

Saks Styling, Inc. dba Charm America

A fine gold jewelry manufacturing with one location in Los Angeles with 8 personnel.

RJC Member 4255

Date: January 29 2024

Subject: Review and Discuss Responsible Sourcing Protocols

Attendees: Ara Guzelian, Adrine Andreasian, Sarkis Andreasian

Our goal for this annual meeting is to review and discuss responsible sourcing within our current supply chain. We set goals concerning the standards set forth by our supplier principles, responsible sourcing, and reporting are being followed and executed by our staff. Each of us will report on our area of responsibility and set new goals for the coming year.

Key Items:

1. Ensure we are fully compliant with the most current RJC Code of Practices.

We will use the RJC self-assessment spreadsheet to as a template to achieve this goal.

2. Any non-conformances from the self-assessment will be addressed immediately.

The RJC is a standards-setting organization that has been established to advance responsible ethical, human rights, social and environmental practices throughout the diamond, colored gem stones, gold and platinum group metals jewelry supply chain.

The RJC has developed a benchmark standard for the jewelry supply chain and credible mechanisms for verifying responsible business practices through third-party auditing.

As an RJC certified member, we commit to operating our business in accordance with the RJC Code of Practices. We commit to integrating ethical, human rights, social and environmental considerations into our day-to-day operations, business planning activities and decision making processes.

For business ethical considerations we have set Anti Money Laundering (AML), supplier terms of business, and Know Your Counterparty (KYC) policies.

We are aware of the impact businesses have on the environment, and we are sensitive with our daily practices.

We prohibit bribery in our business practices carried out by anyone in the company.

Management shall conduct annual reviews to assess adequacy of the business practices to make improvements and address any gaps. . Our due diligence procedures are available upon request.

As our industry moves forward to responsible practices, we ask that as part of your grievances you let us know if there are any violations in the supply chain by emailing at [info@charmamerica.com](mailto:info@charmamerica.com)