

The Management of Better Silver SpA, aware of its role and responsibilities and aware of the importance of human resources as an added value of its business assets and performance, has decided to integrate into its corporate strategy the commitment to social responsibility issues.

This commitment translates into the development of a Social Responsibility Management System in compliance with the SA8000 standard and the RJC COP standard. Better Silver SpA was the first company in the silver jewellery sector to obtain the SA8000 certification in 2017.

Since 2019 it is certified member of the RJC (Responsible Jewellery Council), a standardization and certification organization set up to improve ethical, social, human rights and environmental practices throughout the jewellery supply chain about gold, silver, platinum group metals, diamonds and coloured gemstones. It therefore undertakes to carry out its activities in compliance with the RJC Code of Practice (COP) that in 2019 has also included silver in its scope.

In an increasingly global market where the value chain is very fragmentary, it is necessary to give strong testimony to the ethical principles that have always characterized the company.

Respect for its workforce, attention to safety in the workplace and to the environment that hosts us, have always guided the strategic and operational choices of Better Silver Spa since the beginning of the company's history.

The Management of Better Silver SpA is therefore committed to ensuring that all the activities of the company are carried out in compliance with:

- the requirements of the standards SA8000, RJC COP and RJC CoC;
- the national laws and regulations in force and applicable to its business sector;
- the contractual conditions and any other voluntarily subscribed and adopted requirements;
- the provisions contained in the ILO conventions and other standards established by the UN in the field of social accountability and human rights;
- the commitments undertaken by the company with the interested parties.

With reference to the specific requirements established by the SA8000 standard and the RJC COP, the Management of Better Silver Spa undertakes to:

- not engage in or support the use of child labor;
- not resort to forced or compulsory labour;
- ensure a safe and healthy workplace;
- respect the right to freedom of association and collective bargaining;
- not engage in or supporting any form of discrimination;
- treat the personnel with dignity and respect by adopting a proper disciplinary practice procedure;
- comply the laws and collective agreements on working time;
- pay employees in accordance with the collective agreements;
- guarantee responsible sourcing from conflict-affected and high-risk areas;
- apply the KYC (Know Your Counterparty) procedure to customers and suppliers;
- not tolerate any form of corruption;
- ensure effective environmental management;
- request that the above-mentioned principles be understood and adopted also by its own suppliers and sub-suppliers;
- regularly review the policy and ensure implementation, monitoring and continuous improvement of its Social Responsibility Management System in accordance with legislative and organizational changes.

The goals to be achieved through the Social Responsibility Management System go in the direction of:

- generating greater trust from customers, by demonstrating respect for ethical and social principles;
- Involving workers in achieving the goals towards improving working conditions;
- considering our suppliers as partners who share the same principles as our company;
- improving relations with the institutions by facilitating the rapport with the control bodies.

The Social Responsibility Management System is implemented through good business practices in line with this policy and system procedures, by providing adequate training to all staff and thanks to the commitment and activities of the Social Performance Team.

A further guarantee for a full application of the system is the procedure which allows everyone to make comments, recommendations, reports or complaints concerning the workplace and/or nonconformances to the SA8000 standard and the RJC COP.

Aware of the commitment undertaken and certain that a clear and transparent policy is a useful tool for disseminating the principles of Social Responsibility, the Management of Better Silver SpA commits itself to share and make known its policy to the whole company and stakeholders.

Bressanvido, 5th July 2022.

Better Silver SpA


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