

Corporate *Social*  
*Responsibility*  
Policy

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RUBEL  MIENASCHÉ

Rubel & Ménasché is a Maison with a family spirit, and a responsible player in the diamond and fine jewellery industry that stands out through its quest for excellence.

At Rubel & Ménasché, our approach to corporate social responsibility is rooted in our history and in the way we work with all our stakeholders. Our Maison policy is based on four of the United Nations Sustainable Development Goals (SDGs) and is defined around three broad pillars, described below

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## **Our *ambition***

Rubel & Méнасché is reinventing the world of fine jewellery with energy and passion by promoting the emergence of innovative and lasting synergies.

## **How we work *with our stakeholders***

Because we believe that by meeting challenges together, we generate energy and passion, we support the most daring projects by building on our diamond excellence and our "tailor-made" approach, which we adapt to our Customers and Suppliers.

## **Our priority United Nations *Sustainable Development Goals***

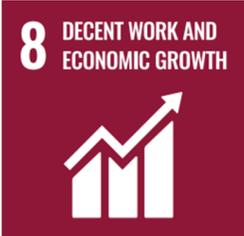
Launched in 2015, the United Nations Sustainable Development Goals are an urgent call for action by all countries—both developed and developing—in a global partnership from now until 2030. They acknowledge that eliminating poverty and other deprivations must go along with strategies to improve health and education, reduce inequalities and stimulate economic growth, all whilst fighting to prevent climate change and striving to preserve our oceans and our forests.

It is important that the undertakings made by Rubel & Méнасché are measurable and efficient.

This has led to a real shared path for sustainable development and Corporate Social Responsibility (CSR).

CSR is defined in seven fields: responsible governance, human rights, relations and working conditions, the environment, business ethics, respect for customers and consumers, and local communities.

Due to its history and ambition, Rubel & Ménasché identifies with and is making its greatest efforts on four of the 17 United Nations Goals as a priority:

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|  <p>The Maison works to apply these principles to the diamond industry, to its value chain.</p> |  <p>Through its collaboration with industry regulators, such as the Responsible Jewellery Council for example, and rigorous enforcement of its rules.</p> |  <p>By continuing our actions with our employees in-house (pillar 2 of our undertakings below) and by guiding the approaches of our partners in France and abroad. Rubel &amp; Ménasché focuses in particular on the good health and well-being of people, their access to quality training and equality between women and men, without discrimination.</p> |  <p>This goal resonates very strongly with the Maison's ambition to foster innovative and lasting synergies with different communities.</p> |
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**Our key *commitment***

Rubel & Ménasché is committed to ensuring transparency in the diamond industry.

**Our *three pillars* of corporate responsibility**

Pillar 1 : Rubel & Ménasché undertakes to reveal the history of its diamonds

As a major player in the diamond industry, Rubel & Ménasché is a driving force across the value chain in terms of ethics, traceability and transparency. This commitment inspires and guides our procurement policy.

### **Pillar 2 : Rubel & Ménasché is committed to setting an example**

Rubel & Ménasché adopts participatory ways of working and innovative practices, on both environmental and social levels, to retain the commitment and loyalty of our employees.

On the environmental front, we are committed to reviewing our practices with the goal of minimizing our carbon, digital, and physical footprints for the sake of the planet.

### **Pillar 3 : Rubel & Ménasché undertakes to share its passion and to reinvent the world of fine jewellery**

At Rubel & Ménasché we stimulate creativity and 'co-building' in all our business lines.

The future of fine jewellery is shaped by the soul of its craftspeople who pass on their know-how from one generation to the next, combining the heritage of knowledge, authenticity and permanent innovation.

In this way, Rubel & Ménasché draws on its corporate responsibility policy to define its strategy every year.

A short, medium and long-term action plan is formulated and reviewed annually.

Quantifiable targets are associated with it and measured to make this ambition a reality and to ensure the optimal effectiveness of our commitment.