**Human rights - Due diligence Report**   
July 26, 2021

Due to covid-19 pandemic, the last year was quite a challenging period. Nevertheless, we still tried our best communicating, training, monitoring and influencing our internal and external stakeholders regarding human rights in workplaces.

1. Objective:   
to communicate with our employees / business partners regarding the importance of human rights and inform them regarding any new documents / procedures related to human rights.  
Description:   
In the last year we uploaded to our website several updated or new documents which also relate to various aspects of human rights in workplaces:  
Responsible Jewellery Council (RJC) Compliance Policy   
Responsible Business Policy / updated, Feb 2021  
Supplier Code Of Conduct / updated Feb 2021  
Human Rights Policy / updated, Feb 2021  
Employee Privacy Policy / updated: Feb 2021   
Employees’ Grievance Procedure **/** updated: Feb 2021  
Stakeholders Grievance Procedure / updated: Feb 2021  
Unlawful Harassment Policy  
Child Labor Policy / updated Feb 2021  
\* Also,we have emailed all our suppliers an updated version of our "Supply chain policy" (updated, Feb 2021) and we have emailed all our employees the updated version of our employee handbook (updated, April 2021).   
2. Objective: to train employees regarding different aspects of human rights in the workplace in order to increase  awareness regarding their rights and how to achieve them.  
Description: last training regarding human and labor rights took place on March 25, 2021.

3. Objective: monitoring procedures and conduct regarding human rights in our workplace in LA and our locations in HK and China in order to see how our commitments, as indicated in our human rights policy and the requirements as indicated I RJC’s COP 6, are indeed reflected in the procedures and the actual conduct of each of the companies.  
Description: my very close daily communication with the managements and employees in LA, HK and China enables me to assess that the procedures and actual conduct in each of those workplaces are indeed in high compliance with RJC’s requirements regarding human rights.   
  
  
4. Objective: to change any procedure and/or remedy any conduct where human rights are compromised or violated in any of our locations.  
Description: we currently have no knowledge of any such violation of human rights.

5. Objective: to assess how our business partners respect and protect human rights.   
Description: Naturally that is a sensitive thing and the more we have a strong engagement with business partner – the more we can know and even convince and influence where   
required. Based on close relationships and/or recognized standards, we currently assess that at least our major suppliers are in high compliance with RJC’s human rights requirements.

Yours Sincerely,

Sako Baderian  
Senior manager of Policy implementation