

DEXEL SA is part of the global community and as such strives to act as a responsible corporate citizen and to conduct its business in keeping with the protection of the environment and the sustainable use of natural resources.

Given the nature of its products and services, DEXEL SA is not directly involved in fields which have a significant impact on the environment. However, the company does use renewable and non-renewable raw materials such as steel, titanium, gold, glass, rubber, and various plastics. Therefore DEXEL SA strives to address environmental issues throughout the supply chain and business activities.

The principles set forth in this Environmental Policy confirm DEXEL SA's commitment to rigorous environmental management, in compliance with national and international environmental management standards and criteria. DEXEL SA therefore requires all employees to contribute to its environmental management efforts by complying with the principles and practices outlined below.

DEXEL SA's Managing Director is responsible for the implementation of this Environmental Policy.

Awareness and Training

DEXEL SA communicates its environmental policy to all employees, suppliers, and other stakeholders.

Site et exploitation

DEXEL SA develops, designs and carries out its activities with due consideration for ecological issues, so as to limit the negative effect on the environment.

Sites

DEXEL SA guarantees that the construction, transformation, modernisation and other work on the equipment is carried out in compliance with local environmental legislation, standards, and regulations, in line with the environmental context.

Water and Energy Management

DEXEL SA monitors the consumption of water, energy, oil, natural resources, and other materials necessary for its operational activities, striving to optimise use and minimise waste, especially for heating, lighting, ventilation, and air conditioning.

Where possible, management and employees responsible for packing and transporting goods will adopt an "energy efficient" strategy by carefully planning, organising and consolidating shipments.

Emissions, effluents

DEXEL SA scrupulously respects the legal environmental standards and regulations specific to the field concerning pollution control by installing appropriate retention and filtering systems.

In accordance with local regulations and industry best practices, the production site monitors and controls greenhouse gas emissions, emissions of ozone-depleting substances, wastewater flows, and any other such emissions resulting from manufacturing operations.

Waste Recycling

DEXEL SA optimises the collection and recycling of waste materials from the sorting process, paying particular attention to the treatment of hazardous materials. Wherever possible, materials are recycled.

Suppliers and other Stakeholders

DEXEL SA encourages its suppliers to adhere to the principles set forth in this Environmental Policy.

No “Dirty Gold” Procurement

DEXEL SA adheres to the principles of responsible gold procurement. Within the limits of its current corporate practice, DEXEL SA requires its suppliers to guarantee, as far as possible, that the extraction method of the gold supplied respects human and labour rights and does not harm the environment, either directly or as a result of subsequent pollution caused by leakage of chemical substances.

For internal manufacturing operations involving precious metals, DEXEL SA acts in strict compliance with local laws and regulations and strives to apply industry best practices when handling these materials.

Precautionary Principle

DEXEL SA endeavours to make all necessary adjustments to the design, manufacture or use of products or services in accordance with the latest scientific and technical knowledge, in order to avoid any adverse effects on health, safety or the environment arising from the manufacturing processes of the products or the products themselves.

Monitoring, Evaluation and Compliance

DEXEL SA regularly monitors its production performance with regard to this Policy.

Any existing or potential discrepancies between current operations and the requirements set forth in this Environmental Policy will be evaluated and reported with appropriate corrective action plans.

Any material non-compliance with this Policy should be reported. To enable rapid assessment and appropriate corrective action, the source cannot remain anonymous. However, the independence of the internal audit function guarantees the protection and confidentiality of the individual and of the information provided.

Regular Updates

This Environmental Policy is reviewed and updated as necessary to reflect new requirements for responsible environmental management as they emerge.

Discrimination

Dexel SA does not tolerate or practise any form of discrimination in the workplace with respect to hiring, job retention, wages, overtime, access to training, professional development, promotion, termination of contract and retirement. This includes any discrimination on the basis of race, colour, ethnicity, caste, origin, nationality, religion, disability, genetics, gender, sexual orientation, union or political affiliation, marital or parental status, pregnancy, physical appearance, HIV status, age or any other personal characteristic which is not relevant to the demands of the role. Members shall ensure that all individuals capable of working shall benefit from equal opportunities and shall not face discrimination on the basis of factors not relating to their ability to complete their tasks.

