

A.GUL KG

Diamonds

since 1967

Corporate Policy for A. Gul KG

- 1. Mission Statement:** At A. Gul KG, our mission is to provide exceptional products and services to our customers while maintaining the highest standards of integrity, professionalism, and social responsibility.
- 2. Code of Conduct:**
 - Integrity: We conduct all business with honesty, fairness, and transparency.
 - Compliance: We comply with all applicable laws, regulations, and corporate policies.
 - Respect: We treat all individuals with dignity and respect, fostering a diverse and inclusive workplace.
 - Confidentiality: We protect sensitive information and respect the confidentiality of our customers, partners, and employees.
 - Conflict of Interest: We avoid situations that may create a conflict between personal interests and the interests of the company.
 - Environmental Responsibility: We are committed to minimizing our environmental impact and promoting sustainable practices.
- 3. Employee Policies:**
 - Equal Employment Opportunity: We provide equal employment opportunities to all employees and applicants regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected status.
 - Health and Safety: We prioritize the health and safety of our employees by providing a safe working environment and promoting wellness programs.
 - Professional Development: We support the continuous learning and development of our employees through training programs, mentorship, and career advancement opportunities.
 - Work-Life Balance: We promote a healthy work-life balance by offering flexible work arrangements and time-off policies.
- 4. Customer Policies:**
 - Quality Assurance: We are committed to delivering high-quality products and services that meet or exceed customer expectations.

Es gelten ausschließlich unsere **Geschäftsbedingungen**, die Sie unter www.gul.de/de/agb finden und welche wir Ihnen auf Wunsch gerne zusenden.

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**WORLD
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COUNCIL**



- **Customer Satisfaction:** We prioritize customer satisfaction by listening to feedback, addressing concerns promptly, and continuously improving our products and services.
- **Data Privacy:** We respect the privacy of our customers' data and adhere to strict data protection regulations.

5. Supplier and Partner Policies:

- **Fair and Ethical Practices:** We conduct business with suppliers and partners who share our commitment to ethical behavior, fair labor practices, and environmental sustainability.
- **Collaboration:** We foster open communication and collaboration with our suppliers and partners to achieve mutual success.
- **Compliance:** We expect our suppliers and partners to comply with all applicable laws, regulations, and industry standards.

6. Corporate Governance:

- **Board of Directors:** We have a responsible and diverse board of directors that provides oversight and guidance to ensure the long-term success of the company.
- **Transparency:** We maintain transparent communication with shareholders and stakeholders, providing regular updates on company performance and initiatives.
- **Accountability:** We hold ourselves accountable to the highest standards of corporate governance, including integrity, transparency, and accountability.

7. Community Engagement:

- **Corporate Citizenship:** We are committed to being good corporate citizens by actively participating in and giving back to the communities where we operate.
- **Social Responsibility:** We support social causes and initiatives that align with our values, contributing to the betterment of society.

8. Risk Management:

- **Risk Assessment:** We regularly assess and manage risks to the business, implementing strategies to mitigate potential threats and capitalize on opportunities.
- **Business Continuity:** We have plans in place to ensure business continuity in the event of unforeseen circumstances or emergencies.

9. Communication and Reporting:

- **Open Communication:** We promote open and transparent communication at all levels of the organization, encouraging feedback and dialogue.

- Reporting: We provide regular and accurate reporting on company performance, financial results, and other key metrics to stakeholders.

10. Enforcement and Compliance:

- Accountability: Violations of corporate policies will be addressed promptly and appropriately, with disciplinary action taken as necessary.
- Whistleblower Protection: We provide mechanisms for employees to report concerns or violations anonymously, ensuring protection from retaliation.

This corporate policy serves as a framework for guiding the actions and decisions of all employees, partners, and stakeholders of A. Gul KG. It reflects our commitment to operating with integrity, excellence, and social responsibility in all aspects of our business.

