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## Labor Rights Policy Statement

Clyde Duneier, Inc. is committed to respect fundamental rights in the workplace set out in the International Labour Organization's Declaration on Fundamental Principles and the Rights at Work as imbedded in relevant national laws.

Clyde Duneier, Inc. undertakes to provide a safe and healthy working environment for all its employees conducting its business activities in a manner consistent with core labour standards.

- We provide for necessary working conditions as per relevant national law, incl. on issues of pay conditions, hours of work, overtime, leave, breaks.
- We respect employees' rights to freely associate, organise and bargain collectively in accordance with applicable laws and regulations.
- We commit not to use, be complicit in, or benefit from any form of forced, bonded or compulsory labour.
- We directly forbid child labour as a form of exploitation including its worst forms and comply with local minimum age laws and requirements for admission to employment.
- We prohibit all forms of violence, harassment and discrimination in the workplace and with respect to all aspects of employment.

Clyde Duneier, Inc. expects all its employees, partners, suppliers, contractors and other parties directly linked to the company's operations, products or services to share this commitment.

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## Anti-corruption Policy Statement

Clyde Duneier, Inc. is committed to ensuring that it meets its legal obligations and prevents, detects and eliminates corrupt practices, and cooperates to reduce opportunities for bribery and corruption.

Clyde Duneier, Inc. does not tolerate any form of corruption (including the giving and receiving of bribes) within the organisation and takes the most serious view of any attempt to commit corrupt practices by employees, contractors, agents and business partners. Cases of suspected corruption will be properly investigated and appropriate action taken, including reporting to the appropriate authorities, disciplinary action, prosecution and active pursuit of recovery.

All management and staff are actively encouraged to report all cases of suspected corruption to the appropriate contact person.

Clyde Duneier, Inc. also expects that all third parties dealing with it apply the highest ethical standards in their business relationships and that they comply with anti-corruption and anti-bribery regulations.

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## Environmental Policy Statement

Clyde Duneier, Inc. is committed to reducing its' environmental impact by using resources responsibly, minimizing waste, and supporting sustainable practices. We strive to make environmentally conscious decisions in our daily operations and encourage continuous improvement for a greener workplace.

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Jemma Kim  
COO  
January 21, 2024

“ Where fine jewelry has been a family tradition since 1910’

