



The Management of Better Silver SpA, aware of its role and responsibilities, aware of the importance of human resources as an added value to company assets and performance, and aware that sustainability is becoming increasingly important for its stakeholders, has decided to integrate its commitment to social responsibility and environmental issues into its corporate strategy.

This commitment translates into the development of an Integrated Management System for Social Responsibility, Occupational Health and Safety, and the Environment in compliance with the SA8000, RJC COP, ISO 45001, and ISO 14001 standards.

Better Silver SpA was the first company in the silver jewelry industry to obtain SA8000 certification in 2017. Since 2019, it has been a Certified Member of the Responsible Jewellery Council (RJC), a standards organization set up to improve responsible environmental, social, ethical, and human rights practices throughout the jewelry supply chain with regard to gold, silver, PGMs, diamonds, and coloured gemstones. It therefore undertakes to carry out its activities in compliance with the RJC Code of Practices (COP), which in 2019 also included silver in the scope of application.

In 2021, it published its first Sustainability Report.

2023 represents the year of ISO 45001 and ISO 14001 certifications.

In an increasingly global market where the value chain is highly fragmented, there is a need to bear witness to the ethical principles that have always distinguished the company.

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

The Management of Better Silver SpA therefore undertakes to ensure that all company activities are carried out in compliance with:

- the requirements of the SA8000, RJC COP, RJC CoC, ISO 45001, and ISO 14001 standards;
- the national laws and regulations in force and applicable to one's sector of activity;
- the contractual conditions and any other requirements voluntarily signed and adopted;
- the provisions contained in the ILO conventions and the standards established by the UN on Social Responsibility and human rights;
- the commitments made by the company with the interested parties.

With reference to the specific requirements established by the SA8000, RJC COP, ISO 45001, and ISO 14001 standards, the Management of Better Silver Spa undertakes in particular to:

- not use or support the use of child labor;
- not resort to forced or compulsory labor;
- ensure a safe and healthy workplace;
- eliminate dangers and reduce risks to health and safety in the workplace;
- respect the right to freedom of association and collective bargaining;
- not to adopt or support any form of discrimination;
- treat personnel with dignity and respect by properly managing disciplinary procedures;
- respect the laws and collective agreements on working hours;
- pay employees in compliance with collective agreements;
- ensure 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;



- protect the environment with actions such as the use of 100% recycled silver, the use of renewable energy, and the adoption of all necessary measures to prevent pollution;
- request that the above principles be understood and adopted by its own suppliers and sub-suppliers;
- regularly review the policy and ensure the implementation, monitoring, and continuous improvement of its Integrated Management System in compliance with legislative and organizational changes.

The objectives to be achieved through the Integrated Management System of Social Responsibility, Occupational Health and Safety, and the Environment go in the direction of:

- generating greater trust from customers, demonstrating compliance with ethical, social, and environmental principles;
- involving workers in achieving improvement objectives in working conditions;
- considering its suppliers as partners who share this vision of the company;
- improving relations with institutions by facilitating relations with control bodies.

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

A further guarantee for full application of the system consists in the procedure which provides the possibility for everyone to make reports or complaints regarding the workplace or to report any non-compliance with the SA8000, RJC COP, ISO 45001, and ISO 14001 standards.

Conscious of the commitment undertaken and certain that a clear and transparent policy is a useful tool for spreading the principles of Social Responsibility, Health and Safety at Work and the Environment, the Management of Better Silver SpA undertakes to disseminate and make its policy available to all levels of the company and to interested parties.

Bressanvido, 10th January 2024.

Better Silver SpA

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