HB TRADING
— ANTWERP —

RJC Statement of Principles

As a Member of the Responsible Jewellery Council, HB TRADING BV seeks economic, social and environmental benefits from our business activities so that we contribute to Sustainable Development.

1. Ethical Principles

1. We are committed to conduct our businesses to a high ethical standard, and to ensure integrity, transparency and conformance with Applicable Law.

2. We will not engage in Bribery and/or Corruption.

3. We will not tolerate Money Laundering and/or Financing of Terrorism.

4. We will adhere to the Kimberley Process Certification System and the World Diamond Council voluntary System of Warranties.

5. We will fully and accurately disclose the material characteristics of the products that we sell.

6. We will take reasonable measures to ensure the physical integrity and security of product shipments.

7. We will respect commercial confidentiality and data privacy.

2. Human Rights and Social Performance

1. We believe in and will respect the fundamental Human Rights and the dignity of the individual, according to the United Nations Universal Declaration of Human Rights.

2. We will not tolerate the use of Child Labour.

3. We will not use any forced, bonded, indentured or prison labour, nor restrict the freedom of movement of Employees and dependents.

4. We are committed to high standards of Health and Safety in our operations.

5. We will not prevent workers from associating freely. Where laws prohibit these freedoms, we will support parallel means of dialogue.

6. We will not discriminate based on race, ethnicity, caste, national origin, religion, disability, gender, sexual orientation, union membership, political affiliation, marital status, physical appearance, age, or any other applicable prohibited basis in the workplace, such that all individuals who are "Fit for Work" are accorded equal opportunities and are not discriminated against on the basis of factors unrelated to their ability to perform their job.

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7. We will not use corporal punishment under any circumstances and will prohibit the use of degrading treatment, harassment, abuse, coercion or intimidation in any form.

8. We will adhere to working hours and remuneration legislation, or, where no such legal requirements have been established by law, the prevailing industry standards.

9. We will support the development of communities where we operate, contributing to their social and economic welfare.

10. We will recognise and respect the rights of indigenous peoples and the value of their traditional, cultural and social heritage (if applicable).

11. We will engage with artisanal and small-scale miners who operate in our vicinity, and participate in multi-stakeholder initiatives to promote responsible and legal mining practices (if applicable) .

3. Environmental Performance

1. We will conduct our business in an environmentally responsible manner.

2. We will manage our environmental footprint by eliminating or minimising negative environmental impacts.

3. We will ensure the efficiency of our business operations by managing our use of resources and energy.

4. We will adopt practices to enhance Biodiversity and reduce negative impacts on Biodiversity (if applicable).

4. Management Systems

1. We will comply with Applicable Laws and publicly state our commitment to the RJC Code of Practices.

2. We will assess our risks, including risks to our business from our business partners, and establish systems that manage and improve ethical, human rights, social and environmental business practices.

Boaz Lev, Managing Partner HB TRADING BV

Antwerp April 14th, 2021

HB MANUFACTURING
– ANTWERP –

RJC Statement of Principles

As a Member of the Responsible Jewellery Council, HB MANUFACTURING BV seeks economic, social and environmental benefits from our business activities so that we contribute to Sustainable Development.

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Boaz Lev, Managing Partner

Antwerp March 15th 2022