

COP 3: REPORTING

Contact Information

COMPANY NAME: **STILNOVO SRL**
DATE: **27/06/2023**
REPORTING PERIOD: **2023**
CONTACT: **crisrina.massobrio@stilnovo-srl.com**

ISSUES

Since no particular issue has been identified during the due diligence activities, the company is engaged in providing detailed informations as soon as particular issues will arise in the analysis.

ACTIONS

Stilnovo Srl adopts responsible policies on all the matters related to human rights, child labour, hazardous substances, gender equality, 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 matters above 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 as aperitifs for the entire company to facilitate the cooperation between colleagues and the creation of human relationships binding the team through moments of leisure;
- starting to collect informations through RjC in order to get the certification 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 conscious staff on all the 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

Concerning the supply chain of the company, Stilnovo Srl follows 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 the company buys precious materials. The 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 verify, along 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 clients. These methods have strengthened our due diligence efforts by assuring ourselves and our clients 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. In addition to this, we also take the following step to strengthen our engagement with the suppliers: help them with the external audits executed by accredited entities so 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 the majority of both our suppliers and clients.

We have also a grievance mechanism for internal stakeholders, which can be accessed also in an anonymous way, so that everyone can feel free to submit the complaint but also suggest a possible resolution without the fear of negative consequences. The management will examine the report, possibly establish a time frame for the resolution and verify the process till its conclusion. Our external grievance 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 the 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 would take immediate action: take note of the event in order to grant 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 the senior manager (CEO) Maria Grazia Malagoli.

In order 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 referenc suppliers, follow the same procedure already explained for the grievance 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 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 provided the policies regarding human rights to the employees on [redacted]; it included information on human rights CoC management, CoP Practices but also the evacuation test as a "full immersion" day related to the concepts of safety and inclusion.

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 (the one before has been RJC COP in 2019).

27/06/23

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