



Supply Chain Policy

Treemme is a certified member of the Responsible Jewellery Council (RJC). As such, we commit to proving, through independent third-party verification, that we:

- a) respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Fundamental Rights at Work;
- b) do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
- c) do not provide direct or indirect support to illegal armed groups; and;
- d) enable stakeholders to voice concerns about the Jewellery supply chain.

We created our Supply Chain Policy, inspired by the OECD guidelines, we commit to using our influence to prevent abuses by others:

1) Regarding serious abuses with the extraction, transport or trade of gold

We will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

- a) torture, cruel, inhuman and degrading treatment;
- b) forced or compulsory Labour;
- c) the worst forms of child Labour;
- d) human rights violations and abuses; and
- e) war crimes, violations of international humanitarian law, crimes against humanity or genocide

We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described in paragraph 4 or are sourcing from, or linked to, any party committing these abuses.

2) Regarding direct or indirect support to non-state armed groups

We will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring gold from, making payments to, or otherwise helping or equipping non-state armed groups or they affiliate who illegally:

- a) Control mine sites, transportation routes, point where gold is traded and upstream actors in the supply chain; and
- b) Tax or extort money or gold at mine sites, along transportation routes or at points where gold is traded, or from intermediaries, export companies or international traders.

We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in paragraph 3.



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TREEMME

3) Regarding public or private security forces

We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment and property in accordance with the rule of law, including law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in paragraph 1 or that act illegally as described in paragraph 3.

4) Regarding bribery and fraudulent misrepresentation of the origin of gold

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

5) 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 gold.

Arezzo, 24 January 2025

Treemme spa Unipersonale



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