



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

RESPONSIBLE BUSINESS PRACTICES POLICY

At Carrera Casting, we are committed to conducting our business with the highest standards of social and environmental responsibility. This Responsible Business Practices Policy reflects our dedication to ethical operations and provides guidance for employees, contractors and stakeholders to help uphold our values and promote responsible business practices. Further, this overarching policy serves as our commitment to operate in accordance with the Responsible Jewellers Council Codes of Practice.

This Responsible Business Practices policy is endorsed by Owen Schwartz, President, Carrera Castings

This policy is available on our website.

Ethical Conduct

We uphold the highest standards of ethical behavior and respect for all employees, contractors and stakeholders. To support this, we communicate our ethical guidelines to all employees, contractors and stakeholders.

Human Rights

We are committed to upholding internationally recognized human rights across all areas of our operations and supply chain. We are particularly vigilant in preventing salient human rights. Our dedicated Human Rights Policy details our unwavering commitment to upholding human rights.



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Supply Chain Responsibility

We assess our suppliers to ensure ethical and responsible conduct to the extent possible. Our approach includes setting clear expectations for responsible sourcing and performing annual risk assessments to monitor and enforce compliance with our ethical standards. Our dedicated Supply Chain Policy details our commitment to ethical and responsible practices throughout our supply chain

Diversity, Equity and Inclusion

We are committed to fostering a diverse and inclusive workplace that is free from discrimination and harassment. We ensure equal opportunities and treat all employees with respect and fairness.

Fair Labor Practices and Safe Working Environments

We comply with all applicable labor laws and regulations and we are dedicated to fair labor practices and providing a safe and healthy work environment for all employees.

Environmental Stewardship

We strive to minimize our environmental impact by improving energy efficiency, and reducing waste, energy use, and emissions across our operations.

Social Responsibility

We actively support community engagement and charitable initiatives. This includes ongoing support for organizations such as: WJA, MJSA, JBT, Jewelers Mutual, 24Karat Club.

Anti-Corruption Policies

We have robust anti-bribery and anti-corruption policies and we maintain a confidential grievance mechanism for reporting any suspicious behavior. We also adhere to Anti-Money Laundering (AML) best practices.



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Customer Satisfaction

We are dedicated to conducting business ethically, addressing customer concerns quickly and transparently, and maintaining high standards of product and service quality to ensure customer satisfaction.

Transparency and Accountability

We are committed to open, honest communication with all our stakeholders. We actively encourage and value feedback from all stakeholders

Continuous Improvement

We continuously evaluate and enhance our responsible business practices to ensure they evolve with changes in our organization and the wider social and economic landscape, driving ongoing improvement.

Review

Paul Hoffner, Operations Manager is responsible for overseeing this policy.

This policy will be reviewed annually to ensure its continued relevance and effectiveness.

Signed:

Name: Owen Schwartz.

Title: President, Carrera Casting, Corp.

Last Review Date: June 2nd, 2025