



EVERGREEN GEM CORP.

Evergreen Gem Corp Business Practices Policy

Evergreen Gem Corp is a member of the Responsible Jewellery Council (RJC).

All RJC members must set their standards to establish human rights, ethics, social responsibility, and environmental practices throughout the precious goods supply chain.

Evergreen Gem Corp is proud to commit its business practices to be in line with the RJC. Our Compliance Officer regularly inspects our day-to-day operations and perform annual reviews to make sure we comply with our policies and improve every year.

Evergreen Gem Corp and its employees are committed to responsible business practices including, but not limited to, Anti Money Laundering, KYC Practices, Human Rights Policies, proper Due Diligence, risk ranking, transaction monitoring, anti-harassment, and healthy working environment.

Human Rights Policy

The UN Guiding Principles on Business and Human Rights stipulate that businesses must have a responsibility to respect human rights and introduce a human rights due diligence procedure as the process to fulfill this responsibility. Evergreen Gem Corp and its employees commit to respect and follow these Human Rights Policies.

We at Evergreen Gem Corp recognize our responsibility to respect human rights. We commit to an environment where, but not limited to,

- 1) Employment is freely chosen. No forced forms of labor.
- 2) Working conditions that are safe and hygienic with proper legal protocol.
- 3) No child labor shall be used.
- 4) Wages are at or above legal minimum wage.
- 5) Working hours are not excessive.
- 6) No workplace discrimination is practiced. Employees or business associates will never be discriminated based on race, color, ethnicity, religion, disability, gender, sexual orientation, physical appearance, pregnancy status, age, or any other personal characteristic.
- 7) No workplace harassment will be tolerated. If there is any suspicion of workplace harassment, it must be reported to the Officer.

We at Evergreen Gem Corp will check the age of any potential employee and will only hire those acceptable under the ILO Minimum Age convention 1972 (C138).

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Bribery and Corruption

Evergreen Gem Corp and its employees strictly prohibits any form of bribery and corruption in all business practices. No employee or member of Evergreen Gem Corp is to accept gifts of more than \$100 USD from any outside party each year. If any employee of Evergreen Gem Corp identifies any potential bribery or corruption, it must be reported to the Officer or submitted to grievance (see below).

Environmental Management

In compliance and implementation of the Environmental Management System (EMS), Evergreen Gem Corp commits to lower its potential impact on the environment through our business practices. All employees are encouraged to recycle, use water responsibly and only seek responsible and efficient uses of any natural resources. We encourage our business partners, associates, clientele, and all other relationships to take a conscious effort to preserve the environment.

Provenance Claims and Material Disclosure

Evergreen Gem Corp and its members will never knowingly mislead, misrepresent, or omit any necessary information regarding its products and materials. We commit to reveal Origin, Weight, Cut and if any third-party certification has been received. Any questions regarding any of our products will be answered with full disclosure and knowledge.

Grievance Mechanism

Evergreen Gem Corp employs a grievance mechanism system to hear any concerns or complaints from employees or interested parties regarding its Human Rights practices and Supply Chain. We encourage if any concern has been noticed, you can confidentially email our Compliance Officer, Lance Zar, at:

Lance@Eggems.com

All concerns will be inspected and addressed with any findings.

We will work identify the potential threat to the honest practice of Human Rights, Supply Chain, and/or other potential concerns.

We aim to respond as fast as possible. We will advise you if the finding is legitimate and if a decision is made. All grievances will be processed, monitored, and kept in our database.

Compliance Officer: Lance Zar

Email: Lance@Eggems.com

x *Lance Zar*

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