

Responsible business policy

Introduction

GT Cadrans aligns its commercial strategy with a comprehensive responsibility approach, encompassing ethical, social, and environmental dimensions.

As such, the company is committed to sourcing rare minerals responsibly, producing in a way that respects both the environment and its employees, maintaining transparent and fair business relationships, and regularly monitoring its actions to build a sustainable and respectful industry.

1. Responsibility in sourcing rare minerals

The company understands that the extraction and trade of rare minerals can have significant impacts on the environment, human rights, and the stability of certain regions. That is why it implements a responsible sourcing approach.

GT Cadrans is committed to:

- Ensuring complete traceability of its raw materials (gold, silver, diamonds, colored gemstones, etc.) from their origin to their use in its products.
- Rejecting all materials originating from conflict zones or irresponsible sources.
- Working only with committed suppliers who adhere to strict criteria regarding working conditions, human rights, and compliance with international laws.
- Regularly monitoring risks related to its supply chain and taking necessary measures in case of issues.

2. Commitment to responsible production

Specializing in the design and manufacture of high-end dials for luxury watches, its workshops prioritize production methods that are environmentally friendly and attentive to the well-being of our employees.

N° PO11B001

Auteur(s) : M. BONNET

Date : 08/20/2025

Révision : 2.0

GT Cadrans is committed to:

- Consuming less energy, water, and raw materials by improving its processes.
- Reducing waste and recycling as much as possible, especially metals and precious materials.
- Ensuring safe and fair working conditions for its employees and promoting their continuous training.

3. Adherence to transparent and fair business practices

GT Cadrans is committed to:

- Establishing relationships with suppliers, clients, and other stakeholders based on trust, fairness, and transparency.
- Ensuring all contracts and commitments are clear, fair, and strictly respected.
- Actively preventing corruption, fraud, and conflicts of interest through internal control mechanisms and a strict code of conduct.
- Prohibiting any form of bribery or undue advantage, whether in the context of business relationships or with public entities. Any attempt or suspicion will be investigated and may lead to internal sanctions or legal action.
- Providing transparent communication regarding its commitments, practices, and results, in a shared responsibility and continuous improvement approach.

4. Implementation and control

This policy applies to all its commercial and purchasing processes, and its RJC manager relies on various tools to ensure the best possible monitoring.

Lonay, Switzerland, 20 august 2025

Mad. Nahid MIAN SHAH
President and Founder



N° PO11B001

Auteur(s) : M. BONNET

Date : 08/20/2025

Révision : 2.0

Responsible business policy

Introduction

GT Applications aligns its commercial strategy with a comprehensive responsibility approach, encompassing ethical, social, and environmental dimensions.

As such, the company is committed to sourcing rare minerals responsibly, producing in a way that respects both the environment and its employees, maintaining transparent and fair business relationships, and regularly monitoring its actions to build a sustainable and respectful industry.

1. Responsibility in sourcing rare minerals

The company understands that the extraction and trade of rare minerals can have significant impacts on the environment, human rights, and the stability of certain regions. That is why it implements a responsible sourcing approach.

GT Applications is committed to:

- Ensuring complete traceability of its raw materials (gold, silver, diamonds, colored gemstones, etc.) from their origin to their use in its products.
- Rejecting all materials originating from conflict zones or irresponsible sources.
- Working only with committed suppliers who adhere to strict criteria regarding working conditions, human rights, and compliance with international laws.
- Regularly monitoring risks related to its supply chain and taking necessary measures in case of issues.

2. Commitment to responsible production

Specialized in the production of appliques, indexes, hands, and other mechanical and micromechanical watch components, its workshops prioritize environmentally friendly production methods and are committed to the well-being of its employees:

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Date : 08/20/2025

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GT Applications is committed to:

- Consuming less energy, water, and raw materials by improving its processes.
- Reducing waste and recycling as much as possible, especially metals and precious materials.
- Ensuring safe and fair working conditions for its employees and promoting their continuous training.

3. Adherence to transparent and fair business practices

GT Applications is committed to:

- Establishing relationships with suppliers, clients, and other stakeholders based on trust, fairness, and transparency.
- Ensuring all contracts and commitments are clear, fair, and strictly respected.
- Actively preventing corruption, fraud, and conflicts of interest through internal control mechanisms and a strict code of conduct.
- Prohibiting any form of bribery or undue advantage, whether in the context of business relationships or with public entities. Any attempt or suspicion will be investigated and may lead to internal sanctions or legal action.
- Providing transparent communication regarding its commitments, practices, and results, in a shared responsibility and continuous improvement approach.

4. Implementation and control

This policy applies to all its commercial and purchasing processes, and its RJC manager relies on various tools to ensure the best possible monitoring.

Lonay, Switzerland, 20 August 2025

Mad. Nahid MIAN SHAH
President and Founder



Responsible business policy

Introduction

Gemmes-Tech aligns its commercial strategy with a comprehensive responsibility approach, encompassing ethical, social, and environmental dimensions.

As such, the company is committed to sourcing rare minerals responsibly, producing in a way that respects both the environment and its employees, maintaining transparent and fair business relationships, and regularly monitoring its actions to build a sustainable and respectful industry.

1. Responsibility in sourcing rare minerals

The company understands that the extraction and trade of rare minerals can have significant impacts on the environment, human rights, and the stability of certain regions. That is why it implements a responsible sourcing approach.

Gemmes-Tech is committed to:

- Ensuring complete traceability of its raw materials (gold, silver, diamonds, colored gemstones, etc...) from their origin to their use in its products.
- Rejecting all materials originating from conflict zones or irresponsible sources.
- Working only with committed suppliers who adhere to strict criteria regarding working conditions, human rights, and compliance with international laws.
- Regularly monitoring risks related to its supply chain and taking necessary measures in case of issues.

2. Commitment to responsible production

Specializing in the sourcing and processing of rare minerals, its workshops prioritize environmentally friendly production methods and are committed to the well-being of our employees.

N° PO11B001

Auteur(s) : M. BONNET

Date : 08/20/2025

Révision : 2.0

Gemmes-Tech is committed to:

- Consuming less energy, water, and raw materials by improving its processes.
- Reducing waste and recycling as much as possible, especially metals and precious materials.
- Ensuring safe and fair working conditions for its employees and promoting their continuous training.

3. Adherence to transparent and fair business practices

Gemmes-Tech is committed to:

- Establishing relationships with suppliers, clients, and other stakeholders based on trust, fairness, and transparency.
- Ensuring all contracts and commitments are clear, fair, and strictly respected.
- Actively preventing corruption, fraud, and conflicts of interest through internal control mechanisms and a strict code of conduct.
- Prohibiting any form of bribery or undue advantage, whether in the context of business relationships or with public entities. Any attempt or suspicion will be investigated and may lead to internal sanctions or legal action.
- Providing transparent communication regarding its commitments, practices, and results, in a shared responsibility and continuous improvement approach.

4. Implementation and control

This policy applies to all its commercial and purchasing processes, and its RJC manager relies on various tools to ensure the best possible monitoring.

Lonay, Switzerland, 20 August 2025

Mad. Nahid MIAN SHAH
President and Founder

