

2023 annual report on responsible business practices

Roche, December 8th, 2023

Commitment

Del West Europe SA (Del West) is a company active in the design, manufacture and sale of components and assemblies for the watch, luxury goods, motorsport and automotive production industries, located in Roche, Switzerland.

We are committed to responsible business practices throughout the value chains to which we contribute.

We are committed to applying and improving our own responsible business practices on a daily basis.

The priority issues we have identified are linked to the sourcing of precious materials that may come from or transit through conflict or high-risk zones (ZCHR), the working conditions of our employees and the preservation of the environment.

In particular, we have decided to join the RJC in 2023 and to certify ourselves with the standards of the Code of Practice (CoP) and the Chain of Custody (CoC) through an external audit in 2024, followed by periodic renewals every 3 years.

Del West has exercised its due diligence regarding the precious metals (and gemstones) supply chain. During the year 2023, the company has not identified any risk of sourcing precious metals (and gemstones) from conflict zones or high-risk areas.

To ensure compliance with the provisions of the CoP, we have set up a management system.

This report summarizes for stakeholders the specific elements of the past year concerning our responsible business practices and the requirements of the RJC CoP.

Business partners

We promote responsible business practices with our direct business partners, suppliers, subcontractors and customers in a variety of ways during our operations.

We ask them to adhere to our code of conduct as a sign of commitment to shared values regarding management practices.

We integrate new partners into the RJC management system.

We collect, maintain and analyze information on our partners in order to identify and respond to potential risks concerning human rights, due diligence, money laundering and the financing of terrorism.

Human rights

Given our commitments, we pay particular attention to respect for human rights in our activities. We have carried out a risk analysis of our internal management practices and have not identified any risks. We are maintaining our focus on this subject to ensure a healthy working environment in which employees can flourish.

As far as our direct business partners are concerned, we have exercised our due diligence with regard to their respect for human rights. We collect various types of information about them, enabling us to carry out a risk analysis of human rights violations.

Given the quality of our partners and their commitments, we have not identified any risk of adverse impact on human rights. We will continue to monitor this subject to complete our knowledge.

Employees

We pay particular attention to our employees, especially with regard to health and safety conditions, exposure to hazardous chemicals and general well-being at work.

We are pursuing the steps we have already taken, and encourage our employees to let us know of any suggestions they may have for reducing potential risks and

Community

Aware of our responsibility as an economic player in the region, we are committed to contributing to the community. This manifests in the recruitment of local employees and the use of local business partners. As opportunities arise, we train employees in our businesses through apprenticeships.

Environnement

In 2023, we reduced our energy consumption by 40% compared with 2022. The installation of photovoltaic panels accounted for 13% of this reduction, and the balance was achieved through a complete review of our production practices, including the following key actions:

- complete mapping of electrical consumers
- installation of monitoring on representative energy consumers
- review loop for indicators, action and weekly follow-up
- complete review of company practices in terms of responsible consumption (machines with no production switched off, even for short periods, limiting weekend production to what is strictly necessary, changing all light fittings in workshops, etc.).

We are pursuing the steps we have already taken, in particular with regard to the careful use of natural resources and energy, waste sorting and recycling, and employee mobility.

In 2023, we will have an external service provider carry out a carbon footprint assessment for the year 2022, in order to establish a basis for measuring the impact of the improvements implemented.

Complaints

We have set up a complaints mechanism for internal and external stakeholders.

We have not received any complaint about our responsible business practices, nor do we have any open complaint.

Goals for next year

In the coming year, we will be passing our certification and keeping our RJC CoP and CoC management system up to date.

In particular, we will be integrating any new business partners, requesting and updating information on them and the corresponding risk analyses.

In 2024, we will launch a study on equal pay and initiate actions that will be validated during our certification by an external body.

We will also draw up and submit our Swiss Triple Impact commitments in 2024.