

COP 3: REPORTING

Contact Information

COMPANY NAME: **STILNOVO SRL**
DATE: **03/06/2024**
REPORTING PERIOD: **2024**
CONTACT: **crisrina.massobrio@stilnovo-srl.com**

ISSUES

Since no particular issue has been identified during the due diligence activities, the company undertakes to provide detailed information as soon as particular issues arise in the analysis.

ACTIONS

Stilnovo Srl adopts responsible policies on all the matters related to human rights, child labour, hazardous substances, gender equality, PDR 125 Certification on December 2023 , wastes and emissions management; these policies can be found on the company's website and have also been shared with the other firms working with us.

The actions concerning the above matters have been taken not only through constant monitoring and training of the employees, but also:

- yearly meetings aimed at sharing all the informations with the staff;
- organization of "complementary" events such as aperitifs for the entire company to facilitate the cooperation between colleagues and the creation of human relationships by bonding the team through moments of leisure;
- certificated PDR125:2022 related to the management of human resources and inclusion
- considering professional studies to calculate our carbon footprint

The outcome of these actions has been a more aware staff on all important matters, cut of the wastes and related optimization of the internal company processes. We also expect further improvements due to an always more conscious approach to the entire process.

COP 6 & 7: HUMAN RIGHTS & DUE DILIGENCE

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COMPANY MANAGEMENT SYSTEMS

As regards the supply chain of the company, Stilnovo Srl applies the important policy of not buying from conflict-affected and high-risk areas the following precious metals and minerals: gold, silver, diamonds, rubies and sapphires. This policy is communicated by e-mail at the beginning of each working relationship and can be read also on the company's website.

To support the supply chain due diligence, we have implemented internal measures related to the submission of the due diligence for all the suppliers from which our company buys precious materials. Our Total Quality Manager responsible for overseeing this process is Cristina Massobrio

Stilnovo Srl has established a system of control and transparency over the supply chain, which includes identifying all the suppliers and verifying, together with their due diligence policy, their reputation in the area and their certifications (our gold and alloy suppliers are few and all RJC members). We also collect references from our customers. These methods have strengthened our due diligence efforts by assuring ourselves and our customers about the integrity of our sources.

As a company, we communicate our expectations regarding human rights and the supply chain's due diligence by e-mail, in person meetings and on-line professional meetings. Furthermore, we take the following step to strengthen our engagement with the suppliers: help them with the external audits executed by accredited entities so that we can prove our integrity and all our efforts to maintain the supply chain management. By doing so, the outcome has been the establishment of very long-term relationships with most of our suppliers and customers.

We complaint have also a mechanism for internal stakeholders, which can also be accessed anonymously, so that everyone can feel free to submit the complaint but also to suggest a possible resolution without the fear of negative consequences. The management will examine the report, possibly setting a time frame for resolution and monitoring the process till its conclusion. Our external complaint mechanism, instead, is shared between authorized employees studying the problem and the best way to solve it.

IDENTIFIED & ASSESSED RISKS

We constantly assess our own and our suppliers' due diligence practices, such as those related to human rights.

If, during the assessment described above, we identify potential or actual risks within our supply chain, we take immediate action: take note of the event in order to ensure documentary evidence of the incident and assess the related most appropriate corrective actions.

STRATEGY

The results of our risk assessment process are then received by our senior manager (CEO) Maria Grazia Malagoli.

To respond to the risks identified within our supply chain, we took the following steps to design and implement a risk management plan: maintain throughout the years close relationships with few referenced suppliers, follow the same procedure already explained for the complaint management mechanism

To implement our risk management plan we have followed the risk mitigation steps with the same few certified suppliers with which we have a very close business relationship: collect all the informations about the due diligence, continue to monitor the plan and track the effectiveness of the risk mitigation measures by asking frequently to confirm what they have already submitted.

Stilnovo Srl provides its employees with human rights policies, by displaying them on the company bulletin board, on the company website and also on 03rd June 2024 as a "full immersion" day that included information on human rights CoC management, CoP Practices related to the concepts of safety and inclusion also of the PDR125 Certificated in December 2023.

Stilnovo Srl communicates to the stakeholders all informations regarding due diligence activities in form of e-mail, audit to the suppliers, phone calls and on line professional meetings.

Since our last report no grievance has been raised regarding human rights' risks or our supply chain due diligence.

CARRY OUT A THIRD PARTY AUDIT

In support of our continuous improvement journey, our latest third-party RJC audit took place within our company in 2022 (previous one was RJC COP in 2019).

03/06/2024
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