

RJC POLICY

Cavinato Dino srl is a member of the Responsible Jewellery Council (RJC). Founded in 1967, the company has distinguished itself for the production of gold products, with a strong specialization in medals and pendants representing sacred iconography. Always in step with technological innovations and market demands, the company has developed its production over the years, exporting to more than 30 countries worldwide.

The RJC is an organization that sets standards to promote ethical behavior, human rights, social rights and environmental practices throughout the supply chain of jewelry with diamonds, precious stones, gold, silver and platinum group metals.

RJC has developed a reference standard for the jewelry supply chain and credible mechanisms for verifying responsible business practices through third-party audits.

As RJC Members, Cavinato Dino srl is committed to managing its business in accordance with the RJC Code of Practice. It is also committed to integrating ethical, human rights, social and environmental considerations into daily operations, business planning activities and decision-making processes.

The Sustainability Report that the company issues every year defines the company's performance in relation to specific objectives that the company sets for itself from year to year.

In particular, these principles can generally be summarized as follows:

- Respect for good business practices (absence of corruption)
- Absence of child labor
- Absence of forced labor
- Compliance with health and safety requirements
- Freedom of association
- Absence of discrimination
- Correct management of disciplinary practices in compliance with mandatory requirements and correct management of workers
- Correct and dignified remuneration
- Working hours consistent with the requirements set out in the applicable CCNL
- Respect for the environment and promotion of the reduction of consumption and good practices in the management of waste and non-reproducible resources
- Condemnation and rejection of any activity related to war crimes, violations of international humanitarian law, crimes against humanity or genocide
- Commitment not to give any direct or indirect support to armed groups, to fight corruption or bad practices in the gold, silver, diamond and precious stone supply chain and the abuses associated with the extraction, transportation and trade of these

- Commitment not to offer, promise or request bribes and opposition to the solicitation of bribes, request to conceal, disguise the origin of gold, silver and diamonds and precious stones, false declarations regarding taxes, duties, tariffs and royalties paid to governments for the purpose of extraction, trade, movement, transport and export of gold, silver, diamonds and precious stones.

- Commitment to ensure that all private security activities and security measures to protect assets comply with national laws while respecting the dignity of the worker.

In compliance with these requirements, the company declares to comply with the following regulations and Conventions:

- The RJC CoP- 2019 voluntary standard
- The RJC – Coc 2017 voluntary standard
- The International Labour Organization (ILO) Conventions
- The United Nations Convention on the Rights of the Child
- The Universal Declaration of Human Rights
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women and All Forms of Racial Discrimination
- The International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- All national and international laws on the subject, including Legislative Decree 81/2008 and subsequent amendments, relating to health and safety in the workplace and European Regulation 679/2016 relating to the confidentiality and processing of personal data and Legislative Decree 152/2006 on environmental matters and subsequent amendments
- The provisions of Legislative Decree 231/2001 on corporate administrative liability
- The OECD Guideline on due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

Camisano Vicentino, 05/11/2024

Cavinato Dino srl



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Cavinato Dino Srl
Unico socio e sogg. dir. e coord.
CAVINATO1967 Srl
Via Benvenuto Cellini 16
36043 Camisano Vic.no
(Vicenza) Italy
Tel. +39 0444 610245
info@cavinatodino.it
P.IVA 02034910246