from intermediaries, export 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 linked to third parties directly or indirectly supporting non-state armed groups.

4. Regarding 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 law guaranteeing human rights. We will not provide any direct or indirect support to public or private security forces who commit the violations described in paragraph 2 or who act illegally as described in paragraph 3.

5. Regarding bribery and fraudulent misrepresentation of the origin of diamonds/coloured gemstones

We will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of diamonds/coloured gemstones, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of diamonds.

6. Regarding money laundering

We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport or export of diamonds/coloured gemstones.

Tavannes, the 30 of May 2023