

Due Diligence Report for the Financial Year 2024-2025

Our Tradition, Our Quality Standards, and the Trust of Our Customers

Our tradition, our quality standards, and the trust of our customers demand a high sense of responsibility for the people involved in the production process, for the environment, and for social issues. These aspects are not only important to us. Only their actual respect embodies the true magic of our gemstones.

Constantin Wild – Committed to People

The beauty of wonderful gemstones is only valuable in a fair world. We believe that the international trade in gemstones can help to improve the living conditions of people in the countries of origin. But we also know and see the risks involved.

Our responsibility is therefore not limited to ensuring optimal working conditions for our own employees. We want to do all we can to ensure that everyone involved in the production of our gemstones receives a fair share of the value added.

That is why we promote the protection of workers' rights with our suppliers and demand that they create optimal working conditions. In particular, we are firmly opposed to child labour and exploitation in any form. Through internal compliance, we strive to ensure compliance with international trade restrictions and take care to exclude trade in conflict minerals.

We want our gemstones not only to sparkle. We also want to pass them on to people who can enjoy them with a clear conscience.

Constantin Wild – Focus on the Environment

Our gemstones embody the beauty and diversity of our world. Their origins in the earth, created by the elements, remind us every day of the importance of preserving nature and our livelihoods.

To ensure that future generations can experience the richness of our planet and the magic of the gemstone world, we are committed to sustainable and environmentally responsible practices, from prospecting to processing to final cutting.

We ensure, to the best of our knowledge, that all our gemstones come from officially licensed mines and have been mined in accordance with national and international environmental regulations.

We obtain confirmation from our suppliers that the gemstones are processed in an environmentally friendly manner and that the treatment methods are labelled in accordance with ICA and CIBJO specifications. Through agreements with our suppliers, we strive to ensure that our gemstones are fully traceable from the mine of origin to our customers.

Constantin Wild – Responsible to Society

Gemstones should be among the most beautiful things in life. Their brilliance should not be obscured by dark shadows.

That is why it is so important to us that our gemstones meet our high standards of business integrity, beyond their provenance. We require our suppliers to comply with national and international legislation and to actively combat corruption and money laundering.

Thanks to our excellent network in the jewellery and gemstone industry and the qualifications of our employees, we are able to reliably assess the integrity of our business partners, identify dubious business practices and protect ourselves from such practices in the interests of our customers.

In particular, our business relationships with our suppliers, often built up over generations, help us to do this.

Constantin Wild – Quality and Trust by Tradition

Exceptional quality - this is what our 175-year-old company stands for. Exclusive gemstones of the highest quality are at the heart of our business.

Our customers rightly have high expectations of us and our gemstones. We meet these expectations with the dedication of our skilled employees and our internal quality management system, which

begins with the selection of our suppliers. Compliance with industry standards is a matter of course for us.

The value of gemstones is based on trust - trust in the properties of the stone, trust in its origin. As a small, exclusive and owner-managed company, we often know our suppliers personally and over a long period of time.

Our clients benefit from these relationships. With us, you don't trust just any company. You trust Constantin Wild.

Constantin Wild stands for more than just beautiful gemstones. Trust, quality and responsibility for society, the environment and our fellow human beings give our customers the good feeling that they are getting real, beautiful and good gemstones from us in every respect.

Responsible Jewellery Council (RJC)

In line with our principles, we have been a member of the Responsible Jewellery Council since 2021.

With its COP (Code of Practices) and CoC (Chain of Custody) standards, the Responsible Jewellery Council promotes sustainable, responsible, ethical business practices and transparent supply chains in the global supply of gold, platinum group metals, silver, diamonds and coloured gemstones.

Mine operators, smelters, refiners, diamond traders, cutters and polishers, jewellery manufacturers and retailers participating in the initiative are committed to preventing corruption, money laundering and the financing of conflict and terrorism. They will ensure healthy and safe working conditions.

They also aim to conserve natural resources and uphold human rights. The standards for companies in the coloured gemstone supply chain include public reporting on due diligence in line with the OECD Due Diligence Guidance.

Company and Supply Chain Policy

The company and supply chain policy – based on the OECD guidelines – can be viewed on our website and is communicated via direct letters.

Management Structure and Responsibilities

Internal management structures for a system of due diligence, controls and transparency in the supply chain (including traceability/identification of other parties involved) have been established and responsibilities have been defined.

The due diligence process has been described in the manual and the responsible employees have been appointed.

Internal Control System

This system is reviewed annually and adjusted as necessary. The core elements are:

- Identification of the supplier and the origin of the material through supplier declaration and external material audit.
- Identification and assessment of risks along the supply chain.

Identification and Assessment of Risks Along the Supply Chain

The review of risks along the supply chain is carried out in accordance with the OECD Due Diligence Guidance.

Materials and suppliers are screened to ensure that they do not contribute directly or indirectly (e.g. through stakeholder financing/money laundering) to conflicts or their negative impacts, such as insecurity, widespread violence, human rights abuses and violations of national or international law.

Where risks/violations are identified, action must be taken to avoid or mitigate the risks. Depending on the assessment of the risk and the success of the measures taken, business relationships may, in the worst case, be terminated.

Compliance with our Supply Chain Policy and Guidelines is mandatory for our business partners. They are communicated through direct letters.

Review and System Improvement

The review of new customers/suppliers was carried out in accordance with our established policies and procedures. No red flags were identified in the reviews during the period and therefore no risk mitigation or avoidance actions were required.

All employees are encouraged to contribute to our system and report any identified improvements to management. We continue to use the RJC Human Rights Due Diligence Toolkit and update it annually.

Idar-Oberstein, 29.11.2024

Constantin Wild GmbH & Co KG

Constantin Wild (Managing Director)