Besides protecting life, health, physical or moral integrity, honour, privacy, freedom of expression or personal details, the employer shall also protect the character of employees against any attack which may occur at the workplace.

Equality

Dexel SA is firmly committed to equality in the workplace. Employees are not disadvantaged in any way, either directly or indirectly, on the basis of their gender.

Harassment

The employer shall ensure in particular that employees are not harassed morally, professionally (bullying/mobbing) or sexually. He or she shall take such appropriate steps as experience recommends in the circumstances and as may reasonably be required to prevent or terminate such acts. Any employees who consider themselves victims of harassment or bullying/mobbing can contact Human Resources, their superior or any other trusted confidante in confidence.

Procedure for Managing Grievances

In the event of any conflict arising which cannot be resolved internally, the company will engage an external mediator. This mediator or professional coach can intervene on an individual or team level to find a way to end the conflict.

Non-Retaliation

Employees acting alone or in groups are free to raise grievances without being penalised or experiencing any retaliation if reports are made in good faith. The employer is not permitted to terminate an employment contract on this basis.

Freedom of Association

Every employee is free to join or not join an association or a union, without any repercussions on their employment relationship.

1. DEXEL SA is a company that specializes in the manufacture of high-end watch components (clasps, deployment buckles, cases and bracelets). This policy confirms DEXEL's commitment to respect human rights, avoid contributing to the finance of conflict and comply with all relevant UN sanctions, resolutions and laws.
2. DEXEL is a certified member of the Responsible Jewellery Council (RJC). As such, we commit to proving, through independent third-party verification, that we:
 - a. respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Fundamental Rights at Work;
 - b. do not engage in or tolerate bribery, corruption, money laundering or finance of terrorism;
 - c. support transparency of government payments and rights-compatible security forces in the extractives industry;
 - d. do not provide direct or indirect support to illegal armed groups; and
 - e. enable stakeholders to voice concerns about the jewellery supply chain.
 - f. are implementing the OECD 5-Step framework as a management process for risk based due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.
3. We also commit to using our influence to prevent abuses by others. DEXEL SA is authorized to request information from its suppliers regarding compliance with the terms of this model policy. Where necessary, DEXEL SA may require a supplier to provide evidence of compliance with this policy by requesting certification from an independent organization. DEXEL SA has the right to have products and materials verified by independent organizations to determine if suppliers are complying with the terms of this model supplier policy. DEXEL SA is authorized to visit the suppliers' production sites and those of their subcontractors and suppliers to see if the conditions of the model supplier policy are being met.
4. **Regarding serious abuses associated with the extraction, transport or trade of diamonds/coloured gemstones**

We will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

 - a. torture, cruel, inhuman and degrading treatment;
 - b. forced or compulsory labour;
 - c. the worst forms of child labour;
 - d. human rights violations and abuses; or
 - e. war crimes, violations of international humanitarian law, crimes against humanity or genocide.
5. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described in 4 or are sourcing from, or linked to, any party committing these abuses.
6. **Regarding direct or indirect support to non-state armed groups**

We only sell or purchase diamonds/coloured gemstones that are fully compliant with the Kimberley Process Certification Scheme and, as such, will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring diamonds/coloured gemstones from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:

 - a. control mine sites, transportation routes, points where diamonds/coloured gemstones are traded and upstream actors in the supply chain; or
 - b. tax or extort money or diamonds/coloured gemstones at mine sites, along transportation routes or at points where diamonds/coloured gemstones are traded, or from intermediaries, export companies or international traders.

7. We will immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups as described in paragraph 6.

8. Regarding public or private security forces

We affirm that the role of public or private security forces is to provide security to workers, facilities, equipment and property in accordance with the rule of law, including law that guarantees human rights. We will not provide direct or indirect support to public or private security forces that commit abuses described in paragraph 4 or that act illegally as described in paragraph 6.

9. Regarding bribery and fraudulent misrepresentation of the origin of diamonds/coloured gemstones

We will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of diamonds/coloured gemstones, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of diamonds.

10. Regarding money laundering

We will support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport or export of diamonds/coloured gemstones.

Date of effect : Bienne, the 01.01.2023