

BRIGITTE ERMEL

J O A I L L I E R

COMPANY CHARTER

A company has no other purpose than to serve and serve well its customers. This is its objective, its reason for being. A company is first and foremost a human adventure. It cannot exist without the men and women who work there.

It must work on developing a common culture, based on a taste for effort, the pursuit of challenges because they lead to progress, but also team spirit and fraternity, because no one ever succeeds alone.

This charter will enable the company's employees to strengthen everyone's responsibility and commitment. Applied daily, without respite, this should allow the company to maintain its credibility, honour, seriousness and know-how.

This behaviour helps maintain a positive and committed image of the company. Even slight relaxation, multiplied by the number of employees, can prove catastrophic for the company's sustainability and the maintenance of each employee's job. Essential principles such as team spirit, accountability and respect must be given top priority.

The company culture is based on the following values:

- 1.** Men/women constitute the primary value of our company and must be treated according to the principles of Human Rights.
- 2.** The customer is the company's reason for being. Satisfying them is our only objective.
- 3.** Quality is the key to competitiveness.
- 4.** Creativity allows us to offer customers original offers by providing useful solutions at the best cost.
- 5.** Technical and organizational innovation, which improves costs and performance, is the condition of our success.
- 6.** Respect for oneself, others and the environment inspires everyone's daily behaviour.
- 7.** The promotion of men/women is based on the recognition of merit.
- 8.** Training provides the means to increase knowledge and enrich everyone's professional life.

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- 9.** Young people, through their potential, forge tomorrow's company.
- 10.** Challenges generate progress. To remain leaders, we act as challengers.
- 11.** The mindset of men/women is a more powerful lever than the company's technical and economic strength alone.
- 12.** The empowerment of men/women in their workplace allows greater autonomy and better involvement.

13. FIGHT AGAINST CORRUPTION

In the course of our activities, we ensure compliance with the highest standards of ethics and do not tolerate any form of active and passive corruption. This requires compliance with all applicable anti-corruption laws. We will not resort to means of influence contrary to ethics and law to "obtain contracts".

Generally speaking, anti-corruption laws prohibit offering, paying and accepting bribes. "Bribe" means anything of value given with a view to obtaining or retaining a contract, obtaining an undue advantage or influencing a business decision, including in particular any attempt to accelerate or facilitate ordinary administrative formalities. "Anything of value" means anything having monetary value, including cash or cash equivalents, as well as gifts, meals and invitations, job offers for relatives, free or discounted products, donations, travel expenses, etc. Some anti-corruption laws target the exercise of undue influence on government officials and others also extend to the private sector.

Furthermore, we are determined to do business only with third parties who apply the same standards regarding the strict refusal of corruption. In this regard, appropriate checks should be carried out before retaining the services of third-party providers and, as a general rule, this should only be done on the basis of written contracts.

Employees are also required to comply with the policies and procedures put in place regarding the approval and documentation of gifts, meals, travel, invitations, and other expenses of this type.

14. RESPECT FOR HUMAN RIGHTS

We are committed to observing the United Nations Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organization, as well as to behaving in a manner respectful of the human rights and labour rights of each employee.

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15. REFUSAL OF CHILD LABOR, FORCED LABOR AND HUMAN TRAFFICKING

We prohibit child labour below 16 years of age. We may employ young people aged 15 to 18 in specific cases (apprenticeship, internship, summer job) and in work without risk to the health, safety or morality of young people.

We prohibit the use of forced labour, slavery, servitude or human trafficking. Every employee has the right to freely accept or leave employment.

16. REFUSAL OF ANY FORM OF DISCRIMINATION, VIOLENCE AND HARASSMENT

We treat our employees with respect, dignity in an equal and fair manner. We do not admit or practice any form of corporal punishment, physical, sexual, verbal or psychological harassment. We do not practice any form of discrimination (salary, hiring, access to training or promotion) based on criteria of gender, race, nationality, ethnic origin, religion, age, disability, marital status, sexual orientation, physical appearance, political affiliation, or social origin.

17. REFUSAL OF MONEY LAUNDERING, TERRORISM FINANCING, SUPPORT FOR ARMED GROUPS

We are committed against money laundering and the financing of terrorism or any other illegal activity. We respect trade restrictions, international sanctions and regulations relating to export controls. Employees may report any bribery or corrupt practices without fear of reprisal.

Paris, 16 April 2025

Brigitte ERMEL

Founder and President



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