

Annual Report

FOR COPs 3, 6 and 7

TACORI

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TACORI

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2023 Reporting Period

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BACKGROUND

TACORI received a one year RJC Certification in 2022 and is in the process of preparing for a three year renewal through third party audit in November 2023. One of the requirements outlined by RJC for all organizations is an annual self-audit of the COP, and reporting of the results to stakeholders.

To conduct the self-audit, the TACORI RJC Task Force – comprised of General Counsel, SVP Operations, HR Director and CEO – reviewed and populated the RJC Audit Workbook. The RJC Task Force also created a shared drive for all documents supporting the COP.

ANNUAL REVIEW & ASSESSMENT

On an annual basis, TACORI assesses our own and our supplier's due diligence practices and those relating to RJC requirements and the COP. **TACORI's RJC Task Force has determined, through its due diligence effort in conjunction with the self-audit, that TACORI is in compliance with the RJC COP.**

During our assessment of our own and our supplier's due diligence practices and those relating to human rights, we have not identified potential or actual risks within our supply chain.

TACORI communicates to our stakeholders regarding our due diligence activities. This communication is in the form of website communications and newsletter communication.

If/when a human rights risk is identified we will communicate the risk and how we are addressing it to potentially affected stakeholders by our dedicated TACORI newsletter.

Since our last report no grievances have been raised..

In support of our continuous improvement journey, TACORI is preparing to renew RJC certification through a third-party audit and review of practices in our Design Studios November 8-9, 2023.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

As a part of the assessment, the TACORI RJC Task Force also identified UNDP Sustainable Development Goals that they would like to focus on for impact within TACORI's realm of control and influence.

The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. The 17 SDGs are integrated and are designed to end poverty, hunger, AIDS, and discrimination against women and girls.

TACORI, in conjunction with its RJC certification and in support of COP requirements, will be providing details on the SDGs of focus identified during our due diligence activities.

Through our due diligence activities, TACORI has identified SDGs of focus to impact within our organization’s span of control. These are outlined below:

- SDG 3: Good Health & Well-Being
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth
- SDG 12: Responsible Consumption and Production

Detail regarding each SDG and TACORI’s commitment is outlined in the pages to follow.

SDG 3: Good Health & Well-Being	
UNDP Goal Target(s)	TACORI Action & Commitment
Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	TACORI provides company-paid, robust medical coverage for all team members. TACORI has also provided free membership to Headspace for mental health support. TACORI features a parental leave policy to support health and well-being in conjunction with the welcoming of a child.

SDG 5: Gender Equality	
UNDP Goal Target(s)	TACORI Action & Commitment
Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life	<p>TACORI provides a workplace in which women can thrive. 70% of TACORI top leadership roles are held by women.</p> <p>In addition, TACORI has developed harassment and non-discrimination policies that protect team members from harassment due to, amongst other protected areas, gender. The policy also outlines the mechanism by which employees can file issues and complaints. Last but not least, all team members are required to comply with California requirements for sexual harassment training.</p>

SDG 8: Decent Work and Economic Growth

UNDP Goal Target(s)	TACORI Action & Commitment
<p>Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p> <p>Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>TACORI has implemented Human Rights policies and Supplier Code of Conduct Policies to support SGD 8.</p> <p>TACORI endorses these policies to our suppliers and stakeholders by distributing them online via the TACORI site. TACORI's Human Rights Policy is available at the following URL: https://www.tacori.com/human-rights-policy, endorsed by the highest level of the organization, and its Sourcing Policy is available via the following URL: https://www.tacori.com/sourcing-policy.</p> <p>These policies can also be accessed by our internal stakeholders via the intra-company public drive in the RJC Folder. The Human Rights Policy has also been communicated to external stakeholders via the TACORI newsletter.</p> <p>We have established a system for overseeing our supply chain, including the identification and validation of suppliers' adherence to global human rights standards and the sourcing of metals and gemstones.</p> <p>To facilitate the auditing of our value chain suppliers, we have implemented a tiered system and a mechanism for evaluating and scoring suppliers to ensure compliance with our Human Resources Policies and Supplier Code of Conduct.</p> <p>Our TACORI Human Policy Rights Statement, 2023 TACORI Human Rights Due Diligence Reporting and 2023 TACORI RJC HRDD Toolkit and supplemental toolkit documents can be provided upon request..</p>

	<p>We assess our own and supplier's due diligence practices and those relating to human rights by our tiered system.</p> <p>During our assessment of our own and our supplier's due diligence practices and those relating to human rights, we have not identified potential or actual risks within our supply chain.</p> <p>TACORI communicates to our stakeholders regarding our due diligence activities and efforts to prevent human rights risks. This communication is in the form of website communications and newsletter communication. When a human rights risk is identified we communicate the risk and how we are addressing it to potentially affected stakeholders by our dedicated TACORI newsletter.</p> <p>Since our last report no grievances have been raised..</p>
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SDG 12: Responsible Consumption & Production

UNDP Goal Target(s)	TACORI Action & Commitment
<p>By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p> <p>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p> <p>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>In 2022, TACORI engaged with an ESG consulting firm to provide a 3rd party audit of the usage, storage, and disposal processes of chemicals and wastes at our production facility. TACORI is in compliance with all national, regional, and municipal guidelines with respect to minimization of adverse impacts on human health and the environment.</p> <p>TACORI is committed to recycled gold as a sustainable alternative to large mining practices. We have retained Intertek to audit current usage of recycled gold. Intertek has confirmed that the majority of gold used by TACORI is recycled.</p> <p>In 2022, TACORI received RJC Certification for its compliance with responsible practices. In 2023/2024, TACORI will continue to document practices in compliance with RJC and will work to communicate these efforts and commitments more broadly to our retail partners and end consumers.</p>

