

To All Richline Group Associates, Suppliers and Stakeholders  
Welcome to the team!

You are an important part of an industry leading organization that spans the globe, represents numerous international brands, and actively participates in every aspect of the jewelry supply chain from melt to market. It is a massive undertaking that requires collaboration from every single one of us, as team members.

One vision... one goal... one team.  
This very simple, but empowering mission has propelled us to where we are today.

Richline Group holds itself and its suppliers to the highest social, ethical and environmental principles and is very focused on ensuring a responsible supply chain for the jewelry industry.

The Richline Responsible Oath reflects our shared values and commitment to ethics and sustainability. The oath recognizes “Richline must serve the greater good by bringing together people and resources to create economic value with a world-conscious accountability”.

As one team, the actions of each and every one of us represent the Richline Group and its parent company Berkshire Hathaway. It is vital that we follow a strict code of conduct that will govern the way we do business.

**Honesty, Fairness, Integrity, Diversity, and Environmentalism.**

Each of these concepts are a part of our core values and directly lead to our success. Customers, suppliers, and industry organizations understand our beliefs and continue to choose us as valued partners.

We are pleased to present the Richline Code of Ethics and Conduct as clear guides for our associates and suppliers to operate in accordance to our protocols for responsible management.

Richline proactively engages with and seeks collaboration from our associates and suppliers that share in our vision and commitments to have a positive effect on human health and the environment. We expect all Richline managers and suppliers to conduct their operations in a socially and environmentally responsible manner.

We thank you for your support in our efforts and together we can achieve our Responsible goals. Please read carefully and take this learning opportunity seriously.