

BRIGITTE ERMEL

JOAILLIER

ANNUAL INTERNAL REVIEW

As part of our RJC certification, we conduct an annual internal review of our management system, of which we communicate an extract below:

- **Supply Chain Policy:** it has been communicated to our stakeholders.
- **RJC Reference Person:** an RJC reference person has been appointed within our Company.
- **Due Diligence:** we conduct an annual Due Diligence with our Stakeholders according to the OECD 5-step framework for exercising risk-based due diligence regarding the supply chain of minerals from conflict-affected or high-risk areas. We specifically question our suppliers to obtain the most reasonable assurance, according to their typology, that they do not themselves source the materials they deliver to us from conflict-related sources.
- **A remediation process** has been established to address with the concerned stakeholder the results of a Due Diligence that does not meet expectations. Thus, our due diligence management plan includes a flowchart allowing us to respond to identified risks.
- **KYC = Know Your Counterparty.** A KYC policy is in place within our Company. We review it annually to ensure it is as relevant as possible and corresponds to changes in our environment. We have strengthened our monitoring of government surveillance sites, listing individuals or companies involved in money laundering and fraud activities or participating in illicit organizations and/or financing conflicts.
- **Human Rights:** we exercise due diligence regarding Human Rights within our Company, and for the Stakeholders with whom we are engaged. We review this process annually. To date, no alerts have been identified.
- **Complaint Handling:** a complaint handling system is available within our Company, and we enable stakeholders to express anonymously and without fear of retaliation their concerns regarding potential workplace mistreatment, Human Rights violations, as well as corruption facts, or those related to the jewelry supply chain. To this end, we have established and maintain at the disposal of the concerned parties a complaint handling mechanism, which can be accessed at the following address: b.ermel@brigitte-ermel.com
- The Company's latest **RJC COP certification** dates from **August 12, 2022**.
- **System Review:** the system is reviewed annually, and communication is carried out to inform stakeholders about significant points that the internal review might have highlighted.

Paris, December 16, 2024
Brigitte ERMEL
Founder & CEO

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