

# EQUALITY & INCLUSION POLICY

ITALPREZIOSI<sup>®</sup>

# 1.INTRODUCTION

Italpreziosi has always aspired to enhance every form of diversity. Fundamental principles such as non-discrimination, inclusion, and gender equality guide the company's internal and external actions.

To this end, Italpreziosi formalizes its JEDI (Justice, Equity, Diversity, and Inclusion) Commitment Statement. This commitment is not limited to internal management but ensures application in every sphere: from industrial operations and counterparty management to community initiatives.

For Italpreziosi, JEDI principles—which include Justice, Equity, Diversity, Inclusion, and related concepts such as access, belonging, and equality—are not merely management objectives, but fundamental pillars for respecting the dignity of every person.

Consequently, it is considered essential to develop specific measures to identify and remove the causes of discrimination in policies, procedures, practices, and attitudes that maintain inequalities based on different forms of diversity. Only a multidimensional approach, taking into account the multiple aspects affecting the company, can contribute to achieving the full potential of people within the corporate structure and in the relationships the company maintains with external parties.

# 2.PURPOSE

With this Policy, Italpreziosi commits to strengthening and promoting the goals of inclusion of different forms of diversity, non-discrimination, and gender equality, both in the workplace and in the company's external relations, in order to increase the trust of personnel, customers, stakeholders, and civil society at large.

The Policy also provides guidelines to be implemented through the improvement or execution of processes for creating a work environment free from discrimination, with equal opportunities throughout the entire cycle of recruitment, management, training, and career progression, as well as in corporate governance and communication practices.

## 3. REGULATORY REFERENCES AND STANDARDS

This Policy aligns with current legislation and the main international standards that serve as benchmarks for non-discrimination and gender equality in the workplace:

- 2030 Agenda for Sustainable Development (SDGs);
- UN Global Compact and the Women's Empowerment Principles (WEPs);
- Universal Declaration of Human Rights, UN Conventions on women's rights, the elimination of all forms of racial discrimination, children's rights, and the rights of persons with disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization (ILO);
- UNI ISO 30415 (Human Resource Management – Diversity and Inclusion);
- UNI/PdR 125:2022 Reference Practice for Gender Equality;
- OECD Due Diligence Guidance;
- UN Guiding Principles on Business and Human Rights (UNGPs);
- Directive (EU) 2023/970 (Pay Transparency);
- CSRD (Corporate Sustainability Reporting Directive);
- RJC Code of Practices (Responsible Jewellery Council);
- B Corp Standards.

## 4. RESPONSIBILITY

The Sustainability Commission, together with the Gender Equality Steering Committee—composed of CSR, SM, and HR—are responsible for ensuring the implementation of this Policy.

The Sustainability Manager is responsible for coordinating the activities of the Sustainability Commission.

Similarly, all employees and collaborators have the responsibility to ensure that the aims and objectives are achieved.

## 5. AREAS OF COMMITMENT: A CULTURE FOR INCLUSION AND EQUALITY

Italpreziosi is committed to fostering a corporate culture and an inclusive environment free from discrimination, supporting people in expressing their potential according to their distinctiveness and personal skills. The commitment focuses on adopting all necessary measures to ensure that principles such as respect, merit, and human dignity—regardless of gender and other forms of diversity—are promoted and pursued.

Specifically, the company commits to pursuing diversity and inclusion principles in several areas, including:

- **Gender:** Combating all forms of gender discrimination, avoiding stereotypes and biases related to gender differences or identity, and enhancing the current and potential female component of the company;
- **Disability:** Believing in equal opportunities regardless of sensory, cognitive, or motor disabilities, and promoting the integration of persons with disabilities;
- **Interculturality:** Fostering an environment respectful of different cultures, promoting dialogue to support inclusion and personal growth;
- **Ethnicity and Origin:** Opposing any discrimination based on race, color, national origin, caste, or migrant worker status;
- **Orientation and Identity:** Protecting sexual orientation and any other LGBTQ+ status;
- **Health and Wellbeing:** Protecting genetic diversity and health conditions, including mental health, HIV, tuberculosis, or other illnesses;
- **Social and Personal Status:** Respecting political affiliation, union membership, marital status, physical appearance, and any other characteristic unrelated to intrinsic job requirements;
- **Parenthood:** Specific protection for pregnancy and family responsibilities;
- **Generations:** Valuing intergenerational exchange as a necessary tool for sharing personal, professional, and cultural experiences.

