



## SDC DESIGNS LLC

December 18, 2022

**Annual statement to company stakeholders**

Re: SDC annual statement to company

The policies and procedures relating to RJC certification have been reviewed with corporate staff:

- Anti-Bribery & Facilitation payments
- Anti-Money Laundering and Finance of Terrorism
- Adherence to the Kimberley Process and World Diamond Council System of Warranties
- Supply Chain Policy-OECD-CAHRA's
- All precious metals used in jewelry is responsibly sourced and fully traceable to its origin
- Diamonds to be purchased from responsible and legitimate sources
- Company policy with regards to synthetic diamonds and colored gemstones
- Security of People and Products
- Sexual Harassment Policy
- Product Integrity Practices
- Human Rights
- Health & Safety Performance
- Community Relations
- Environmental Performance
- Relationship with Business Partners
- Statement of commitment to RJC policies and procedures
- Commitment to employee policies manual

A log for the training has been filed.

By informing our business partners of our RJC requirements, we are committed to educating the diamond and gemstone industry in proper workplace practices and procedures throughout the supply chain.

As part of the company risk review, SDC's supply chain has been made aware of the specifics of OECD's & CAHRA's and have had to complete paperwork and risk review acknowledging acceptance of our OECD policy. These companies must confirm they are incorporating said human rights policies as part of their corporate policies. Companies that are not in compliance may be given up to six months to meet our standards, during which SDC will work with these companies to develop proper procedures. Failure to comply with our standards will result in the termination of our business relationship. Upon the risk review of 2022, all supplier companies have met SDC's human rights due diligence requirements.

SDC is committed to the safety and human rights of our personnel and have been trained on proper workplace behavior and complaint mechanisms. An internal company human rights risk assessment was performed and all standards and requirements have been met.

Letters to stakeholders has been posted online and has been distributed through to our company email list.

Policies and procedures are available at [www.sdcdesigns.com](http://www.sdcdesigns.com) and upon request.

Craig Race