



ANNUAL REPORT RJC

2023

Company description

Adler Joailliers SA is an independent, family-owned company that sells high-quality jewelry products under its own, internationally renowned brand.

Adler Joailliers is committed to complying with applicable national and international laws, regulations and conventions, and to taking ethics, human rights and corporate social responsibility into account in its operations. In particular, Adler is committed to acting with integrity in its business actions, promoting ethical conduct, reinforcing compliance with applicable laws and providing clear guidelines for the management of its activities.

Adler has adopted a code of conduct for its employees and suppliers, and a due diligence questionnaire designed to put this commitment into practice by defining its expectations.

Adler works with business partners and suppliers who agree to abide by the requirements of our Supplier Code of Conduct and to complete our due diligence process following the OECD model for mineral supply chains originating from conflict or high-risk areas.

This year, Adler introduced a risk assessment system and a grievance mechanism, aimed at preventing or mitigating negative consequences related to our sourcing practices.

Organizational structure

Adler Joailliers SA's supply chain includes suppliers and business partners who are RJC-certified or non-certified partners who respond fully and satisfactorily to our questionnaire.

Jewelry products are manufactured by an external network of suppliers located mainly in Switzerland, Italy, Thailand and Hong Kong SAR (China).

Policies

Adler Joailliers is aware of the potential social consequences of its activities, linked in particular to the sourcing of precious metals and gems. For this reason, the company has defined a responsible sourcing policy and is committed to conducting its business ethically and with respect for human rights.

Adler requires its suppliers to comply with the ethical principles set out in its Supplier Code of Conduct, and to ensure that these principles are respected by their own suppliers and subcontractors.

This supplier code of conduct specifies in particular the obligation to respect social issues and to respect and adhere to ethical values in the management of the company with regard to human rights, working conditions and environmental issues.

Particular attention is paid to the production of jewelry items:

- Adler confirms its commitment to acting responsibly and working with trusted suppliers based in countries that are signatories to the Kimberley Process, an initiative that brings together governments, industry and civil society and aims to prevent the circulation of conflict diamonds through an international certification system.
- Adler Joailliers SA aims to achieve certification to the RJC Code of Practice in 2024. The Responsible Jewelry Council (RJC) is a non-profit organization created to promote a common frame of reference for responsible ethical, social and environmental practices that respect human rights throughout the supply chain.

Supply chain risk assessment

To assess the risks in its supply chain, Adler has set up a process consisting of the following three stages:

1. Questionnaire sent to suppliers;
2. Review and control of suppliers;
3. Annual follow-up

Suppliers were asked to complete a due diligence questionnaire. The purpose of this questionnaire is to gather information on Adler Joailliers SA's supplier duty of care management system, in line with the recommendations of the OECD guide on duty of care for responsible mineral supply chains from conflict or high-risk areas.

Adler Joailliers SA has identified potential risks based on suppliers' answers to the questionnaire and knowledge of their activities. We are now working to mitigate those potential risks.

Training and awareness-raising

Adler Joailliers SA employees have been made aware of these ethical and compliance issues.

Adler promotes a culture of dialogue and transparency and has adopted an internal alert system, via an e-mail address: whistleblowing@adler.ch.

This system enables any actual or potential violation of internal guidelines and procedures, ethical principles and applicable laws and regulations to be reported securely and in complete confidentiality. In particular, it enables stakeholders to anonymously and without fear of reprisal express their concerns about possible mistreatment in the workplace, human rights abuses, corruption, or related to the jewelry sector supply chain.