

CHRISTIAN BERNARD GROUP

A Responsible Business

Code of Ethics

A world leader in the jewellery and watch sector, our Group has founded its success upon the respect of positive, collective values.

Motivated by our desire to be the best in the field, these values are our driving force and have enabled us to build strong, long-term relationships with our business partners since our beginnings in 1973.

As noble craftsmen and representatives of renowned brand names, we have always applied ourselves to creating dreams through a tradition of beauty and through the irreproachable quality of our products.

Extending beyond our products, this demand for perfection points us relentlessly towards efficiency and professionalism, as we respect to the utmost our commitments to our employees, suppliers and customers.

It is this forward-looking, pioneering spirit that has shaped our intention to establish a responsible business model.

This Company Code should be a daily reference for each member of the Group and is to be observed in all business practices.

A MODEL FOR HUMAN SUCCESS

The Christian Bernard Group has always endeavoured to create a stimulating, respectful working environment that fosters the development of individual and group expertise, through the personal fulfilment of its staff.

A model for personal success also implies:

*The intrinsic right to practice one's craft and to grow within the organization.
A duty to contribute to the development of the Group through personal effort, individual talents and team spirit.*

Respect of fundamental values

The Company tolerates no discrimination.

Employees shall demonstrate respect and courtesy towards each other.

The Company respects its employees' right to privacy and will never interfere with their private lives.

Training and promotion opportunities

The Christian Bernard Group is keen to see its employees develop within the company and offers:

- the possibility for staff to develop their abilities through training;
- the opportunity for advancement within the organisation according to openings and individual performance.

Commitment and team spirit

The Group expects that our employees will apply their expertise in a joint spirit of solidarity and work towards the success of the Company.

As representatives of the Group, its image and its values, all employees will conduct themselves with dignity in their work.

A MODEL FOR ETHICAL SUCCESS

Company development, respect of moral values and adherence to international laws

Compliance with laws

We uphold the current laws and ordinances in the countries where we do business.

Our practices are in line with **International Labour Organisation** conventions, particularly with regard to worker's protection, and we give special consideration to the health and safety of our employees. We also respect the laws established to fight against corruption and those banning child and forced labour.

We have developed technological solutions for the handling of raw materials in our production units, so as to **safeguard the environment**.

Responsible Jewellery

As a signatory to the *Charte éthique de la Bijouterie-Joaillerie-Horlogerie** and by its membership of the *Council for Responsible Jewellery Practices***, the Group is proud to demonstrate its commitment to respecting the ethical rules defined by our profession, both in France and around the world. In so doing, the company has chosen to impose these rules of conduct on itself and undertakes to ensure that this same responsible conduct is practiced among its external partners.

** Charter of the Conseil Interprofessionnel de la Bijouterie et de l'Horlogerie in France.*

Integrity and reliability are key criteria in selecting our partners and suppliers in order to guarantee products with an 'ethical label' that conforms to our values.

Neutrality and Independence

Political affiliations and religious beliefs are not discussed within the Group. Such subjects are considered private matters which have no place within the business environment.

The Group makes no financial contributions to political or religious organisations.

Fairness and transparency

We are fair in all our dealings both internally and vis-à-vis our external partners.

We adhere to the internal rules of control implemented to guarantee the transparency and the fairness of the Group's operations.

Confidentiality

We take great care to safeguard the confidentiality of the know-how and internal information upon which the continuity of our Group resides.

Company information released either internally or externally is authorised for communication within a specific context.

Only information destined by the Group for public knowledge may be disclosed outside the business context.

Integrity

Work hours and the use of material belonging to the Group are devoted exclusively to our work for the Company.

We are committed to revealing any conflicts of interests. In this respect, the Group requests the vigilance of all employees in any situation where they may hesitate between personal interests and those of the Group.

Finally, we expect our employees to conduct themselves at all times in a wholly worthy and honest fashion, most especially when entrusted with handling valuable materials.

A MODEL FOR ECONOMIC SUCCESS

The growth of the company depends on the guarantee of quality and creativity for jewellery produced in full respect of our business commitments.

Our decisions and actions are driven at all times by our determination for full customer satisfaction.

Artistry and authorship

The creative force for which we are recognised today is based upon our constant quest for perfection: our designs are innovative and our jewellery has a strong identity; we make objects of beauty, of high-quality, in line with fashion trends.

Our products are original creations and are registered to guarantee our customers exclusivity and to prevent copies appearing on the market.

Know-how and innovation

Our name is synonymous with know-how: a constant guarantee of quality for our customers.

We have perfected the noble artisanal techniques of jewellery and watch making, and the Group is committed to perpetuating these traditions.

In parallel, we are constantly developing new techniques and methods of working with a view to creating new products and anticipating our customers' desires.

We strive constantly to improve the quality and efficiency of our products and services.

Performance and growth

Our talent, knowledge and expertise, our resources and our culture are committed to the growth and continuity of the Group.

Such future growth necessarily involves delivering high quality performance on both operational and financial fronts.

It is only by respecting our commitments and our values that our objectives will be achieved.