

# FREDERICK GOLDMAN INC.

## Frederick Goldman, Inc. Human Rights Policy

Respecting human rights is core value of Frederick Goldman, Inc. in all countries in which we operate, regardless of local laws or customs. We are committed to ensuring our people are treated with respect and dignity. We are committed to identifying, preventing and mitigating adverse human rights resulting from, or caused by, our business activities.


The Human Rights Policy pertains to Frederick Goldman, Inc., the entities we own and the facilities we manage. We are committed to working with our vendors to abide by the principles of this policy and to adopt similar policies in their own businesses. In addition, we are committed to advancing responsible business practices from sourcing of gemstones, precious metals and other materials to creating, labeling, selling and marketing our products.

We recognize the impact we have on the communities in which we operate. We engage stakeholders to ensure we are listening to their perspectives and taking into account their views.

We value diversity of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, creed, sex, color, national origin, religion, age, disability, sexual orientation or other status protected by law.

We respect our employees' rights to join, form or not join a labor union, without fear of reprisal, intimidation or harassment. We prohibit any forced labor, indentured labor, bonded labor, slave labor or any form of human trafficking. In addition, we prohibit the hiring of individuals that are under the age of 18. We compensate employees competitively to our industry and local labor markets. We are compliant with applicable wage, work hours, overtime and benefit laws. We are committed to supporting charitable endeavors and as an organization raise funds to help children in need.

Frederick Goldman believes that great people make great product and a great company. For people to be great, they need an environment where they can be expressive and creative. Our Human Rights Policy supports our drive to be great.

  
Carl Ferrari, Chief Financial Officer

1/2/2024  
Date