The company integrates the principles of Justice and Equity into these areas, ensuring that efforts are not limited to inclusion alone but actively work to remove systemic barriers that prevent equality of outcomes.

To make these commitments effective, the company promotes:

1. Awareness activities to promote language and behaviors consistent with an inclusive environment;
2. Internal procedures allowing personnel to express opinions, including anonymously, regarding discrimination and inclusion (ref. Whistleblowing and Grievance Policy);
3. Corporate practices to protect the work environment against harassment and mobbing, supporting victims;
4. Equitable gender representation in external events and organized activities.

## 6. OPERATIONAL GUIDELINES

### II. Governance

Italpreziosi commits to supporting and improving a governance model that encourages diversity and ensures a balanced representation of the underrepresented gender within management and control bodies.

### II. HR Processes

Italpreziosi promotes principles of inclusion and respect for diversity and is committed to supporting equal opportunities and pursuing gender equality during the personnel selection and hiring phases. In particular, considerable attention is placed on pursuing procedures designed to consider diversity and inclusion principles, as well as preventing gender disparities and bias, during the stages of the recruitment process, including interviews. It also commits to actively supporting the career development of individuals from different cultures and marginalized groups and to ensuring that recruitment systems are accessible and welcoming to every form of diversity.

### III. Equal Treatment and Remuneration Equity

Italpreziosi promotes the enhancement of merit-based skills, respecting equity and equal treatment throughout all stages of a career within the company. Furthermore, it commits to guaranteeing equal pay for equal skills, roles, and duties, regardless of gender.

### IV. Training and Communication

Italpreziosi is committed to disseminating materials and information regarding attitudes, behaviors, and practices capable of supporting an inclusive work environment and promoting gender equality at every level.

Also in marketing, advertising, and communication activities, Italpreziosi pays attention to ensuring that stereotypes are avoided and that the most neutral language possible is used.

## V. Due Diligence and Supply Chain

In 2020, Italtrepreziosi signed the “OECD Stakeholder Statement on Implementing Gender-Responsive Due Diligence and ensuring the human rights of women in Mineral Supply Chains,” by Women’s Rights and Mining (WRM), with the aim of creating more awareness on the topic of gender equality and tracking the role of women in the supply chain. Participation in multi-stakeholder projects aimed at the improvement and empowerment of women, even in small communities, is considered fundamental.

Consistent with JEDI principles, Italtrepreziosi also promotes inclusion within its own value chain, encouraging business relationships with counterparts that respect the same standards of equity and inclusion.

## 7. MONITORING, REPORTING, AND REVIEW

Italtrepreziosi is committed to monitoring the progress of the commitments undertaken, creating plans to facilitate the achievement of specific goals, and providing for the review of this policy if and when necessary for the update and/or specification of inclusion, non-discrimination, and gender equality policies and objectives.

The company commits to defining and monitoring specific KPIs (Key Performance Indicators) related to the monitoring of gender equality and inclusivity (including at the supply chain level). In particular, the monitoring of such commitments and progress, as well as internal audits, data review, and the identification of new short-, medium-, and long-term objectives, occur annually, and progress is published in the Impact Report (prepared annually).

Italtrepreziosi is committed to continuing its participation with partners and involved parties—including thematic associations, counterparties, and institutional buyers—in projects that promote the fight against discrimination and stereotypes of all kinds, as well as gender equal opportunities and female empowerment.

Reports regarding discrimination or violations of JEDI principles must be submitted through the official channels provided by the Whistleblowing and Grievance Policy, guaranteeing confidentiality and the absence of retaliation for the whistleblower.

This Policy and the related JEDI commitment statement are subject to periodic review to ensure constant alignment with international best practices and the needs of the community and stakeholders.