

2021 ANNUAL IMPACT REPORT

We are excited to report that in 2021 we have installed a system of checks and balances that monitors all aspects of our business from human rights to environmental issues to verified sourcing of materials. Throughout the year, our executive management team, along with the entire TSC staff, has worked to strengthen the company's program for responsible business practices through all areas of its operations.

Key Accomplishments In 2021

1. Responsible Jewellery Council (RJC)

- a. In Q2 of 2021, Temple St. Clair achieved the Code of Practices (COP) certification from the Responsible Jewellery Council, the jewelry industry's foremost standards-setting and certification body.
- b. TSC ensured implementation of thorough systems to continue providing greater transparency and communications around all aspects of our supply chain – from protection of human rights, proper/humane labor policies and practices, safe and healthy working conditions, energy and environmental stewardship, financial accountability to community engagement.

2. TSC Diamonds

- a. 100% of the diamonds set in our jewelry are conflict-free and sourced only from suppliers that adhere to the guidelines established by the Kimberly Process Certification Scheme (KPCS). All our diamond sources are required to provide documentation to ensure that KPCS verification is awarded properly. In our efforts to verify traceability in our precious gems supply chain, we identified, vetted, and engaged a vertically integrated and fully traceable diamond supplier. By Q2 of 2022 all our diamond purchases, in addition to being Kimberly Process guaranteed, will be sourced only from suppliers that offer and verify 100% traceability.

3. TSC Precious Metals

- a. 92% of gold and alloys used in TSC jewelry is procured through audited / certified precious metal suppliers that deal in only certified fair trade, fair mined, and recycled metals. When our manufacturers provide our precious metals, they must also provide RJC or similarly recognized certification from their metal suppliers.

4. TSC Team & Workplace

- a. The TSC team is working daily to expand responsible practices at our US headquarters, particularly in the areas of human resources and environmental stewardship.
- b. In 2021, Temple St. Clair improved its benefits program by launching a company contribution match to its existing 401K program.
- c. We have significantly reduced single-use plastics from our packaging and shipping supplies, and from personal daily usage. We have required that our packaging suppliers shift to eco-friendly materials while actively encouraging outside vendors to do the same.
- d. At our US headquarters, we have achieved a 34.4% reduction in office energy use since 2019.
- e. In addition, we have lessened our carbon footprint by reducing corporate travel by 62.6% over 2019. Remote meetings and presentations that were developed during the pandemic have become general policy thanks to increased efficiencies, less waste and reduced environmental impact.

The Process

- Our senior management team annually reviews local and federal laws for all updates applicable to the Temple St. Clair business.
- All members of our staff receive semi-annual training and updates concerning applicable laws, company policies and procedures, product disclosures, office safety protocols, labor issues and a comprehensive understanding of the sustainability “mindset” required in all areas of Temple St. Clair.
- In addition, we strive to remain informed on current issues and events related to our industry through news briefs and webinars offered by international organizations including the Responsible Jewellery Council, ACAPS, the U.N. Commission on Human Rights, Initiatives in Arts and Culture, the Kimberly Process Certification Scheme, and more.
- TSC reviews the practices of each of its manufacturers and leading gemstone suppliers through a comprehensive questionnaire covering key areas of supply-chain working

conditions, energy and environmental programs, labor and human rights policies, fiscal safeguards, and community initiatives.

- The [Our Impact](#) section on the Temple St. Clair website is updated regularly to provide thorough communications regarding our policies, procedures, products, and progress in programs and best practices.

Philanthropy In 2021

Temple St. Clair continues to support initiatives that are close to our hearts through our philanthropy program for Arts, Conservation & Community. In 2021, we supported the following initiatives:

The Arts

“Art is what makes us human. Dance (like jewelry) is one of our earliest art forms. It is part of our storytelling and social history.”– Temple St. Clair

Alvin Ailey American Dance Theater

We are passionate about Alvin Ailey American Dance Theater and are proud to support what is one of our country’s most important cultural institutions. Mr. Ailey started his dance company in the early 1960’s and was a man ahead of his time with a vision of inclusion and education through the arts that continues to be powerfully relevant today.

In fall of 2021, TSC provided annual operating support to Alvin Ailey and partnered with artists from the company to create a powerful marketing campaign to celebrate their return to the stage post-Covid. The campaign will continue in 2022 following the company city to city on their national tour.

Additional 2021 funding in support of the arts was donated to:

- The Yard, Martha’s Vineyard, MA
- Douglas Dunn and Dancers, NY, NY
- The Joyce Theater, NY, NY
- New York Live Arts, NY, NY
- NarrativeMagazine.org

Conservation

“While working on my collection, The Golden Menagerie, I discovered the importance of community-based conservation. Our company is committed to making a positive impact on the planet at home and abroad.”– Temple St. Clair

Big Life Foundation

Since 2019, Temple has been a member of Big Life’s Advisory Board. In 2021, Temple St. Clair awarded Big Life a 1:1 matching gift on Giving Tuesday. The TSC matching fund exceeded all expectations, inspiring donations that will provide full annual salaries for 25 rangers that work to protect wildlife and lands in the Amboseli-Tsavo-Kilimanjaro ecosystem. This gift encompasses support for 250 of the rangers’ family members in the Maasai community.

Lion Guardians

TSC provides an annual gift to Lion Guardians. Support to this Kenyan-based conservation organization provides local Maasai tribes with tools to effectively mitigate conflicts between people and wildlife, to monitor lion populations, and to help their own communities live with lions.

Sheldrick Wildlife Trust

TSC adopted orphaned elephant calves for each member of the TSC team. Sheldrick works in Kenya to protect wildlife and has the most successful rescue and rehabilitation program for elephants in the world.

Community

“New York City, where we are based, is a web of small communities and neighborhoods. We seek to partner with organizations that make a positive impact in people’s lives right here in our immediate community.”– Temple St. Clair

Hetrick-Martin Institute (HMI)

Through our sales of Rainbow Angels, Temple St. Clair supports the Hetrick-Martin Institute. Located in downtown NYC, HMI believes all young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential. HMI provides this environment for LGBTQ+ between the ages of 13 and 24.

SAFH Services and Food for the Homeless (SAFH)

Throughout the early COVID spike and further into the pandemic, food banks in New York City have been overwhelmed with those in need. TSC gave a gift to SAFH that provided three months' worth of meals to the homeless.

Partnership for After School Education (PASE)

TSC donated annual operating support to PASE. PASE is a NYC-based organization that works to improve the quality of afterschool programs for children and teens living in poverty.

Read more about Temple St. Clair's [philanthropic endeavors](#).

Key Goals For 2022

TSC will continue to develop best practices that increase positive impact throughout the TSC culture. As noted, in 2021 TSC identified and moved to diamond sourcing with full traceability. We share the world's concern for the tragic situation in Ukraine and are now actively reviewing all our sourcing to eliminate Russian diamonds from our supply chain. There are likely Russian materials currently in our inventory that will take several months to work through, but we will allow no more of these goods to enter our supply chain. TSC is working to transition its consumer-facing packaging to a fully recyclable program. This will include TSC gift boxes, jewelry pouches, ribbon and all elements that accompany a TSC purchase. TSC is working to identify and transition to sources for ruby, emerald and sapphire that are 100% traceable by end of year. TSC will continue to seek more specific traceability around our precious metals sourcing. TSC seeks to support our primary vendors in being audited and certified by the RJC or similar certification agencies.