



In order to guarantee an effective and efficient Product/Service, G and S srl undertakes to operate in compliance with the Quality, Environmental Impact and Occupational Safety Requirements in compliance with the National and International standards applicable to the jewelry sector

The Integrated Policy Document essentially indicates which "Mission" it has undertaken by expressing the underlying motivations, the firm will of the top management to pursue the objectives set, the awareness of the desired results to strive for, the Responsibilities to be assumed and respect of regulations in the environmental field, in the field of worker safety, in compliance with Social Responsibility and Customer Requirements.

G and S srl identifies the various activities carried out as Processes to be Planned, Controlled and Improved and activates the Resources for their realization in the best possible way, furthermore it manages its own Processes in order to pursue:

- The Objectives identified and the expected Results;
- The related Responsibilities and the Resources employed;
- Compliance with mandatory regulations in the environmental field and in the field of data security and health in the workplace.

G and S srl . wants to assert itself, in compliance with the Vision set out above, by following the following Guidelines:

- The continuous search for Customer and Company Satisfaction, through the reporting of the Non-Conformities that have occurred and the indication of Improvements by the Body;
- Seek complete satisfaction of the needs and expectations of relevant Stakeholders;
- Carefully evaluate the Risks and Opportunities of its Processes;
- Maintain a high quality standard of the Products/Services;
- Constantly commit to the Continuous Improvement of its Processes and of the Integrated Management System adopted by the Organization;
- Assume an active role in protecting the DM in carrying out its activities, using all the measures aimed at preventing pollution and promoting environmental improvement objectives with a view to sustainable development;
- Satisfy its compliance obligations, while guaranteeing to apply all measures to control its environmental impacts;
- Sensitize Suppliers and Outsourcing to environmental, health and data security issues and require them to comply with the policies adopted by the Organization;
- Realization of the Products/Services and of the Objectives of the Organization through the use of professionalism and cutting-edge equipment and technologies;



- The Management undertakes to operate in compliance with the Laws, Rules and Regulations in force;
- Responsibility of employees regarding Quality, Dm and Data Security;
- Develop and implement SGI training and awareness programs for its personnel in order to make each employee aware of the effects and consequences of their activities;
- Disseminate this Document to all Personnel and make it available to all Interested Parties;
- Introducing and keeping updated Management and Surveillance Procedures for the constant control of the health and safety of the Personnel and for the interventions to be carried out in the event of non-compliant situations, anomalies or emergencies;
- Develop Programs, Objectives and Targets and for their fulfillment, make available trained and efficient Human Resources, as well as adequate material Resources;
- Strengthen the Information, Education and Training Activities, involving all operators and making them aware of their individual obligations and the importance of each of their actions for the achievement of the expected results and their responsibility in matters of data health and safety;
- Identify the dangers of the activities and assess the risks for personnel in advance for what is in place and for each new process/service, to allow for the adoption of solutions capable of preventing accidents and occupational diseases;
- Activate adequate internal and external communication channels, in particular with the Public Administration and with the main Customers;
- Carry out Internal Audits, in order to ensure that the requirements of the Integrated Management System are applied and kept compliant;
- Periodic assessment using appropriate performance measurement criteria relating to Quality, Dm and Data Security;
- Periodically monitor the effectiveness of the Integrated Management System, also through the Management Review;
- Activate analysis action for actual or potential Non-Conformity situations;
- Periodically review the Risk Assessment regardless of any changes that have occurred;
- Predict expenditure items for the Improvement of the adequacy of the Integrated Management System.

The Company Management of G AND S SRL has identified in the SA 8000 Standard, the regulation of reference to make choices and decisions regarding corporate social responsibility. The company has established the ethical principles to which it refers, officially declaring the decision to repudiate the hiring of children and young workers (under 18), the use



of forced labour, the use of violent disciplinary practices, as well as any form of discrimination against workers. These principles also include the commitment to guarantee safe and healthy workplaces, freedom of association and the right to collective bargaining, working hours and fair and adequate remuneration. This conduct has contributed to the development of the company and of the entire territory in which it operates. The belief in the validity of the above model has led to the promotion and dissemination of the principles contained within the SA 8000 standard itself, both inside and outside the organization, establishing communication channels with all interested parties, directly to their involvement; this in order to obtain contributions for improvement, which progressively lead the company and the stakeholders themselves to always and in any case operate in compliance with ethics. Recognizing this Standard as a tool for improving its structure, G AND S is constantly committed to complying with all applicable local, national and international laws regarding worker safety and protection, in addition to the prevailing standards in the construction and carpentry sector light and other requirements signed with the unions and the various interested parties, as well as the principles of the ILO Conventions.

In relation to the above details, the company has publicly expressed its intention and commitment to: not use or support child labor (understood as work performed by people under the age of 16); not resort to the use of forced labour, guaranteeing personnel the full freedom of choice to continue or not the employment relationship established; guarantee workers safe and healthy workplaces, adopting adequate prevention and protection measures, minimizing the possibility of accidents occurring in the workplace; guarantee staff the right to collective bargaining and full freedom to join trade unions; not to implement or support any form of discrimination or coercion in the workplace, whether it concerns hiring, remuneration, access to training, promotion, dismissal or retirement; not interfere with any practices or principles exercised by personnel arising from race, class, national origin, religion, disability, gender, sexual orientation, trade union membership or political affiliation; not use or support corporal punishment, mental or physical coercion, or verbal abuse; comply with the provisions of the C.C.N.L. applicable to working hours; guarantee the disbursement of the salary envisaged by the C.C.N.L.; allow the Interested Parties to hold meetings for the purpose of assessing compliance with the requirements of the SA8000 standard; develop personnel through education, information and training, involving them in company decisions, because human resources are considered the real engine of company growth; improve communication processes with users, entities, suppliers, and with all stakeholders, making its commitments and results achieved in the social and quality fields visible externally, through the annual issue of the Social Report.