



ANNUAL REPORT RJC

2025

Company description

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

In 2021, Adler began the certification process with the Responsible Jewellery Council (RJC), an international non-profit organisation that promotes ethical, social, and environmentally responsible practices throughout the jewellery supply chain.

As part of this process, 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 activities.

In particular, the company is committed to acting with integrity in its business dealings, promoting ethical conduct, and ensuring compliance with the law through clear guidelines for its teams and partners.

Since 2023, Adler Joailliers has implemented a risk assessment system aimed at strengthening the responsible management of its supply chain. This system includes:

- a code of conduct applicable to employees and suppliers;
- a due diligence questionnaire.

In 2024, Adler Joailliers SA obtained the certification from the RJC after successfully passing a qualification audit.

Policies

Aware of the social impacts associated with the sourcing of metals and gemstones, Adler Joailliers has defined a responsible sourcing policy and is committed to conducting its activities in an ethical manner that respects human rights.

Suppliers must comply with the ethical principles defined in the Supplier Code of Conduct and ensure that their own partners meet these requirements. This code places particular emphasis on respect for human rights, decent working conditions, and environmental standards.

Supply chain organisation

The gemstones used in our creations are sourced from suppliers who have satisfactorily completed a due diligence questionnaire based on the OECD model. In addition, the jewellery sold by our company is manufactured by an external network of suppliers located mainly in Switzerland, Italy, Thailand, and Hong Kong SAR (China).

Particular attention is paid to the production of jewellery items

The Adler Joailliers SA supply chain includes suppliers and business partners, whether RJC-certified or not, who have satisfactorily completed the due diligence process.

Adler favours working with trusted suppliers based in countries that are signatories to the Kimberley Process, an international initiative aimed at preventing the circulation of conflict diamonds through a certification system. The company only partners with suppliers who comply with the OECD principles for responsible supply chains of minerals from conflict-affected and high-risk areas.

Supply chain risk assessment

Adler has implemented a three-step risk assessment process:

1. Sending the due diligence questionnaire to suppliers;
2. Reviewing and checking responses;
3. Annual follow-up.

This system, which complies with OECD recommendations, enables the collection of reliable information on suppliers' due diligence management, the identification of risks, and the implementation of necessary corrective measures.

In 2026, Adler will continue its efforts in risk management and the regular monitoring of its suppliers.

Training and awareness-raising

All Adler Joailliers SA employees receive regular training on ethics, compliance, and responsible sourcing.

The company encourages a culture of transparency and dialogue and has set up a secure internal alert system accessible at: **whistleblowing@adler.ch**.

This system allows employees to report any violations of internal policies, ethical principles, applicable laws, or regulations in complete confidentiality and without fear of reprisals. It also offers the possibility of reporting cases of abuse, human rights violations, corruption, or breaches in the supply chain.