



## SUPPLY CHAIN POLICY

1. MOSER+PFEIL GmbH + Co. KG (**MP**) is a manufacturer of jewellery in gold and silver. We are 30 employees combining traditional craft skills with modern techniques in our house. We have a large design development department with skilled goldsmiths and designers as well as special departments for customer service, polishing, surface treatment and quality control. This policy affirms **MP**'s commitment to respect human rights, avoid contribution to financing of conflict and comply with all relevant UN sanctions, resolutions and laws.

2. **MP** is a certified member of the Responsible Jewellery Council (RJC). Therefore, we commit to demonstrate through independent third-party verification that we:

A. respect human rights in accordance with the Universal Declaration of Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work;

B. do not engage in or condone bribery, corruption, money laundering or terrorist financing;

C. support the transparency of government payments and rights-compatible security forces in the extractive industry;

D. do not provide direct or indirect support to illegal armed groups;

E. allow stakeholders to raise concerns about the jewelry supply chain;

F. implement the OECD's Five-Step Framework as a management process for risk-based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.

3. We are also committed to using our influence to prevent abuse by others. Should any of our suppliers act contrary to our commitment we will not continue or start a business relationship.

4. Regarding serious abuses related to the extraction, transportation or trading of gold and minerals. We will not condone, benefit from, contribute to, support or facilitate the inspection of:

A. torture, cruel, inhuman and degrading treatment;

B. forced or compulsory labour;

C. child labor;

D. human rights violations and abuses;

E. war crimes, violations of international humanitarian law, crimes against humanity or genocide.

5. We will immediately stop working with upstream suppliers if we determine a reasonable risk that they are committing the abuses described in paragraph 4 or are purchasing from or connected to a party committing these abuses.



6. Regarding direct or indirect support to non-state armed groups:

We do not condone direct or indirect support of non-state armed groups, including but not limited to sourcing gold from, paying to, or otherwise supporting or equipping non-state armed groups or their allies who are illegally:

A. Controlling of mine locations, transportation routes, points where gold is traded and upstream actors in the supply chain;

B. Taxing or extorting money or gold at mine sites, along transportation routes or at places where gold is traded, or from intermediaries, export companies or international traders.

7. We will immediately stop working with upstream suppliers if we determine a reasonable risk that they source from or are affiliated with a party that directly or indirectly supports non-state armed groups as described in paragraph 6.

8. Regarding public or private security forces:

We affirm that the role of security forces, public or private, is to protect workers, facilities, equipment and property in accordance with the rule of law, including laws that guarantee human rights. We do not provide direct or indirect support to any public or private security force who commit the abuses described in paragraph 4 or who act illegally as defined in paragraph 6.

9. Concerning Bribery and fraudulently misrepresenting the origin of gold and minerals:

We will not offer, promise, give or solicit bribes. we will oppose solicitation of bribes, concealing gold and disguising the origin of gold and minerals. We will oppose to misrepresenting taxes, fees and royalties owed to government for the extraction, trading processing, transportation and export of gold.

10. Regarding money laundering:

We will support and contribute to anti-money laundering efforts where we identify a reasonable risk arising from or associated with the extraction, trading, handling, transportation or export of gold and minerals.

Sybille Sauer-Kling

Eisingen, 15<sup>th</sup> September 2023

Owner and managing director of MOSER + PFEIL GmbH + Co. KG