

# IDEAL BRILLIANT CO., INC.

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Re: Ideal Brilliant statement to company stakeholders

In the first quarter of 2024, Ideal Brilliant will undergo an operations audit to become a certified member of the RJC (Responsible Jewellery Council) based on the COP 2019. The COP 2019 audit includes due diligence of our Supply Chain Policy including policies regarding OECD's (Organisation for Economic Co-operation and Risk Development) and CAHRA's (Conflict-Affected and High-Risk Areas).

Ideal Brilliant has established policies and is compliant with the due diligence standards of the RJC COP 2019 relating to the below COP categories:

- 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
- Diamonds and precious metals to be purchased from responsible and legitimate sources
- Company policy with regards to synthetic diamonds
- 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

Annual review and training of RJC & company policies will take place prior to the RJC audit.

Ideal Brilliant is committed to the safety and human rights of our employees and have trained our staff on proper workplace behavior and complaint mechanisms. By informing our business partners of our RJC requirements, we are committed to educating the jewelry industry in proper workplace practices and procedures throughout the supply chain based on the COP 2019.

Ideal Brilliant has completed and is compliant with its Human Rights Due Diligence annual review for the period of calendar year 2023-Beginning of 2024 per the RJC COP 2019 standards.

This statement has been posted online and emailed to our stakeholder list.

Policies and procedures are available online and upon request.

Chilly Fastag  
Vice President

