

SOCIAL ACCOUNTABILITY POLICY


SEMPSA Joyeria Plateria S.A. is aware that the environment, in which its activity is framed, is not only interested in the product it guarantees or the service it renders, but also in the way it is performed and which other results revert on it as consequence of its activity.

Social Accountability includes the different processes and management systems introduced in the company; Quality, Environment, Labour Safety, Production, Purchases, Security, etc. All of them incorporate the assessment and the continuous improvement of its application and establish measures *of* control to assure the management of activities.

With respect to this Social Accountability Policy, we would like to highlight the following compromises, which emanate from our values:

- Assure the compliance of the sections contained in the national legislation, the international declarations and conventions of human rights and of the employees and of the Code of Conduct. This shall imply the observance of the main human rights, the freedom of trade union membership, the right to the collective agreement, the non-existence of child labour, the elimination of ‘forced’ work or working under constraint and any other practice which implies the violation of individual or collective dignity. Understanding the personal and human development and the satisfaction of the people as a fundamental element in order to attain the goals of SEMPSA Joyería Plateria S.A. Attention shall be given to the attitudes and behavior, which must be in agreement with the values of the company, gathered in the Code of Conduct.
Especially non discrimination shall be promoted (as to race, social economic conditions, nationality, gender, sexual orientation, age, handicap, language, religion or politics) and also diversity, search for fairness (salary, timetable, development and assessment), professional development, labour health and safety, quality of the working environment, integration of people and the conciliation of personal and professional life.
- Keep a strong compromise and of a preventive nature in the conservation and the improvement of the natural environment, adopting the principles of rational use of resources, energy efficiency, minimization of the generation of waste, protection of biodiversity, environmental vigilance and the prevention of contamination.
- Respect the legislation in force scrupulously in the activity fields and areas where SEMPSA Joyeria Plateria S.A. is present, avoiding getting involved in any kind of corruption, including extortion and bribery and act according to the principles contained in the Code of Conduct.
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The Policy of the Corporative Responsibility shall be checked and updated periodically, taking into account the compromises of SEMPSA Joyeria Plateria as a member of the Heirmerle+Meule group, according to the requirements established in the SA 8000 Standard and the demands detected through the follow up of the company.



Madrid 3 March 2019

Francisco Espinosa

General Manager of SEMPSA Joyería Platería S.A.