



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

### **1. Purpose**

This Business Principles Policy establishes the standards of ethical conduct, integrity, legal compliance, responsible business practices, and accountability expected of all directors, officers, managers, employees, contractors, suppliers, and representatives of the Company.

ENVISIONS LLC is committed to conducting business in a responsible, transparent, and ethical manner consistent with applicable laws, international standards, and the requirements of the Responsible Jewellery Council. The Company promotes respect for human rights, fair labor practices, environmental stewardship, anti-corruption, responsible sourcing, and stakeholder trust throughout its operations and business relationships.

All personnel are required to understand, comply with, and uphold these principles. Violations of this Policy may result in disciplinary action, up to and including termination of employment, contracts, or business relationships.

### **2. Compliance with Laws and Regulations**

ENVISIONS LLC shall conduct all business activities in full compliance with applicable federal, state, local, and international laws, regulations, and industry requirements in every jurisdiction where the Company operates.

The Company is committed to maintaining effective systems and controls to identify, monitor, and comply with legal and regulatory obligations relating to employment, human rights, health and safety, environmental protection, anti-bribery and anti-corruption, anti-money laundering, sanctions, trade compliance, data privacy, and responsible sourcing practices.

Employees and business partners are expected to understand and comply with the legal and regulatory requirements relevant to their responsibilities and to seek guidance when uncertainties arise. No employee shall knowingly engage in conduct that violates applicable laws or Company policies.

ENVISIONS LLC will maintain processes for monitoring changes in applicable legislation, conducting periodic compliance reviews, and implementing corrective actions where necessary to ensure ongoing



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

compliance and continuous improvement.

### **3. Anti-Money Laundering and Financial Crime Prevention**

ENVISIONS LLC is committed to preventing money laundering, terrorist financing, fraud, bribery, corruption, embezzlement, tax evasion, and other financial crimes. Appropriate Know Your Customer (KYC), Know Your Supplier (KYS), risk assessment, recordkeeping, and monitoring procedures shall be maintained. Employees must promptly report any suspicious activity. Compliance reviews shall be conducted periodically to ensure adherence to applicable AML laws and international standards.

### **4. Kimberley Process and Responsible Diamond Sourcing**

ENVISIONS LLC supports and complies with the Kimberley Process Certification Scheme (KPCS) and the World Diamond Council (WDC) System of Warranties. The Company shall not knowingly purchase, sell, or facilitate trade in conflict diamonds and shall maintain appropriate due diligence procedures throughout its supply chain.

The following declaration shall be included on applicable invoices:

"The diamonds herein invoiced have been purchased from legitimate sources not involved in funding conflict and in compliance with United Nations resolutions and applicable national laws. The seller hereby guarantees that these diamonds are conflict free and confirms adherence to the WDC System of Warranties."

### **5. Anti-Bribery and Anti-Corruption**

ENVISIONS LLC prohibits all forms of bribery, corruption, kickbacks, and facilitation payments. Employees and business partners shall not offer, give, solicit, or accept anything of value intended to improperly influence a business decision or obtain an unfair advantage.

### **6. Product Disclosure and Consumer Protection**

ENVISIONS LLC shall provide complete and accurate disclosure regarding natural diamonds, laboratory-grown diamonds, treated diamonds, and diamond simulants. Marketing, advertising, sales materials, and product documentation shall not contain misleading, deceptive, or false information.

### **7. Responsible Diamond, Gemstone and Precious Metal Sourcing**

ENVISIONS LLC is committed to responsible sourcing practices consistent with OECD Due Diligence Guidance and RJC requirements. The Company seeks to ensure that diamonds, gemstones, gold, and precious metals are sourced from legitimate and responsible suppliers and do not contribute to conflict, human rights abuses, money laundering, or unethical business practices.



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

Envisions LLC ensures that none of its supplies come from the aforesaid countries/regions. Envisions LLC shall communicate its sourcing policy to all its stakeholders and will ensure effective implementation of its policy amongst all its entities.

Envisions LLC shall ensure that none of its supplies come from CAHRA Region sources. For More Details of CAHRA's refer to list of country under the regulation of EU 2017 <https://www.cahraslist.net/cahras>.

### **8. Supply Chain Responsibility**

ENVISIONS LLC shall make reasonable efforts to ensure that suppliers, contractors, and business partners operate in accordance with applicable laws and recognized ethical business standards. Suppliers may be required to provide declarations, certifications, and supporting documentation demonstrating compliance.

### **9. Employment Practices**

ENVISIONS LLC is committed to fair employment practices and compliance with applicable labor and employment laws. Employees shall receive wages, benefits, and working conditions consistent with legal requirements. Employment decisions shall be based on qualifications, performance, and business needs.

### **10. Equal Employment Opportunity and Non-Discrimination**

ENVISIONS LLC provides equal employment opportunities and prohibits discrimination, harassment, or retaliation based on race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, veteran status, genetic information, or any other characteristic protected by applicable law.

