



Corporate Policy

Approved 09/04/2024



Chimera Gold srl was established in 1981 and, thanks to a continuous and progressive evolution, today represents a leading brand in the production of high fashion accessories.

The flexibility of the management, aimed at continuous innovation of the production processes, an ever more precise and careful quality control and growth in terms of logistics and organisation have made the company a respected and sought-after brand in the environment in which it operates, allowing it to develop rapidly.

The growth of **Chimera Gold srl** has its origins in the ability of its managers who, from the very beginning, were able to introduce the company into a market niche that remained unsatisfied; thus, for almost forty years, Chimera Gold srl has been present in the national and international market as a prestigious accessory manufacturer.

Chimera Gold srl has its registered office in the factory located in Via la Chianicella 7 - 52100 HAMLET: Ceciliano - Arezzo (AR) and carries out its production and commercial activities also in the factories located in:

1. Via la Chianicella 4/5 - 52100 HAMLET: Ceciliano - Arezzo (AR)
2. Via la Chianicella 14 - 52100 HAMLET: Ceciliano - Arezzo (AR)
3. Località San Zeno 2A - 52100 Arezzo (AR)

The Management of **Chimera Gold srl** is committed to using the *Policy for Quality, Environment, Social Responsibility and Health and Safety* as a means to lead its organisation towards the improvement of its performance and makes it available to customers and interested parties (at <https://www.chimeragold.com/sostenibilita-2/>)

Chimera Gold srl is a member of the Responsible Jewellery Council (RJC) and as such is aligned and compliant with **OECD guidance Annex 2**

Chimera Gold srl is committed to providing the Economic, Human and Infrastructural Resources necessary to ensure that its processes and behaviours conform to the SA 8000:2014 Voluntary Standard for Social Responsibility, RJC COP (Code of Conduct) and CoC (Chain of Custody) and the principles for the environment and safety in the workplace.

An organisation that cares about the protection of Quality, Environment and Social Responsibility and Safety and that aims to continuously improve its performance in these areas, is an organisation that can present itself competitively and flexibly in today's changing market.

The Management of **Chimera Gold srl** is committed to:

- to work to continuously improve the satisfaction of its customers, to control and make its processes more efficient, to define indicators and objectives, to measure their achievement by pursuing continuous improvement;
- to complying and maintaining compliance with applicable national legislation, conventions, ILO and UN recommendations, legal requirements and others;
- the rejection of practices that violate human rights and workers' rights in particular (disciplinary procedures that include corporal punishment and/or mental or physical coercion, child labour, workplace discrimination on the basis of gender, sexual orientation, religion, race, age, nationality, political affiliation, forced/ compulsory labour)
- the rejection of practices aimed at illicit brokering, labour exploitation and caporalisation

- the rejection of the use of child labour and other forms of human trafficking
- the recognition of staff rights and freedom of association and the right to collective bargaining;
- to analyse errors/accidents, to promote the improvement of safety conditions and the physical and psychological wellbeing of its employees as well as the reduction of the significance of environmental aspects with effective preventive and corrective actions; to reduce any risk, including that of biological contagion
- the involvement of all suppliers of goods, activities and services and to guarantee their commitment to social responsibility and the environment by complying with all the requirements of the relevant standards;
- the respect and support of its declaration of principles of Social Responsibility;
- to involve all personnel, stakeholders (in particular suppliers) and all interested parties by disseminating the Policy, the principles of social responsibility and the results expected and obtained from the Social Accountability System and the Environmental Management System, keeping continuous channels of communication open to the outside world
- to work to prevent and mitigate the impact of its activities on the surrounding environment with particular reference to the production and disposal of waste, the containment of energy consumption and atmospheric emissions, including activities outsourced
- to respect the protection of the environment in accordance with current environmental laws;
- to monitor its processes in order to measure their quality and environmental impacts, committing to the continuous improvement of its environmental management system so as to increase its environmental performance.
- the protection of data security, in particular of personal data relating to employees, suppliers or any other party that has relations with our company
- the protection of the confidentiality of information (technical, commercial, etc.) relating to products, processes, know-how, whether they are the property of Chimera Gold srl or of customers or suppliers.

Chimera Gold srl also undertakes to carry out and conduct its business with the utmost respect for ethical standards, guaranteeing integrity, transparency and compliance with the laws in force. To this end, the Company declares its commitment to

- not to practice subordination, corruption and bribery and to contribute to the fight against these crimes and unfair practices;
- not accepting payments, gifts, discounts, benefits or promises and/or other utilities that may even be interpreted as exceeding normal business practices or courtesy and that may influence independence of judgement or induce to secure any advantage or favourable treatment
- not carry out transactions and/or operations that could compromise the principles of fair competition and competition or that could constitute an attempt to influence business or decision-making processes;
- avoid conflicts of interest;
- not tolerate money laundering and the financing of terrorist activities;
- apply appropriate due diligence that takes into account the risk associated with the counterparty before entering into any business relationship and closely monitor our supply chain and exercise Know Your Counterpart activities;
- fully and thoroughly disclose the characteristics of the precious metals sold and ensure the weight, functionality, finish and title of its products, guaranteeing their conformity and quality through systematic controls with effective, state-of-the-art precision instruments
- adopt appropriate systems and measures to ensure the integrity and security of product shipments and to prevent theft, damage and substitution;

- respect consumers' rights, in particular by applying fair business, advertising and marketing practices and taking the necessary measures to guarantee the safety and quality of its products;
- respect the principle of confidentiality and protection of personal data according to current legislation.

Chimera Gold srl has disclosed this Policy and the principles of Social Responsibility to all internal personnel.

The collaboration of all parties interested in the company, both internal and external, constitutes the prerequisite for the periodic monitoring and continuous improvement of the company Management System. Continuous improvement which for **Chimera Gold srl** represents an essential commitment to the company's growth. This commitment is fulfilled by **Chimera Gold srl** through the planning and implementation of internal audit activities and the definition and monitoring of specific process indicators which are analysed during the annual System Reviews;

Chimera Gold srl, considering the involvement of all Stakeholders to be indispensable, declares its availability to receive and agree on meetings with all interested parties, aimed at verifying the activities of **Chimera Gold srl** in relation to its applied management system.

This Policy is brought to the knowledge of all interested parties through periodical information and training meetings, it is made available to all employees and to the outside world so that all this may contribute to improving the general conditions of management and valorisation of the human, environmental and landscape heritage.

Management reviews the validity of this policy in periodic Reviews.

Arezzo, 09/04/2024

Chimera Gold Srl Management

Any reports or complaints concerning the Social Accountability System can also be forwarded to the certification body at the following contacts:

Certification Body - Head Office Italy

BUREAU VERITAS ITALIA SPA

Viale Monza, 347 – 20126 Milano (MI)

Telefono: (+39) 02 270911

E-mail: csr@it.bureauveritas.com

Accreditation Body:

SOCIAL ACCOUNTABILITY ACCREDITATION SERVICES (SAAS)

9 East 37th Street, 10th Floor

New York, NY 10016

United States of America

saas@saasaccreditation.org

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