

## Company Report 2022

### About us

We see our home as a privilege. It has influenced us, it is the basis for our identity, strength and inspiration. Our business policy is based on generally applicable ethical values and principles, in particular honesty, integrity and respect for human dignity. We educate and train and ensure that the traditional jewellery crafts and trades of our home region are preserved.

As a family company in its fourth generation, we see ourselves as having a special responsibility to preserve this inheritance of values, traditions and expertise, with which we have been entrusted and to develop them further for future generations. As early as 1720, the family of Hans D. Krieger has been closely associated with the gemstone industry in Idar-Oberstein in a colorful sequence of different professions: agate grinders (in the then still water-powered Bach loops), goldsmiths, engravers, pearl drillers and pearl cutters, gemstone cutters and diamond cutters. Hans Johann Krieger founded the diamond grinding company in 1935, which Hans-Dieter Krieger took over after the sudden death of his father in 1964. The fascination for stones inspired him to create and manufacture pieces of jewellery. Today the company is one of the most important manufacturers of exclusive diamond and colored stone jewellery.

### Quality „Made in Idar-Oberstein“

Over fifty employees work hand in hand to transform one of nature's most beautiful treasures, precious stones, into wearable masterpieces. The special characteristic of the jewellery is based on a broad foundation: the unique workshop that unites every step of jewellery production under one roof, from the foundry to goldsmiths, diamond and gemstone cutters, gemstone setters to polishing; the quality and rarity of the stones selected by our gifted gemologists; the employees who are extraordinary and unique. Perfection arises in handwork and in the trained eye, which no technology can achieve. Thanks to the variety of creative and passionate craftsmen who contribute and develop their skills every day, pieces of jewellery with a true identity are created.

### Responsibility

As a manufacturer of high-quality diamond and coloured gemstone jewellery, we are aware of our responsibility along the entire value chain. Our self-image in our daily work therefore includes unconditional respect for the recognized principles of business ethics, such as the observance of human rights, respect for the cultures, customs and traditions of our employees and business partners, as well as strict compliance with existing laws.

This understanding of values also includes compliance with the requirements of the Kimberley Process and the warranty system, as well as the responsible use of resources and the environment.

Furthermore, compliance with the laws against corruption and bribery, in particular also the self-evident fact that we do not participate in any business that is the result of criminal activities or the activities of criminal or terrorist groups or that is used to finance criminal or terrorist activities. Our employees are trained in this regard. We also condemn human rights violations of any kind.

We strive to create the best possible working conditions for our employees. Employees from different cultures, with diverse experiences, talents and backgrounds enrich our team. Family friendly policies allow our colleagues career breaks and flexible working practices if and when necessary, with both full and part time models available as well as company pension schemes and leasing bikes.

### Responsible supply chains

Supply chain integrity is important to Hans D. Krieger in order to promote practices that are positive and beneficial to both society and the environment. We work with a manageable group of suppliers with whom we have a long-standing business relationship, sometimes spanning decades. These are certified companies and/or companies that support our Code of Conduct.

The supply chain guideline and company policy of Hans D. Krieger KG is publicly accessible and available at [www.kriegernet.com](http://www.kriegernet.com) in the current version in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. An e-mail address is available for internal and external stakeholders for complaints, enquiries, expressions of concern, etc. [compliance@kriegernet.com](mailto:compliance@kriegernet.com).

### Precious metals

Our suppliers for precious metals are certified members of the Responsible Jewellery Council (RJC). This so-called "RJC Chain-of-Custody" formulates requirements for human rights, working conditions, environmental impact and ethical business practices along the entire supply chain for gold and precious metals.

### Diamonds

All diamond suppliers undertake to comply with the Kimberley Process Certification Scheme, which applies to rough diamonds and requires compliance with the System of Warranties. In addition, all suppliers commit to ethical business practices as outlined in our Code of Conduct. All diamonds are screened by machine upon receipt into the business and verified for natural authenticity. Diamonds that do not pass the detector scan are returned to the supplier.

## RJC Responsible Jewellery Council

We are a certified member of the Responsible Jewellery Council (RJC). The RJC is an organisation that sets standards to advance responsible ethical, human rights, social and environmental practices throughout the gold, silver, platinum group metals, diamond and coloured gemstone jewellery supply chain. The RJC has developed a benchmark standard for the jewellery supply chain and credible mechanisms for verifying responsible business practices through third-party auditing. As RJC member, we are committed to conducting our business in accordance with the RJC Code of Conduct. We are committed to integrating ethical, human rights, social and environmental considerations into our daily operations, business planning activities and decision-making processes.

We conduct annual reviews to assess the ongoing suitability and appropriateness of these business practices for achieving the policy and implement improvements to close any gaps. We undergo an external audit at regular intervals. It confirms our credibility and commitment to responsible business practices in the jewellery supply chain.

## Nature and environment

We take our responsibility for nature and the environment seriously. That is why we look at our resource requirements and our energy consumption. Our goal is to achieve the best possible economic efficiency under conditions that are as environmentally and climate friendly as possible. We look for optimizations within our processes to reduce our environmental impact. Examples of this are the recovery of all gold waste for recycling.

## Social responsibility

We take our responsibility towards the city, the region and society seriously as a company by strengthening the local economy. For example, we cover most of our workshop needs through local companies.

Idar-Oberstein, September 2022

*Hans D. Krieger*  
Hans D. Krieger

*A. Krieger*  
Andreas Krieger

