



RESPONSIBLE
JEWELLERY
COUNCIL

LEAD WITH PURPOSE . INSPIRE WITH TRUST
CONTRIBUTE TO DEVELOPMENT

BY THE AUTHORITY OF THE COUNCIL

DEHRES

IS A CERTIFIED MEMBER OF
THE RESPONSIBLE JEWELLERY COUNCIL

NUMBER: 0000 1211
DURATION: 3 Year
PERIOD: 29 April 2018 - 29 April 2021
STANDARD: Code of Practices 2013

DAVID BOUFFARD
CHAIRMAN

IRIS VAN DER VEKEN
EXECUTIVE DIRECTOR



CODE
OF
PRACTICES



Responsible Jewellery Council Policy

Dehres is a Member of the Responsible Jewellery Council (RJC).

The RJC is a standards-setting organization that has been established to advance responsible ethical, human rights, social and environmental practices throughout the diamond, gold and platinum group metals 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 part auditing.

As an RJC Member, we commit to operating our business in accordance with the RJC Code of Practices. We commit to integrating ethical, human rights, social and environmental considerations into our day-to-day operations, business planning activities and decision making processes.



A handwritten signature in black ink, appearing to read "Simon", written over a horizontal line.

Simon Zion

Director

January 20, 2020

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Human Rights Policy

Dehres Limited is committed to developing an organizational culture which implements a policy of support for international recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the United Nations Human Rights – Guiding Principles on Business and Human Rights.

This policy applies to Dehres Limited. We are committed to working with and encouraging our partners to uphold the principles in this Policy and to adopt similar policies within their businesses.

Respect for Human Rights

Dehres Limited respect human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Employment

Dehres Limited values the diversity of the people with whom we work and the contributions they make. We are committed for equal opportunity and take zero-tolerance approach towards discrimination and harassment. We aim to develop an organizational culture that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable legal requirements. The basis of recruitment, training and compensation at Dehres is qualifications, performances, skills and experiences.

We do not tolerate disrespectful or inappropriate behavior or unfair treatment. Harassment is unacceptable in the workplace and in any work-related circumstances outside the workplace. These principles apply not only to company employees but also to the business partners with whom we work.

Privacy Legislation

Dehres Limited respects the privacy of all employees by assuring all their private and personal information be assessed only by the management and human resources department and this information is stored in a safe place away from access of the general staff.

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Staff at Dehres can rest assured that their email correspondences and internet access are kept only to themselves and not to be accessed or disclosed without their prior consent.

Freedom of Association and Collective Bargaining

We respect our employee's right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with such representatives.

Safe and Healthy Workplace

WE aim to provide a safe and healthy working environment and comply with applicable occupational health & safety legal requirements. We are committed to minimize the risk of accidents, injury and exposure to health risks. With identification of hazards and remediation of health and safety issues, we are committed to continually improve health and safety in our workplaces.

Workplace Security

We aim to provide and maintain a workplace that is free from violence, harassment and other unsafe or disruptive conditions due to internal and external threats.

Forced Labor and Human Trafficking

Dehres Limited prohibits the use of all forms of forced or involuntary labor, including indentured labor, slave labor and any form of human trafficking.

Child Labor

Dehres Limited prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work hours, Wages and Benefits

Dehres Limited operates in full compliance with applicable law and regulations with respect to employment and labor. We shall ensure that wages and benefits for a standard working week meeting at least applicable legal requirements.



Dehres Limited creates workplaces in which open communications among all employees are valued and respected. All staff is welcomed to raise concerns under this policy or report a potential violation of this policy and we are committed to make every effort to maintain confidentiality. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy and we will investigate, address and respond to the concerns of employees and take appropriate corrective action in response to any violation.



A handwritten signature in black ink, appearing to read "Simon Zion", positioned above a horizontal line.

Simon Zion

Director

January 20,2020



Anti-Bribery & Facilitation Payment Policy

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our relationships and business dealings wherever we operate and implementing and enforcing effective systems to counter bribery.

There are no exemptions for facilitation payments within our Company. Any form of advantage would be assessed according to the elements of the offence under the legal requirements.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this anti-bribery policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment, such as dismissal, disciplinary action, threats, or other unfavorable treatment, as a result of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place, or may take place in the future.

This policy applies to all individuals working at all levels and grades including management staff, employees (whether permanent or temporary), consultants, contractors, casual workers or any other person associated with us.



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Occupational Health & Safety Policy

It is the policy of Dehres Limited, to put health and safety issues as top priority throughout our business and to recognize that health and safety management is an integral part of our daily operations.

The company strives for continual improvement in all matters relating to health & Safety and is committed to implementing a high level of awareness to our staff during working hours and in accordance to occupational & Healthy ordinances and regulations of the territory.

We appointed Health & Safety Committee, which is responsible for planning and management of safety issues and reports directly to the top management. Through implementation, supervision and regular review of this policy, we aim to continually improve our occupational health & safety performances.

All employees must work together to enhance health and safety awareness and ensure that they fully understand and comply with this policy. All our employees shall be competent to carry out their health and safety duties and responsibilities in order to ensure their own health and safety at work and contribute their greatest effort in preventing any accident occurrence.



Simon Zion

Director

January 20, 2020



Environmental Policy

The management and staff of Dehres Limited are committed to improving and enhancing environmental performance by:

- Working with the community as a whole and in association with staff, customers, and suppliers to conserve natural resources and preserve the quality of the environment in which we operate;
- Conforming to all relevant environmental legislative and regulatory requirements;
- Identifying significant environmental aspects and implementing appropriate control measures to prevent pollution;
- Recognizing energy and water consumption as key environmental issues and seeing to reduce the use of these key commodities;
- Reducing waste, and to reuses or recycle products wherever practicable;
- Ensuring that all staff are familiar with the environmental policy and encouraged to identify potential environmental improvement initiatives.

To continually improve our environmental performance, we will regularly monitor and review our management system



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