

CORPORATE POLICY & RESPONSIBILITY

Company Policy

JUNE 2026

The management of the company and its subsidiaries strive to position the organization as a leader in responsible management within the diamond industry and will take all necessary measures to ensure that the company's and subsidiaries' products are prestigious, high-quality, and fully meet customer needs and expectations.

Management will strive for excellence and business success while maintaining responsible business conduct and financial reporting in accordance with the law, including adoption of the WDC System of Warranties Guidelines.

The planning and implementation of activities shall encompass and obligate all parties within the organization and shall be carried out in accordance with the RJC COP requirements.

Management performs its work in compliance with applicable laws, binding governmental specifications, official standards, and international standards, including strict adherence to the Kimberley Process policy of the Diamond, Gemstones and Jewelry Administration operating under the Israeli Ministry of Economy.

Management will respect internationally recognized human rights, within the framework of the organization's activities, and will reflect this in business relations and procedures implemented in the organization, and commit to, and implement, the UN Guiding Principles on Business and Human Rights.

Management shall act in accordance with the principles of environmental justice and policies promoting the preservation of environmental resources and the prevention of pollution.

The company respects the intellectual property rights of its customers and suppliers and ensures that all software, technologies, equipment, and methodologies used in its operations are lawfully licensed and utilized in accordance with relevant licensing agreements and legal requirements. Unauthorized copying, distribution, or use of proprietary technologies is prohibited.

Management shall act to instruct, train, and provide appropriate resources to its employees to manage their activities responsibly regarding quality, safety, human rights protection, anti-bribery, and anti-money laundering, while adopting the United Nations Guiding Principles on Business and Human Rights.

The organization prohibits all forms of violence and harassment (sexual, physical, or emotional), whether direct or indirect, by its employees.

Every employee, officer, and manager in the organization is responsible for carrying out assigned duties and requirements and is accountable for quality, safety, human rights protection, anti-bribery, and anti-money laundering during work.

The organization shall communicate its policy to all people working for or on its behalf and to all stakeholders and shall support the adoption of its policy principles by subcontractors and suppliers providing goods and/or services.

The organization operates and shall continue to operate in accordance with principles of equal opportunity, prohibition of child labor, prohibition of forced labor, prevention of discrimination of any kind, and commitment to the protection of human rights.

The organization prohibits all employees and agents/representatives acting on their behalf from accepting bribes in all its activities and business dealings. It should provide protection for employees reporting bribery incidents and/or refusing to participate in bribery acts (including facilitation payments), should not penalize them, and should impose sanctions on employees violating this principle.

The organization prohibits money laundering, implements appropriate control mechanisms accordingly, and imposes sanctions for violations of this prohibition.

The organization applies the KYC (Know Your Counterparty) approach before entering business engagements or collaborations.

The organization allows and shall continue to allow employees the freedom to join labor organizations according to their wishes, establish labor organizations together with others, and, conversely, shall respect the right of employees who choose not to join such organizations.

The organization shall foster openness and dialogue with employees, stakeholders, and the public, while listening to all issues that may concern them regarding improvement of quality processes, potential hazards, impacts of activities and/or work, and shall provide appropriate responses to inquiries.

The organization shall continue to improve its programs and performance as part of its commitment to continual improvement and its responsibility toward employees, while undertaking to operate in accordance with all applicable laws, regulations, and other requirements.

The organization shall remain accessible to the public regarding all matters related to quality, environmental quality and sustainability, occupational health and safety, and ethical issues.

Shlomo Bichachi

Chief Executive Officer

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