

## 2023 ANNUAL IMPACT REPORT

#### Introduction

Throughout 2023, the TSC executive management team together with our entire staff, continued its work to strengthen the company's program for responsible practices through all areas of operations.

# **Key Accomplishments in 2023**

2023 marked Temple St. Clair's third year operating under the Responsible Jewellery Council's Code of Practices (COP). TSC utilizes internally developed due diligence systems to provide transparency and communications around all aspects of its supply chain. This includes protection of human rights, proper/humane labor practices, safe and healthy working conditions, energy and environmental stewardship, financial accountability, and community engagement.

**TSC Manufacturers:** TSC provided support to its primary manufacturers in developing policies and procedures in preparation for their 2023 RJC audit and certification processes. We were pleased that both entities achieved their COP certifications in 2023, while a third leading TSC manufacturing partner is working to achieve certification in 2024. RJC or similar certification is required of all new TSC manufacturers.

**TSC Diamonds:** 100% of the diamonds set in TSC jewelry are natural, conflict-free, and sourced only from suppliers that adhere to the guidelines established by the Kimberley Process Certification Scheme (KPCS). All our diamond sources are required to provide documentation to verify KPCS status.

In addition to TSC's adherence to the Kimberly Process, we have identified, vetted, and engaged vertically integrated and fully traceable suppliers for all TSC diamonds. This ensures that our diamonds are *not only conflict-free* but that we are respectful of conditions on the ground including protection of human rights, proper/humane labor policies and practices, safe and healthy working conditions, energy and environmental stewardship, and financial accountability.

TSC Ruby, Emerald, Sapphire: In 2023, TSC identified sources for traceable, environmentally responsible rubies, emeralds, and sapphires. Unfortunately, RJC-certified Greenland Ruby closed its business in 2023. We will continue to seek out new, sustainable ruby material throughout 2024. That said, our current ruby, sapphire (in 4mm+ sizes) and emerald suppliers follow the guidelines of the *United Nations Sustainable Development Goal & Vision 2030* (sdgs.un.org/goals) where the concerns of local communities are paramount. Such sources are certified in methods that protect sacred lands, strengthen local economies, provide cultural enrichment, and enhance the long-term health and education of families. This includes full support for the repurposing of land. Note that TSC is currently working through inventory of previously purchased ruby and emerald that may not be traceable.



Single TSC sapphires in sizes of 4mm+ are primarily sourced in Sri Lanka by local artisanal miners using skills and knowledge that ensure that mining pits are repurposed responsibly using compostable woods, ferns, and indigenous seeds. The knowledge of the utilization of such materials and practices marks a significant deepening of TSC's commitment to an increasingly transparent and accountable supply chain. These mines are either managed or standardized by Gemfields according to well-developed responsible practices. Note that TSC continues to seek out sustainably sourced sapphires in smaller sizes (i.e., less than 4mm).

**TSC Precious Metals:** TSC currently uses only recycled and/or ethical gold – that is gold acquired from responsible sources, verified as having met international best practice environmental and social standards from mercury-free mining sources. 100% of gold and alloys used in TSC jewelry is procured through audited, certified precious metal suppliers that deal in fair trade, fair mined, and recycled metals only. New metal suppliers and/or manufacturers of TSC jewelry are required to provide RJC certification or similarly recognized certifications regarding precious metal procurement.

**TSC Team & Workplace:** The TSC team continues to work to expand responsible practices at our US headquarters, particularly in the areas of human resources and environmental stewardship.

In 2022, Temple St. Clair strengthened its employee-friendly benefits program by launching a company contribution match to its existing 401K program. The company continued the program in 2023 and will extend it into 2024.

The company has eliminated most single-use plastics from our packaging and shipping supplies, with the exception of our clear jewelry pouches used for inventory purposes. In 2023 TSC began testing small, compostable plastic jewelry storage bags developed by TIPA Corp., a company dedicated to environmentally impact-free packaging solutions. We expect to have results on the product's effectiveness and durability by mid-2024.

In 2023 TSC transitioned to eco-friendly, consumer-facing packaging materials. We continue to encourage our vendors to do the same.

At our US headquarters, we continue to achieve significant yearly efficiencies in our office energy use (i.e., kilowatt hours). TSC achieved a 10.5% decrease in office energy use from the previous year (2022) and a full 42.2% reduction over the past 4 years.

In addition, since 2019 TSC has reduced its expenditures on **domestic** corporate travel by 24.1%. Total **corporate, domestic, and international travel combined** was reduced by 26.7% during the same 4-year period. Remote meetings and presentations that were utilized during the pandemic have become standard procedure.



## **The Process**

Our senior management team annually reviews local and federal laws for any updates applicable to Temple St. Clair.

New staff members receive a full training in TSC's responsible practices within 60 days of hire. The full staff receives semi-annual updates concerning changes, recent accomplishments, and goals for the new year including applicable laws, company policies and procedures, product disclosures, office safety protocols, labor issues, and an ongoing understanding of the responsible "mindset" required in all areas of Temple St. Clair's business and operations.

In addition, TSC strives 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 conducts due diligence by reviewing the practices of each of its manufacturers and leading gemstone suppliers through our bi-annual, comprehensive questionnaire covering key areas of supply-chain working conditions, energy and environmental programs, labor and human rights policies, fiscal safeguards, and community initiatives. To conduct business with TSC, gem suppliers and manufacturers are required to (1) read and sign TSC's Code of Conduct policy, (2) complete the comprehensive questionnaire noted above, (3) provide documentation regarding U.S. Anti-Money Laundering (AML) and Know Your Counterparty (KYC) policies, and (4) provide a signed statement ensuring that no forced labor is used in supply chains (new in 2023).

Temple St. Clair distributes its Grievance Mechanism for Supply-Chain Companies to all its manufacturers and gemstone suppliers to facilitate reporting potential violations of human rights, environmental concerns, or other working concerns. The company detected zero "red flags" around the business or human rights practices of its supply-chain partners in 2023.

## Philanthropy in 2023

Temple St. Clair continues to support initiatives in conservation, community, and the arts. In 2023, we supported the following organizations:

#### Conservation

**Big Life Foundation, Kenya**. In 2023, Temple St. Clair contributed a matching grant to Big Life and gave a percentage of sales from its iconic Vine Amulet. These gifts supported full annual salaries for rangers, extending to the support of family members in the local Maasai community.

**Sheldrick Wildlife Trust, Kenya.** Each year TSC adopts 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.

**Pure Earth:** TSC provided a donation to Pure Earth for its work in partnering with governments, communities, and industry leaders to identify and implement solutions that stop toxic exposure, protect health, and restore



environment. Pure Earth prioritizes actions to protect the developing brains and bodies of children and pregnant women living in toxic hot spots globally.

## **Community**

**TSC Employee Matching Program:** TSC encourages our employees to give to the charities of their choice. TSC matches the donations of each employee each year.

**Hetrick-Martin Institute** 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.

**Partnership for After School Education (PASE), NYC:** PASE works to improve the quality of after school programs for children and teens living in poverty.

**SAFH Services and Food for the Homeless, NYC.** SAFH is in our downtown community and provides meals and groceries to those in need.

## The Arts

*The Joyce Theater, NYC.* The Joyce Theater is a presenter of modern dance, actively supporting dancers and choreographers from all over the world.

**Douglas Dunn and Dancers, NYC.** Douglas Dunn was one of the original dancers for the Merce Cunningham Dance Company and has continued for decades to create his own work as a choreographer and in the spirit of downtown NYC, continues to collaborate and give opportunity to other artists.

