

## Corporate Policy

### Responsibility

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, that we have entrusted with 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 drills 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 jewelry. Today the company is one of the most important manufacturers of exclusive diamond and colored stone jewelry.

### 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 specialty of the jewelry is based on a broad foundation: the unique workshop that unites every step of jewelry production under one roof, from the foundry to goldsmiths, gemstone cutters and 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 jewelry with a true identity are created.

### Our Values

Our actions are characterized by honesty and respect for people and the environment and are based on trust and reliability. We cultivate and value a long-term partnership with employees, business partners and suppliers. It is important to us to work with companies that have the same understanding of values and act accordingly.

These values include compliance with all laws and regulations, fair and safe working conditions, responsible use of resources and the environment, and adherence to the Kimberley Process and system of warranties.

Furthermore, compliance with the laws against corruption and bribery, in particular also the self-evident fact that we do not participate in business activities that are the result of criminal activities or the activities of criminal or terrorist groups or that are used to finance criminal or terrorist activities. In addition, we condemn human rights abuses of any kind.

We allow both internal and external stakeholders to raise concerns at any time and have posted the following E-Mail: [compliance@kriegernet.com](mailto:compliance@kriegernet.com). Any attempt to prevent or suppress concerns or complaints will be considered a violation of this policy and will be punished accordingly.

Our Code of Conduct serves as a guide for implementing these values internally. The supply chain will be governed by the rules set out in the Supply Chain Policy.

### RJC – Responsible Jewellery Council

The Responsible Jewelry Council (RJC) is a non-profit organization that was founded in 2005 with the aim of strengthening, in a transparent and comprehensible way, responsible, ethical, human rights, social and environmentally friendly working methods throughout the supply chain for jewelry made from diamonds, gemstones, gold and platinum metals. It covers everything from mining to retail. This is intended to strengthen the confidence of all stakeholders in jewelry made from diamonds, gemstones, gold and platinum metals. Each member undertakes to follow the RJC's code of conduct. All certified members of the RJC are assessed by approved external auditors to demonstrate that they comply with the RJC's Code of Conduct. The RJC is a full member of the ISEAL Alliance - the international association for sustainability standards. For more information about the RJC, members, standards and certifications, visit the website: [www.responsiblejewellery.com](http://www.responsiblejewellery.com).

As a member of the RJC (Responsible Jewellery Council), we undertake to run the company in accordance with the principles of the RJC Code of Practice (certification expected by end of 2021). We undertake to include all ethical, human rights, social and environmental considerations of the Code of Conduct in our daily operations, corporate planning and decision-making processes.

Following a successful external audit, Hans D. Krieger is certified by the Responsible Jewellery Council for the Code of Practice Standard at the end of October 2021.

*"We are excited to be part of this community and to work with RJC – Responsible Jewellery Council and its partners to promote, to recruit and to contribute to these responsible and important business practices."* Andreas Krieger

Idar-Oberstein, October 2021

*Hans D. Krieger*  
Hans D. Krieger

*Andreas Krieger*  
Andreas Krieger

