



TREEMME

ETHICAL PRINCIPLES, COMPANY AND PROGRAMMATIC POLICY

TREEMME SPA works in the Gold District of Arezzo, by setting in the field with the aim to meet the market needs, which is more and more careful to professional development, and to fulfil moral and ethical principles.

The company's business is carried out in the main building, located in Strada e. n. 2 – Località San Zeno, 52100 Arezzo (AR).

The company is a Responsible Jewelry Council member (RJC) since 2016, obtaining the three-year renewal period of COP certification required in 2020, and the COC certification obtained in 2020.

TREEMME SPA is continuously looking for the statement of tasks performed (design, production and trade), pursuing transparency and reliability aims, both of its products and its social and industrial relationship.

The company values are the respect of Quality Assurance and functionality of their products, the commitment in researching constantly the improvement to offer not harmful products for public health, and hence for final consumers.

All of this is possible if for the realization are followed manufacturing processes, and administrative and commercial procedures, which respect regulation in the field of environment, public health and integrity of their employees and partners.

In particular, **TREEMME SPA** is following:

- The predisposition of business arrangements and system, which allows the highest efficiency and transparency levels towards suppliers and clients;
- The creation of job conditions that ensure to employees the performance of the activity satisfyingly and equally paid, with no ethical, political or religious discriminations, in a healthy and not dangerous environment;
- The pursuit of cost-effectiveness with due regard for clients and laws which regulate its production sector, observing free and fair commercial principles without adopting any behavior that generate corruption of any kind, in economical or institutional system;
- The attention to the **environment** where operates with the adoption of proper resources to protect the territory and to improve environment impact of their productive process through technological and system investments;
- The communication and contacts with social fabric where acts, local authorities to have a better comprehension and application of regulatory system, particular necessities of



Treemme S.p.A. Unipersonale | Strada E n.2, Loc. San Zeno, 52100, Arezzo, Italy
Tel. +39 0575 998404 | Fax +39 0575 998684 | treemme@treemme.com
Partita IVA IT00988340519 | SDI 8SHLI74





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- collectivity and realization of a support to economic and social development and improvement;
- The establishment of relationship with qualified supplier who adopt industrial policies in harmony to legality and transparency company principles, helping to improve the achievement of business aims in an effective and efficient way;
- Cure, defense and valorization of corporate assets, made of material values and human knowledge.

These principles are pursuing in a concrete way by the company by the means of:

- The choice of procedural internal systems which guarantee the compliance of national and international laws that regulates employment contracts, respect of human rights and religious, political and trade union freedom, tax and custom obligations, prescriptions with regard to prevention of money and goods laundering coming from illegal activity, as well as each activity which tends to catch advantages through the corruption of institutional or commercial partners;
- The steady internal communication with external partners to prevent non conformity, to improve internal quality assurance, to promote the adoption of business principles in conformity with **TREEMME SPA** and to spread field information;
- The voluntary participation to checking internal procedures of internal organization, supply chain and procurement of precious metals certified by external institutions depending on guidelines made by OECD (Organization for Economic Co-operation and Development) and by other qualified associations for responsible gold procurement and for the statement of ethical, social and environmental procedures, responsible in the precious metals supply chain. **TREEMME SPA** takes the gold only from suppliers certified by RJC and/or LBMA.
- The efficient commitment to spread lawfulness message and ethical behaviors with clients and suppliers also for what concerns gold supply chain, committing to promote to their partners the adhesion to principles and in a manner that allow:
 - The transformation and the production with materials not coming from conflict areas, illegal activity or not respectful human right sources;
 - A production in accordance with the respect of the environment, and the communities interested in industrial process of the transformation supply chain;
 - A promotion of rights and dignity of employees, and those who make contact with the company.



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As part of this business policy, **TREEMME SPA** agrees to:

- The respect of transparency, reliability and lawfulness;
- The selection of commercial and industrial partners who could fully guarantee the respect of human and children's rights according to United Nations' laws, and which could guarantee to take precious metals only from legal sources, not involved in financing of conflicts, terrorist actions, or as a result of money laundering;
- The development of their activity in compliance with RJC Procedure Code;
- The integration and dissemination of ethical thoughts concerning human, social and environmental rights in daily activities, business planning and decision-making process.

Arezzo, 24 January 2025

Treemme spa Unipersonale



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