

We would like to inform you that **FERDIAM SRL** has established a dedicated communication channel to collect suggestions, reports, and information about internal or external practices or actions that may violate human rights or raise ethical concerns. This channel is equipped with the appropriate tools to collect and manage reports and information, even anonymously, concerning any circumstances in the supply chain of GOLD and DIAMONDS FROM CONFLICT AREAS.

You can communicate such issues using the following methods:

- By filling out the appropriate form on our website at the Contacts section – DiamArt
- By calling the phone number (+39) 045-4826040 from Monday to Friday, from 8:30 AM to 12:30 PM – from 2:00 PM to 6:00 PM
- By sending an email to: elisa.ferrari@ferdiam.it
- By sending a letter to: FERDIAM SRL, Viale del lavoro 2, 37020 Grezzana (VR, Italy)

Additionally, employees can submit reports or complaints to the RJC Coordinator via communications or email. FERDIAM S.R.L. also provides a locked box in the break area, accessible to everyone, where anonymous reports can also be submitted.

FERDIAM S.R.L. is committed to creating an ethical and transparent work environment where employees feel free to raise concerns without fear of retaliation. Your privacy will always be protected, and punitive actions against you for good faith reports will not be tolerated.

In the case of a complaint, we will ensure to:

- Gather all necessary information
- Explain the complaint handling procedure
- Consider your preferences on how the complaint should be handled
- Decide internally how to address the complaint or involve other entities, if necessary
- Keep you informed of the complaint's status and our decisions
- Retain all documentation for at least five years

Thank you for your commitment in helping us maintain a safe and ethical work environment.

Best regards,
Isidoro Ferrari
FERDIAM S.R.L.

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