

Scope and governance

About Tai Ping

Headquartered in Paris (France), with manufacturing partners in China and France, Tai Ping offers a wide range of silver and gold-plated jewelry to wholesalers and retail chains at affordable prices since 1975. To know more about us visit www.tpf.fr

Our vision

Our mission is to offer silver and gold-plated jewelry to wholesalers and retail chains at affordable prices. Our products are beautifully crafted with a contemporary style. We thrive to promote the *Made in France* quality for our gold-plated line.

Our core values

We are driven by the following core values, embedded at the heart of our business philosophy:

Partnership & loyalty: we seek out long-term relationships with our customers, our shareholders, our team, our suppliers & partners and our community, towards mutually beneficial partnerships.

Quality: we are committed to achieve total customer satisfaction in offering products of the highest standards.

Integrity & ethics: we operate to the highest international standards of ethics and corporate responsibility and we seek out continuous improvement of our environmental and social performance

Environmental charter

Commitment

Tai Ping's identity and values are rooted in respect for the environment. This respect is reflected in the high degree of professionalism, energy and passion shown daily by our partners, employees and associates.

Tai Ping's management, its CSR committee monitor our company's activities and partnerships to ensure they comply with this commitment.

At all levels of our decision making and execution process we ensure that we:

- take into account the direct and indirect impact of our activities on the environment.
- respect and abide by the applicable environmental laws and regulations.
- define appropriate organization and responsibilities aligned with our stakeholders' expectations.
- mobilize each partner, employee and associate to meet or exceed these expectations.

Understanding

Tai Ping observes key environmental trends and actively seeks out the best eco-responsible solutions which have a positive impact on the environment and local communities.

We thrive to minimize the environmental impact of our activities in view of preserving resources and their natural balance.

We measure and monitor our environmental performance and that of our partners through the following actions:

- environmental monitoring and analysis
- risk prevention
- willingness to listen

Know-how

We are also committed to developing know-how to improve quality and safety, in the responsible sourcing of materials, as well as recovery and recycling of materials, and in limiting the use of natural

resources (energy, raw materials, packaging), promoting eco-efficiency and reducing greenhouse gases emissions (carbon footprint) as well as pollution and toxic releases

Sharing

Tai Ping and its partners endeavor to make the objectives and results of their environmental initiatives known to their customers, partners, employees, associates and relevant authorities.

By conducting an active communications and open dialogue policy, both internally and externally, our company aims to ensure a clear understanding of its policies and initiatives, as well as its results, in terms of continuous improvement and innovation.

Social charter

Equal opportunity

Tai Ping undertakes to guarantee each individual, irrespective of sex, race, nationality, religion or culture, equal opportunities for recruitment, work, personal and professional development and promotion.

We undertake to combat social exclusion in particular by integration, training and guidance for young professionals.

Training & personal development

Tai Ping undertakes to promote its partners, employees and associates personal development efforts and attempts to provide

them with the necessary professional training programs to enable them to carry out their functions and develop.

Employment and contribution to the company

Tai Ping undertakes to seek continued employment within the company. Each partner, employee and associate contribute to the development of the company. Tai Ping undertakes in return to assess its partners, employees and associates' skills and to pay

them according to their roles and functions and the rules and practices in the relevant sectors, on the basis of applicable labor laws and market rates.

Working environment

Since its partners, employees and associates intellectual and human capital represent its main asset, Tai Ping undertakes to

ensure that they work under the best possible conditions in terms of trust, team spirit and mutual respect.

Health & safety

All preventive action in the area of health and safety at work is considered a matter of priority at Tai Ping and our partners.

At all level of our decision making and execution process we ensure that we:

- take preventive and protective measures to ensure a risk free and healthy working environment.
- respect and abide by the applicable occupational health and safety laws and regulations.

- define appropriate organization and responsibilities aligned with our stakeholders' expectations.
- mobilize each partner, employee and associate to meet or exceed these expectations.
- communicate with our stakeholders and ensure health and safety measures are properly understood, implemented and monitored.