

SUPPLIER & PARTNER CODE OF CONDUCT

Golay Fils & Stahl expects its suppliers and partners to embrace and comply with the commitments to integrity described in this Code of Conduct:

1. Agree to meet Golay Fils & Stahl's Commitment to Ethical and Responsible sourcing which form an integral part of this Code of Conduct.
2. Share information with Golay Fils & Stahl honestly, openly, transparently, and proactively.
3. Regularly assess compliance against the Code of Conduct (including conducting Due Diligence on existing and new suppliers) as well as identify any other human rights risks, labour rights risks, conflict sourcing risks, or potential breaches in ethical conduct.
4. Apply the United Nations Guiding Principles for Business and Human Rights, including:
 - Protecting and respecting human rights throughout your business operations.
 - Avoiding causing or contributing to adverse human rights impacts through your own activities and addressing such impacts when they occur.

https://www.ohchr.org/documents/publications/guidingprinciplesbusinesshr_en.pdf

5. Comply with all applicable laws and regulations relating to your activities.
6. Engage in responsible business practices and not engage in or condone corrupt practices including fraud, bribery, money laundering or financing of terrorism.
7. Ensure the following conditions are adhered to in your own operations and in operations from which you contract and/or source from:
 - No use of child labour.
 - No hazardous work.

GOLAY FILS & STAHL

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- No forced, trafficked, or bonded labour.
- No discrimination based on race, nationality, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- No workplace harassment; including but not limited to corporal punishment, harsh or degrading treatment, sexual or physical harassment.
- No harsh or inhumane treatment.
- Safe and hygienic working conditions.
- Employees are compensated in accordance with national law and ILO (International Labor Organization) Conventions and remuneration and working hours comply with national laws and collective agreements.

8. Respect the environment by complying with all environmental laws and regulations relating to your activities in the countries in which you operate.

9. For all precious materials sourcing:

- Ensure that business dealings are transparent and accurately reflected on business books and records.
- Exercise Due Diligence in compliance with the OECD (Organization for Economic Co-operation Development).
- Have a policy with respect to sourcing from conflict-affected and high-risk areas.
- Purchase from legitimate sources and not funding conflict and in compliance with UN Resolutions.
- Adhere to the Kimberly Process Certification Scheme (KPCS) and the World Diamond Council system for warranties when sourcing diamonds Regarding direct or indirect support to non-state armed groups.
- Accurately describe gemstones providing full and complete disclosure of physical characteristics – weight, type of stone, treatment status and country of origin to be best of knowledge of the supplier) and include any and all relevant gemmological reports or other pertinent documents, in compliance with industry best practice.

If your company has a code of conduct or set of standards to which you adhere, kindly provide a copy.

Name:

Company:

Date:

Signature: