

ANNUAL BUSINESS RESPONSIBLE REPORT

For the year 2022.



Envisions LLC

529 Fifth Avenue, 19th Floor New York, NY
10017

Section A: General Information about the Company:

GROUP PROFILE

ENVISIONS LLC is a Jewelry manufacturing and wholesale company featuring stunning designs with incredible quality and smart pricing. We operate with a strong execution of driven vision, deep product knowledge, state-of-the art diamond and Jewelry manufacturing units and an experienced management team. Our home office is located in Manhattan, New York. Our goal is to provide innovative and on-trend solutions to the independent jewellers to help them compete in this ever-changing marketplace. At Envisions LLC we have the adaptability to change with the ever-evolving market, the simplicity and transparency to always keep ourselves open and easily accessible.

With Envisions you will find that we dedicate our focus to our customer and Partners, but most importantly to the consumer. With this focus in mind not only do we keep ourselves at the forefront of cutting-edge designs and exclusive collections, but also take pride in always thinking “What’s next?”. At Envisions we are focused on providing the very best in quality merchandise, and superior customer service so that every single need is always fulfilled and met.

The combination of our experienced leadership, innovative styling, and attentive customer service is what sets us apart from the competition.

To ensure to our Partners and consumers our merchandise is of high-quality and from sources without conflict, we carefully select and monitor our suppliers of precious and raw materials.

Section B: Financial compliance of the Group:

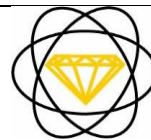
2.1 Money Laundering, Terrorism Financing, Other Financial Offences

Current Status

- Envisions LLC recognizes the fact that entities in the gems and jewellery sector have to take on the onus of analysing their potential vulnerabilities to money laundering and implement specific steps that are required for protection against abuse by criminals.
- Strict compliance is ensuring at all the entities and compliance officer has been appointed at entity level who in turn reports to group CFO on compliance status on annual basis.

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- Know Your Counter Party and other compliance of Due Diligence is followed in line with OECD guidance
- Ongoing monitoring is carried out along with all stake holder.

Area of concern & Remedial Measures

- Nil as on Date.

2.2 Kimberley Process and System of Warranties

- ENVISIONS LLC is fully committed to complying with all the requirements specified in the Kimberley Process Certification Scheme of World Diamond Council's (WDC) System of Warranties Declaration.
- Day to day monitoring and compliance of SOW is done by entity compliance officer.
- Group is committed towards conflict free sourcing and zero tolerance policy is followed at group level

Area of concern & Remedial Measures

- Nil as on Date.

2.3 Anti-Bribery and Facilitation Payment Policy:

- The ENVISIONS LLC shall ensure complete prohibition Bribery and facilitation payment across organization and in all the entities.
- Group has published compliance team contact details on website to receive any grievance or complaints.

Area of concern & Remedial Measures

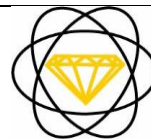
- Nil as on Date.

2.4 Ethical Sourcing of Loose Diamonds, Gold, Silver & PGM studded Jewellery Policy:

- Our company is concerned about the environment and social impacts of irresponsible mining.
- Group has identified the risk of supply chain with respect to Conflict Affected High Risk Area.
- Group ensure all its supplies are screened for conflict free supplies.

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- We have published the OECD based ethical sourcing policy and we are communicating our policies to all the supply chain partners and pushing them to adopt the same.

Area of concern & Remedial Measures

- Current concern is lack of awareness about OECD regulation and requirements of sourcing.
- We have started creating awareness about our Ethical sourcing requirements for our supply chain
- We started Engagement with our global supply chain for obtaining the further supply chain information to ensure ethical and conflict free sourcing in metal business.

2.5 Social Compliance

- We ensure full compliance with all applicable national and, where appropriate, international laws / regulations with respect to employment and labour codes in all our establishment.
- We respect all regulation for child labour, forced labour, non-discrimination, non-retaliation etc.
- All work man rights are respected and adhere to freedom of association and collective bargaining regulations.

Area of concern & Remedial Measures

- No point has been reported in the social compliance of the group were remedial measures at group level is required.
- Entity level remedial measures are taken based on internal and external audits conducted by reputed agencies,

2.6 Health and Safety

- We at Envisions LLC are concern about the health and safety of employees and are constantly studding about any adverse impact of our business processes are identified and eliminated. Towards this end, we will systematically review our operations to identify sources of health and safety related risks.
- This review will use appropriate standards as required by prevailing laws, expert opinion and our knowledge of best practices.

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- All our staff will be trained in the manner required to adhere to these work practices and drills.
- The health of our staff, exposed to certain hazardous processes, are be monitored periodically through appropriate medical checks, and reviewed using expert inputs for improvements.
- All workplaces are constructed to meet safety standards with local regulations as the minimum standards that will be applicable

Area of concern & Remedial Measures

- Nil as on date, as no accidents are reported in last one year
- Organization has been blessed and we did not have any fire or any other incidents leading to dangerous circumstances.

2.7 Human Rights

- ENVISIONS LLC is not and will not interfere in the right of employees to observe tenets or practices based on caste, race, national origin, gender, religion, disability, union membership, or political affiliation
- The Company strongly discourages any form of sexually coercive, threatening, abusive or exploitative behaviour.
- Any reported incidents relating to direct or indirect physical, sexual, racial, religious, psychological, verbal, or any other form of harassment or abuse, or any other form of intimidation or degrading treatment will not be tolerated by the company.
- ENVISIONS LLC ensures that none of its suppliers and stake holder have engaged in any activity which can violate the Human Right Principles.
- We have carried out the Human Right Due Diligence of suppliers and other Stake holders & based on risk assessment where necessary

Area of concern & Remedial Measures

- No Area of concern & Remedial Measures has been raised in the Human right for any of our operating units.
- Supplier's further upstream compliance with respect to Human Right compliance for conflict free sourcing is a new development, where company is heading and would require more focus on the same.

2.8 Environment Protection

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- ENVISIONS LLC is Complying with all applicable environmental laws and regulations
- The impact of each of our operations on the environment are studied systematically and assessed for compliance with appropriately defined standards and reviewed periodically to mitigate or eliminate such impact.
- Disposal procedures for waste generated are followed in line with the applicable national and international regulations.
 - Improvement is seen employee's environmental awareness and performance with the help of detailed policies and procedures, training, and recognition of excellence.

Area of concern & Remedial Measures

- Emerging need for sustainable growth and responsible manufacturing is the area for improvements and management has suggested step by step approach to grow in this direction.

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