



**RIBERIO & DUNSKY JEWELRY CORP.**

**Social & Impact Annual Report (2024)**

Riberio & Dunsky Jewelry Corp. (R&D) is a jewellery design and manufacturing company, with products made from 100% recycled Gold and 100% recycled Platinum.

This policy re-confirms our commitment to respect human rights, avoid contributing to the finance of conflicts and compliance with all relevant UN sanctions, resolutions and laws.

R&D is a member of the Responsible Jewellery Council (RJC) and are currently going through the initial assessment process against the requirements of the RJC Code of Practices (2019) and the RJC Chain of Custody (2017). This is expected to be completed during the first quarter of 2025. As such, we committed to demonstrating, through independent third-party verification, that we respect human rights according to the Universal Declaration of Human Rights and International Labour Organization Fundamental Rights at Work and as such we:

- do not engage in or support bribery, corruption, money laundering or finance of terrorism.
- support transparency of government payments and rights-compatible security forces in the extractives industry.
- do not provide direct or indirect support to illegal armed groups; and enable stakeholders to voice concerns about the jewellery supply chain.
- have implementing the OECD 5-Step framework within our management system that addresses due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas.
- we send out yearly our information gathering forms to our suppliers.



We commit to working with uncompliant suppliers who are committed to changing their business practices to adhere to our compliance standards in a reasonable and timely manner. If non-compliant suppliers are unwilling or unable to meet our standards we will discontinue further business with them. Any concerns any person has with R&D, or any R&D business partners, this can be addressed anonymously through our grievance system and process.

Regarding serious abuses associated with the extraction, transport or trade of diamond, gold and platinum we will neither tolerate nor profit from, contribute to, assist or facilitate the commission of:

- torture, cruel, inhuman and degrading treatment.
- forced or compulsory labour
- the worst forms of child labour
- human rights violations and abuses; or war crimes, violations of international humanitarian law, crimes against humanity or genocide.

R&D shall immediately stop engaging with upstream suppliers if we find a reasonable risk that they are committing abuses described above or linked to any party committing these abuses.

Regarding direct or indirect support to non-state armed groups, our suppliers only purchase diamonds or that are fully compliant with the Kimberley Process Certification Scheme and, as such, will not tolerate direct or indirect support to non-state armed groups, including, but not limited to, procuring diamonds from, making payments to, or otherwise helping or equipping non-state armed groups or their affiliates who illegally:

- control mine sites, transportation routes, points where diamonds are traded and upstream actors in the supply chain; or
- tax or extort money or diamonds at mine sites, along transportation routes or at points where diamonds, gold and platinum are traded, or from intermediaries, export companies or international traders.



R&D shall immediately stop engaging with upstream suppliers if we find a reasonable risk that they are sourcing from, or are linked to, any party providing direct or indirect support to non-state armed groups.

Regarding bribery and fraudulent misrepresentation of the origin of diamonds, gold and platinum, we will not offer, promise, give or demand bribes, and will resist the solicitation of bribes, to conceal or disguise the origin of diamonds, gold or platinum, or to misrepresent taxes, fees and royalties paid to governments for the purposes of extraction, trade, handling, transport and export of diamonds.

### **Money laundering**

R&D shall support and contribute to efforts to eliminate money laundering where we identify a reasonable risk resulting from, or connected to, the extraction, trade, handling, transport or export of diamonds, gold and platinum.

### **Employment**

Compliance is ensured at all times, with applicable national and, where appropriate, international laws and regulations with respect to employment and labour. We shall ensure that wages and benefits for a standard working week shall meet at least national minimum standards and shall be sufficient to meet the basic needs of workers and provide some discretionary income.

### **Health & Safety**

R&D recognizes the need to develop sustainable, value creating business and is committed to the following:

Any adverse impact of our business processes on those who carry them out shall be identified and eliminated. Towards this end, we will systematically review our operations to identify sources of health and safety related risks. The review will lead to formulation of clearly described work practices and drills. All our staff will be trained in the manner required to adhere to these work practices and drills.



## **Human Rights**

All employees in RB's facilities will be treated with equality, respect and dignity. We shall not interfere in the right of employees to observe tenets or practices based on caste, race, national origin, gender, religion, disability, union membership, or political affiliation.

