



L'ATELIER DE BENOIT

GENÈVE

Grievance mechanism

L'Atelier de Benoit has established this grievance procedure to hear concerns about circumstances regarding:

- The supply chain involving metal, diamonds & colored gemstones from conflict-affected and high-risk areas;
- Human rights;
- Working conditions;
- Environment;
- Information on products and services supplied by the company ; Segregation and traceability of CoC materials and products.

Axelle Loichot is responsible for implementing and reviewing this procedure.

Concerns can be raised by interested parties via email or telephone to:
[Axelle Loichot, +41 78 225 01 60, axelle.loichot@latelierdebenoit.com](mailto:axelle.loichot@latelierdebenoit.com)

On receiving a complaint, we will aim to:

- Get an accurate report of the complaint.
- Explain our complaint procedure.
- Find out how the complainant would like it addressed/ resolved.
- Assess the eligibility of the complaint and, where applicable, decide who should handle it internally. In cases where we are unable to address the complaint internally (e.g. where our company is too far removed from the origin of the issue raised in the complaint), we may redirect it to a more appropriate entity or institution, such as the relevant supplier or industry body.
- Where the issue can be handled internally, seek further information where possible and appropriate.
- Identify any actions we should take including hearing from all parties concerned, and monitoring the situation.
- Advise the complainant of our decisions or outcomes.
- Keep records on complaints received and the internal process followed, for at least five years.

Date of effect: October, 11th 2021

Signed/endorsed:

Axelle Loichot