### **11. Child Labor**

ENVISIONS LLC prohibits child labor in all operations and business activities. No person below the minimum legal working age established by applicable law shall be employed. Appropriate age verification procedures shall be maintained.

### **12. Forced Labor**

ENVISIONS LLC prohibits forced labor, bonded labor, involuntary prison labor, slavery, servitude, and human trafficking in any form. Employment shall be voluntary, and employees shall be free to leave employment in accordance with applicable laws and contractual obligations.

### **13. Human Rights**

ENVISIONS LLC respects internationally recognized human rights and is committed to treating all individuals with dignity, fairness, and respect. Harassment, intimidation, abuse, threats, exploitation, and inhumane treatment are strictly prohibited. Employees are encouraged to report concerns without fear of retaliation.



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

### **14. Health and Safety**

ENVISIONS LLC is committed to providing a safe and healthy workplace for employees, visitors, and contractors. Hazards shall be identified, assessed, and controlled through appropriate policies, procedures, training, and preventive measures. Employees are expected to follow all safety requirements and promptly report unsafe conditions.

### **15. Environmental Protection**

ENVISIONS LLC is committed to conducting its business in an environmentally responsible manner and complying with all applicable environmental laws and regulations. The Company strives to minimize environmental impacts through the efficient use of resources, reduction of waste, responsible disposal practices, pollution prevention, and promotion of environmental awareness among employees. Environmental performance shall be reviewed periodically, and opportunities for continual improvement shall be pursued.

- a. Environmental Management Systems: Organization maintains environmental controls and procedures to manage resource use, emissions, and waste in line with applicable legal and RJC COP 2024 requirements.
- b. Legal Compliance: As an organization, there are currently no specific environmental legal compliance requirements applicable to our operations, except for provisions under pollution control regulations, where applicable. As part of our commitment to good governance and sustainable practices, we maintain records of electricity consumption. These records are reviewed periodically to monitor energy usage and identify opportunities for efficient energy utilization and conservation.
- c. Water Stewardship: As an organization, there are currently no specific environmental legal compliance requirements applicable to our operations, except for provisions under pollution control regulations for water prevention, where applicable. As part of our commitment to good governance and sustainable practices, we maintain records of water consumptions.
- d. Climate & Energy Management – GHG Measurement: Greenhouse gas (GHG) emissions from Scope 1 & Scope 2 are calculated and monitored periodically in line with recognized methodologies. The company carbon footprint as of December 31<sup>st</sup> 2025 has been calculated. Management is currently reviewing the baseline study and sustainability and ESG report available on request.
- e. Climate Action & Continuous Improvement: Emission reduction targets and energy-efficiency



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

initiatives are identified based on GHG assessments to support continuous improvement over time.

### **16. Product Security**

ENVISIONS LLC shall maintain appropriate controls to protect products, assets, inventory, confidential information, employees, and visitors. Security measures may include insurance coverage, access controls, surveillance systems, inventory management procedures, and emergency response plans designed to reduce the risks of theft, loss, fraud, or unauthorized access.

### **17. Reporting Concerns**

Employees and stakeholders are encouraged to report suspected violations of law, Company policies, or ethical standards. Reports made in good faith shall be treated confidentially to the extent possible, and retaliation against individuals who raise concerns is strictly prohibited.

### **18. Approval and Review**

This Business Principles Policy shall be reviewed periodically and updated as necessary to reflect changes in legal requirements, industry standards, and business operations.

### **19. Supply Chain Grievance**

- ENVISIONS LLC Grievance Procedures have been established and available for all employees to raise any issue/grievance for work culture, discipline, practices and supply chain concerns.
- If any Grievance from a customer and/or supply chain partner has been reported, relating to any actual, alleged or suspected breach of this Policy, this matter should be raised in accordance with Supply Chain Grievance Policy.
- The Relevant Worker responsible for the relationship with the Supplier must communicate to the Supplier about the receipt of the complaint and issue a summary report on the conclusion of the investigation.
- It is required that the Supplier's staff have been informed of our supply chain grievance policy and it is available to them as well and can be used by them as a way of raising any concerns.
- With respect to breaches, by any party in the Supply Chain Policy Commitments and/or in the Supplier Code of Conduct, the breach will be reported to senior management and based on an investigation report, necessary actions shall if needed be taken.



# ENVISIONS LLC

## ETHICAL BUSINESS POLICY

### **Public Grievances against social & Ethical compliance of the Envisions LLC**

Any stakeholder who has concerns about this policy, the compliance by Envisions LLC employees to this policy, the compliance of members of the Envisions LLC supply chain to this policy can contact

Further in case if you are interested to obtain the copy of our sourcing annual compliance report based on OECD guidelines. Please send an email communication to below mentioned email address.

#### ***Grievance mechanism & Contact details***

Aman Kaur – Compliance Officer: [accounts@envisionsintl.com](mailto:accounts@envisionsintl.com)

Prepared By : Compliance officer

Approved By : Top management

Date : June 9<sup>th</sup> 2026