We strongly discourage any form of sexually coercive, threatening, abusive, or exploitative behaviour. Any reported incidents relating to direct or indirect physical, sexual, racial, religious, psychological, verbal, or any other form of harassment or abuse, or any other form of intimidation or degrading treatment will not be tolerated by the company. Annual sexual harassment trainings will be given to all employees.

## **Non-Discrimination & Disciplinary Practices**

Any form of discrimination relating to the hiring, discharge, pay, promotion and training of employees on the basis of race, caste, national origin, gender, religion, age, disability, gender, marital status, sexual orientation, HIV status, migrant status, membership of worker representative bodies, political affiliations, or any criteria that are unlawful is strongly discouraged by the company and any such reported incidents will be viewed as a serious violation of this Business Principles. We shall assure all employees who come forward in good faith to report issues, that they will be treated fairly and respectfully.

## **Child Labour**

R&D do not engage in child labour, and we also do not support child labour under any circumstance.

## **Forced & In-Humane Labour**

The management of R&D is fully committed to ensuring that forced or involuntary labour is not practiced in any form at any of its facilities or facilities it does business with. Any reported incidents relating to forced labour shall be considered as a serious violation of this policy and against US law. Examples of behaviours that fall into the category of Forced and inhuman labour are:



- any forms of torture
- cruel, inhuman or degrading treatment
- other gross human rights violations and abuses, such as widespread sexual violence and war crimes

### **Environmental**

R&D are committed to effective environmental management as one of its important corporate priorities, and will focus on the following initiatives:

- compliance with all applicable environmental laws and regulations
- the impact of each of our operations on the environment will be systematically assessed for compliance with appropriately defined standards and reviewed periodically to mitigate or eliminate such impact.

### **Product Security**

R&D are committed to provide safety of product throughout its supply chain by following precautions as mentioned below:

- there is blanket insurance on our facility.
- suitable safeguarding and storage are ensured at all stages with the help of safes and security personnel.

All personnel connected with product safety have been trained on documented procedures.

### **Metal Sourcing Policy**

R&D are concerned about the environment and social impacts of irresponsible mining. We ensure to the best of our ability that all our suppliers comply with sourcing guidelines.



Certify and independently audit that all gold supplies are in accordance with the RJC Chain of Custody Standard for precious metals, OECD due diligence guidance for responsible supply chains of minerals from conflict-affected and high-risk areas, or world diamonds council conflict free standard. That none of the diamonds, gold and platinum materials that make up our jewellery pieced are being sourced from Conflict Affected and High-Risk Areas.

### **Anti-Money Laundering & Terrorism Financing**

R&D recognizes that the fact that entities in the diamonds and precious metals sector have to take on the onus of analysing their potential vulnerabilities to money laundering and implement specific steps that are required for protection against abuse by criminals. Strict compliance is ensured at all times, with all applicable national and, where appropriate, international laws and regulations with respect to money laundering, terrorism financing, bribery, facilitation payments, corruption, smuggling, embezzlement, fraud, racketeering, transfer pricing, and tax evasion. We follow a documented due diligence system and process.

### **Diamond Sourcing - Kimberley Process & System of Warranties**

R&D are fully committed to complying with all the requirements specified in the Kimberly process certification scheme and world Diamond Council's System of Warranties Declaration. The definition of "Conflict Gemstone Diamonds" as agreed by the Kimberly Process has been adopted and declarations are received from suppliers.

### **Anti-Bribery & Facilitation Payments**

R&D shall ensure complete Prohibition of Bribery Facilitation payment across organization and in all entities and this is also not allowed under US law.

We shall not offer, accept or countenance any payment, gift, in kind, hospitality, and expense or promises as such that may compromise promises of fair competition. Periodic training and awareness shall be carried out to educate employees about various types of bribery and facilitation payments.



## **OECD Due Diligence**

Our KYC supplier information form is combined with our Supply Chain Due Diligence, Human Rights Policy, Precious Metal and diamond ethical sourcing policy. We have integrated the 5-step process into our management system and as such are normal and routine processes that are adhered to.

Nichollas Riberio  
Managing Director

**Riberio & Dunsky Jewelry Corp.**

22 October 2024