



Carrera Casting Corp.

64 West 48th Street | 2nd Floor

New York, NY 10036-1708

Phone: (800)360-2339 | (212)869-8762 | Fax: (212)768-9124

CARRERA CASTING HUMAN RIGHTS POLICY

Our Commitment

Carrera Casting has been serving the casting needs of the jewelry industry for 50 years. Established in 1975 and proudly operating from the same Midtown Manhattan location, Carrera Casting is a premier contract jewelry caster with over 40 proprietary metal alloys. We specialize solely in contract casting—meaning all designs, from CAD files to waxes and molds, remain the exclusive property of our clients.

With a reputation built on quality, trust, and confidentiality, we combine decades of experience with cutting-edge casting and 3D technology. Our award-winning CAD team and modern facility enable us to meet the unique needs of each customer. Educational institutions like FIT and GIA frequently tour our shop, reflecting our role in connecting industry tradition with future innovation.

Carrera Casting remains committed to craftsmanship, integrity, and customer service.

At Carrera Casting we recognize our responsibility to uphold and promote human rights across all facets of our operations. We commit to respect the Human Rights of both our employees and contractors and those we affect indirectly through our business operations.

This Human Right policy is endorsed by Owen Schwartz, President, Carrera Castings

This policy is available on our website.



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Foundational Principles

We are firmly committed to upholding internationally recognized human rights throughout our operations and supply chains both internal and external to the extent possible. This policy is guided by:

- The UN Guiding Principles on Business and Human Rights
- The Universal Declaration of Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work

These global standards form the foundation of our approach to upholding human rights.

What Human Rights Mean to Us?

Human rights are fundamental freedoms and entitlements belonging to all individuals, regardless of background, race, gender, or belief. These rights encompass civil, political, economic, social, and cultural dimensions.

Scope of the Policy

This policy defines the principles and expectations that guide our actions. We are committed to implementing it across all levels of the company in partnership with our:

- Employees
- Contractors
- Business partners



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We strive to identify, prevent, and mitigate actual or potential negative human rights impacts resulting from our operations or business relationships and we are committed to use our influence to prevent abuses by others where we are able.

Employment and Human Rights

We adhere to the following key provisions as laid out in the International Labour Organizations's (ILO) Declaration on fundamental Principles and Rights at work.

- Employment must be freely chosen: We strictly prohibit all forms of forced labor.
 - Freedom of association and the right to collective bargaining are respected: We respect the rights of employees to associate freely
 - Working conditions must be safe and hygienic: We are committed to providing a safe and healthy working environment.
 - Child labor is strictly prohibited.
 - Living wages are paid: We ensure fair compensation and compliance with applicable wage, work hour, and overtime laws.
 - Working hours are not excessive. We are committed to ensuring that all employees work under fair conditions, including reasonable working hours in compliance with local laws and that overtime is voluntary.
 - Discrimination in any form is not tolerated. We promote equality and prohibit discrimination based on race, color, gender, age, religion, ethnicity, disability, sexual orientation, or any other characteristic.
 - Regular employment is provided where possible.
 - Harsh, inhumane, or degrading treatment is never acceptable. We strive to protect the fundamental human rights of dignity, respect, and protection from abuse or mistreatment.
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Implementation and Oversight

We are committed to integrating Human Rights considerations into our day to day operations, business planning and decision making processes as outlined below.

- Policy integration on Human Rights and the cascading of this to our employees, contractors, suppliers and other stakeholders
- Embedding codes of conduct in alignment with salient human rights into our internal procedures.
- Conducting Human Rights risk assessments (to the extent possible) to guide us in our internal decision making and business relationships.
- Provide training and awareness, where applicable for our employees and contractors.
- Provide an accessible and confidential grievance mechanism
- Conduct ongoing due diligence to identify red flags and prevent and/or mitigate risks.
- Be transparent in our communication with stakeholders through publicly available policies.

We recognize that our responsibility to respect human rights extends beyond our own operations to the activities of our business partners. To address human rights risks posed by our business partners, we commit to the following:

We expect our business partners to uphold the principles of internationally recognized human rights, including those outlined in the UN Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organizations's (ILO) Declaration on Fundamental Principles and Rights at Work. To this end we will:

- Share our Responsible Business Practices Policy, Human Rights Policy and Supply Chain policy with our suppliers and significant business partners.
- Make these policies publicly available
- Make available publicly our Grievance mechanism with our suppliers and significant business partners.



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- Through our due diligence process identify risks associated with our business partners through risk assessments, where applicable, and depending on the risk level take the appropriate action.

Review Process

This policy will be reviewed annually to ensure it remains relevant and effective in addressing evolving Human Rights risks and changes in our business operations.

Paul Hoffner, Operations Manager is responsible for:

- This Human Rights policy, compliance and the annual review
- The implementation of our Human Rights due diligence process and assessment of risks.
- Communicating this policy to all employees and contractors, ensuring it is clearly understood.
- Providing clear information about our grievance mechanism, enabling both internal and external stakeholders to raise concerns or potential human rights risks.
- Annual reporting of our Human Rights due diligence.

Signed:

Name: Owen Schwartz

Title: President, Carrera Casting Corp.

Effective Date: June 2nd, 2025

Last Reviewed Date: June 2nd, 2025