

Sustainability and Social Responsibility Report

Our commitment to a valuable and responsible future

Coscia S.r.l. has formally decided to undertake the certification process for the **RJC Code of Practices (COP)**. The company enthusiastically welcomes this challenge and has promptly taken action to ensure full compliance with the rigorous ethical standards promoted by the Responsible Jewellery Council.

This strategic initiative underscores Coscia S.r.l.'s commitment to transparency, ethics and sustainability throughout the value chain. The initial certification audit is scheduled for December 2025.

Vittorio Coscia, representing the fourth generation of the company, has been appointed as the RJC Management System Representative. His appointment ensures that ethical and sustainable management principles are integrated at management level and reflect the company's long-term vision.

At Coscia S.r.l., we believe that true value lies not only in the beauty of the jewellery we sell, but also in the way we operate. As a family-run business, our core values — respect, integrity and care for people and the environment — are the guiding principles behind every decision we make. This report stems from our desire to transparently share the responsible practices that define our identity and our daily commitment.

*"For us, employees have never been mere numbers, but people.
This philosophy has been at the heart of our company for decades."*

People at the Centre: Our Culture and Corporate Welfare

Our greatest asset is the people who work with us. The nature of our family business leads us to cultivate a working environment based on trust and mutual support, where the well-being of our employees is a top priority. In decades of activity, we are proud to say that we have never had any labour disputes or conflictual interruptions in our relationships, testimony to a peaceful and constructive atmosphere.

Concrete initiatives for everyday wellbeing:

- **Flexible Hours:** To meet family needs, we have introduced flexible start times, allowing employees to better balance their personal and professional lives.
- **Shuttle Service:** One of our company cars offers a shuttle service for employees who worked at our old location, providing convenient transportation and reducing the inconvenience associated with the change of location.
- **Culture of Belonging:** We actively promote values such as respect and courtesy through training sessions and social events, such as end-of-year lunches, which strengthen team spirit and a sense of belonging.

A Responsible Supply Chain: Due Diligence and Valuable Partnerships

Trust is the cornerstone of our industry. For this reason, we apply a rigorous due diligence process not only to our suppliers, but also to our customers. Before establishing any working relationship, we make sure we understand who we are dealing with, formalising the prudence that has always characterised us.

Our proactive approach has enabled us to never raise any significant red flags. This is also thanks to a stable and well-established supply chain:

- **Long-lasting relationships:** 80% of our suppliers have been working with us for at least 7-8 years.
- **Long-standing partnerships:** We boast relationships spanning over thirty years with many Japanese partners, built on trust established since our father's first trip to Japan at the age of 25.
- **Selective Access:** Ours is a sector with high barriers to entry, where new relationships often arise from word of mouth and qualified references, ensuring a high level of reliability.

This system of trust, once based on 'handshakes', is now supported by structured procedures in line with RJC standards, ensuring traceability and transparency.

A few months ago, we launched a rigorous programme to track our supply chain in order to identify any possible vulnerabilities.

Our Commitment to the Environment: Concrete Actions for a Positive Impact

Environmental protection is a responsibility we take seriously. We have implemented a series of initiatives aimed at reducing our ecological impact, demonstrating that even small daily actions can make a big difference.

Our environmental initiatives:

- **Elimination of Single-Use Plastic:** We have replaced plastic coffee cups with ceramic cups. A simple gesture that, with 16 people consuming an average of 3 coffees per day, allows us to save over 10,000 plastic cups per year. We are also looking for a supplier to install a water dispenser and eliminate plastic bottles.
- **Energy Efficiency:** We have replaced all high-consumption light bulbs with new low-consumption LED technology and actively promote an anti-waste culture, encouraging people to turn off lights when not needed.
- **Shipping Optimisation:** We consolidate shipments for customers. This choice is not dictated by economic savings, but by the desire to reduce the total number of transports, thus decreasing polluting emissions and cardboard consumption.

Ethics and Transparency: Our Guarantee of Integrity

Our membership of the **Responsible Jewellery Council (RJC)** is not an end point, but the formalisation of a path of responsibility that we have always followed. Thanks to the RJC, we have accelerated the drafting of fundamental policies such as the Code of Ethics, GDPR procedures and the Organisational Chart, strengthening our governance structure.

A pillar of our transparency is the active and functioning **reporting mechanism**, which allows anyone to confidentially report any concerns or non-compliance. To date, it has never been used, which we interpret as a positive sign of our working environment. Furthermore, our company policy does not allow gifts to customers, in order to avoid any potential conflict of interest, with the exception of traditional Christmas gifts to our employees.

Head of RSGE, Vittorio Coscia

Coscia S.r.l.
Centro Orafo IL TARÌ, Marcianise (CE), Italia

This report reflects our ongoing commitment to ethical, social and environmental business practices.

Date: 12/01/2025

Signature

