



**LEO WOLLEMAN, INC.** 31 South Street Suite 4N3 Mount Vernon New York 10550

April 3, 2024

**Annual statement to company stakeholders**

In June of 2022, Leo Wolleman, Inc. became a member of the Responsible Jewellery Council (RJC), joining a long list of companies around the world who are committed to adhering to a compliance standard for employee safety and operations integrity in the jewelry industry. In June 2024, Leo Wolleman, Inc. will undergo an audit to become a certified member of the RJC. As part of the preparation for the audit, company procedures and policies as dictated by the RJC were formulated through training and review of company documentation.

The training included policies and procedures relating to:

- 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 and emailed to our stakeholder list.

Leo Wolleman, 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.

Leo Wolleman, Inc. has completed and is compliant with its Human Rights Due Diligence annual review for the period of calendar year 2024, per the RJC COP 2019 standards.

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

David Stein  
VP / Compliance Officer

Ken Gurny  
Vice President