

## ANNUAL INTERNAL REVIEW OF COOKSON-CLAL

As part of our RJC certification, we conduct each year an internal review of our management system:

- Our **CSR-RJC Policy** has been sent to our stakeholders and is available on our website: [www.cookson-clal.com](http://www.cookson-clal.com)
- An **RJC referent** is in place within Cookson-CLAL
- We perform **Due Diligence** with our Stakeholders on an annual basis according to the OECD Five-Step Framework for Risk-Based Due Diligence on the Supply Chain of Minerals from Conflict Zones or high-risk. In particular, we question our suppliers in order to obtain the most reasonable assurance that they do not supply the materials they deliver to us themselves from sources related to conflicts.

A remediation process has been put in place to deal with the concerned stakeholder with the results of a Due Diligence that does not comply with expectations.

- A **KYC policy** (Knowledge of our interlocutors) is in place within Cookson-CLAL. We review it every year to ensure that it is as relevant as possible and consistent with changes in our environment.
- We exercise due diligence in relation to **Human Rights** within Cookson-CLAL, and for the Stakeholders with whom we are engaged. We review this process every year.
- A **complaints handling** system is available within Cookson-CLAL, and we allow stakeholders to express anonymously and without fear of reprisals their concerns regarding possible ill-treatment at work, violations of human rights, as well as corruption, or related to the jewelry supply chain. To this end, we have put in place and are making available to the parties concerned a complaints mechanism, which can be obtained upon request from the following address : [rh@cookson-clal.com](mailto:rh@cookson-clal.com)
- Cookson-CLAL joined the RJC in August 2013. Last certification renewal was on **July 15<sup>th</sup>, 2021**.
- The **system is reviewed** annually, and a communication will be carried out to inform stakeholders of significant points that the internal review could have highlighted.

Lyon, August 1st 2022

Philippe Souquet

Managing Director Cookson-CLAL

