



CLYDE DUNEIER

BRILLIANT SINCE 1910

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January 14, 2026

Annual statement to company stakeholders

In March of 2026 Clyde Duneier, Inc. will undergo an audit to renew its RJC (Responsible Jewellery Council) certificate based on the COP 2024 and LGMS that includes due diligence of our Supply Chain Policy, including policies regarding OECD's (The Organization for Economic Co-operation and Development) and CAHRA's (Conflict Affected and High-Risk Areas). The expanded policies that the company will be audited will include the following subject matters:

- 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 gold and PGM's used in jewelry are responsibly sourced and fully traceable to its origin
- Diamonds and gemstones 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

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

This statement has been posted online.

As part of the company risk review, Clyde Duneier, Inc.'s supply chain has been made aware of the specifics of OECD's & CAHRA's and has 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 Clyde Duneier, Inc. 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 2026, all supplier companies have met Clyde Duneier, Inc.'s human rights due diligence requirements.

Clyde Duneier, Inc. 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.

Policies and procedures are available at www.clydeduneier.com and upon request.

Jemma Kim
COO

"Where fine jewelry has been a family tradition since 1910."

